

Diversity, Equity & Inclusion Policy of Ramkrishna Forgings Limited

Introduction

A Diversity, Equity and Inclusion (DEI) policy promotes a diverse, harassment and discrimination free workplace. All associated stakeholders (internal and external), regardless of their role in the business operations, should feel equally involved and supported.

Diversity – Differences in the workplace such as background, experience, sexual orientation, gender, ethnicity, religion, socio economic background and skill

Equity – Ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual

Inclusion – practice of making people feel a sense of belonging at work

We operate in a diverse society and interact with several stakeholders for the success of our business. At Ramkrishna Forgings Limited (RKFL) we understand the importance of upholding the DEI policy. The purpose of the diversity, equity, and inclusion policy is to set out RKFL's commitment to providing a workplace free from discrimination and harassment for employees. The policy also sets out RKFL's expectations, where each employee has a responsibility to adhere to and uphold the policy.

RKFL adheres to the following labor laws:

- Contract Labor Act 1970
- The Equal Remunerations Act 1976
- The Minimum Wages Act 1948
- The Employee Compensation Act 1923
- The Maternity Benefit Act 1961
- The Payment of Bonus Act 1965
- Presentation of Sexual Harassment Act 2013
- Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act (SHWW Act), 2013
- Decriminalization of homosexuality and recognition of transgender as a 3rd gender in the landmark judgment by the Supreme Court of India, 2018

Policy Application

This policy covers all the stakeholders who are directly and indirectly impacted by RKFL's business operations. This includes our staff (permanent and contractual), suppliers, customers and the general community.

The policy deals with harassment or bullying which occurs either at work or out of (but connected with) the workplace, such as on business trips or at work-related events or social functions attended by RKFL contacts. It includes bullying and harassment by third parties such as clients, customers, suppliers or visitors to our premises. We want to ensure that employees feel supported in the event they do experience this type of behavior.

RKFL is aligned to the United Nations Sustainable Development Goals that pertain to DEI such as -

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- **SDG 5 – Gender Equality**
This sustainable development goal focuses on achieving gender Equity and Empowering Women. We believe that gender Equity is not only a human right but also a necessary foundation for creating a sustainable organization.
- **SDG 8 – Decent Work and Economic Growth**
This sustainable development goal focuses on inclusive and sustainable economic growth, employment, and decent work for all. We are committed to the growth of unrepresented/minority groups, thereby doing our part in providing them with decent work and economic growth opportunities.
- **SDG 10 – Reduce Inequalities**
We prohibit any form of discrimination based on race, color, religion, gender, nationality, age, etc. and ensure equal opportunities to all, thereby reducing inequalities

RKFL Commitment to Diversity, Equity & Inclusion

RKFL is committed to fostering a culture of diversity, Equity and inclusion for all its stakeholders. We uphold our commitment towards DEI through practices detailed below:

- **Dignity at Work** – We are committed to ensuring that all employees and stakeholders feel safe, included and respected in the workplace no matter their beliefs, values, qualities, background, nationality, gender, gender identity, political opinion or any other legally protected status.
- **Recruitment & hiring** – DEI principles are central to ensuring that RKFL hires the best talent. We are committed to adhering to hiring practices and processes that are free from bias and discrimination.
- **Professional development & advancement** – We are committed to the professional development and advancement of all our employees through training or any activity that would benefit an employee to advance their position.
- **Equal Opportunity** – We are committed to ensuring equal opportunity for all. Equal opportunities are provided to all employees in our process of hiring, promotion, talent development, trainings, mentorship programs, formation of employee affinity groups, retention, etc. The remuneration offered to all employees is at par with the industry standards irrespective of their race, gender, age, color, religion, disability, or genetic information.

DEI Governance

All RKFL employees have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

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Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from the CHRO of the Company.

Policy Compliance

RKFL follows a “no-compromise” stance on issues related to DEI. Harassment, discrimination, bias and refusing to cooperate will result in disciplinary action up to the termination of the business relationship. Stakeholders are expected to be alert to any DEI violations in our direct and indirect operations and report them promptly.

This policy will be reviewed periodically and updated as necessary.

Feedback

Your comments are important to us, and we welcome your feedback on our DEI Policy. Please contact us at bhupendra.lodhi@ramkrishnaforgings.com for any comments.

Grievance

If you witness any violations to this policy, please contact bhupendra.lodhi@ramkrishnaforgings.com to raise a formal complaint.