



**DIVERSITY AND INCLUSION (EQUAL
OPPORTUNITY POLICY)**
OF
APOLLO PIPES LIMITED

Version	Revision Date	Approved by	Date of Approval
1st Version		Board of Directors	25.07.2023

1. Objective:

Apollo Pipes Limited (the 'Company') is committed to the cause of promoting diversity and inclusion within the organization. Our objective is to achieve gender parity across all levels starting from our Board.

Company believes in equal opportunity employer and does not discriminate on grounds of age, gender, sexual orientation, physical or mental disabilities, family status, religious beliefs, region, ethnicity, political beliefs, perspective, experience, or other attributes as protected by law. It is an understanding that everyone is unique, and we recognize our individual differences, so that each one feels important, respected, included, safe and engaged as we assimilate people with differences.

This policy is forward looking and sets a vision for diversity and inclusion for businesses across the organization

2. Scope & Applicability:

We realize that for achieving and sustaining an environment on founding D, E&I principles there is a need for balanced and concerted effort across the organization. Diversity and Inclusion in the Company is sponsored by the highest level of leadership i.e., by Management committee and Board and covers all Employees. This policy is an umbrella policy and addresses Equal Employment Opportunity to Person with Disabilities. The Company adheres to the following labour 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
- Prevention of Sexual Harassment Act 2013
- Rights of Persons with Disabilities Act 2016.

3. Commitment towards Diversity, Equity, and Inclusion:

Company is committed to providing safe, inclusive and supportive workplace for all. It is our endeavour to enable our employees to bring their whole self to work. We recruit, develop, reward and promote people's strength and are zero tolerant on any form of discrimination, bullying, harassment or victimisation. Our systems, processes and practices support fair treatment. We continue to work towards Diversity and Inclusion through the significant involvement of top management and leaders using best in class framework.

4. Approach to Diversity, Equity, and Inclusion:

The Diversity and Inclusion initiatives focus on a holistic approach involving the following four areas based on the Global Diversity and Inclusion Benchmarks Model:

A) Foundation

- Diversity and Inclusion vision, strategy and business case
- Leadership and accountability
- Leadership and Employees 'competence on diversity intelligence
- Infrastructure and execution principles

B) Internal processes and policies around

- Recruitment, development, advancement, and retention
- Policies on workplace conduct and benefits
- Job design and classification
- D, E&I education and training

C) External partnerships

- Community, government relations and social responsibility
- Industry bodies partnership

D) Bridging

- Assessment, communication, and sustainability

5. Building capabilities at Apollo Pipes Limited:

- We ensure that diverse employees are actively engaged in work environment free from conscious or unconscious biases.
- We reinforce and build leadership capability through use of best practice tools supplemented by additional interventions on leadership coaching on building the D, E&I competence.
- We continuously work towards nurturing, mentoring, and coaching diverse work groups through structured process to develop them reaching their full potential as future leaders.
- Every leader is assessed through performance management system and given feedback on their capabilities including that of D, E&I capability.
- Senior leaders have strong diversity building targets through our recruitment and growth programs, and they are expected to role model inclusive behaviours through everyday actions.

6. Equal Opportunity Hiring :

The Company have a Recruitment Policy in place highlighting the Equal Opportunity along with other required parameters to be a transparent employer.

7. Governance:

The Company shall implement this policy as per the prevailing standards. This policy is overseen by Company's Board of Directors. Business leaders will be responsible for diversity related performance and line managers shall be responsible for the full implementation of the related diversity standards.

8. Grievance redressal mechanism:

The Company has a Grievance Redressal Policy/ Mechanism to have a corrective action approach for any conflict or complaint related to human rights.

9. Measurement and Impact:

We set stretch targets to achieve an inclusive and diverse workplace and comply with regulatory requirements in reporting our performance and progress. Our Inclusion and Diversity measurements includes:

- Percentage of total women employees
- Percentage of Specially Abled people
- Age Groups & Level

10. Review:

This policy will be reviewed periodically and updated as necessary.