

*Policy on Gender Equality, Women Empowerment, LGBTQ & Employees with Disabilities:*

*Inductus takes extreme pride in referring itself as an Employer committed to provide Equal Opportunity & a work environment free of discrimination and harassment to everyone, irrespective of race, colour, religion, disability, gender, nationality, sexual orientation, gender identity, gender expression, age, genetic information, military status or any other legally protected status.*

At Inductus, we aim to create an inclusive workplace and leverage the power of diversity for a sustainable competitive advantage, enabling employees to participate, develop and contribute freely and equitably.

We are committed to providing a work environment, free of discrimination and harassment. We do not discriminate or allow harassment on the basis of race, colour, religion, disability, gender, nationality, sexual orientation, gender identity, gender expression, age, genetic information, military status or any other legally protected status.

Inductus is committed to support the protection and elevation of human rights in accordance with the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work (the ILO Declaration).

To achieve this, we have a strong and well-articulated Code of Conduct and Ethics, communicated to employees. Equal opportunity and fair treatment are an essential part of this Code. Our Human Rights Statement provides a broad framework to ensure that all employees are treated with respect and dignity and ensure that we do not condone human rights violations or abuses.

### **Towards Higher Women Participation:**

Inductus has 33% women participation in the Board and 22% in workforce, out of which approximately 10% women holds various leadership positions across the functions. However, Inductus and its board is committed to constantly work towards increasing women representation in the work force and leadership positions across the functions and business verticals.

To increase the participation of women, we have adopted a multi-pronged approach. Being an organization committed to equal opportunity employer, we focus on supporting & guiding women in their respective professional career and aspiration by providing them learning, skilling and mentoring opportunities.

Inductus has constant focus on bringing back those women to the workforce who had taken career breaks. The program is supported by mentoring, skilling and real-life project experiences to strengthen the confidence of women returning to pursue their career aspirations.

We encourage and support return to work post maternity by strong people centric policies and practices that focus on integrating women back from maternity leave, other compulsive breaks, etc enabling them to pursue their careers in their areas of specialization, grow & ably contribute to the surroundings.

### **Women Empowerment:**

Inductus aims at advancing and empowering women to excel in their careers in the field of consulting, operations, sales, marketing & technology. As a part of this program, our women fellow colleagues undergo leadership development interventions, technological trainings, networking, mentoring and also learn from other successful professionals across industry.

### **LGBTQ + Community:**

Inductus is committed to be an inclusive workplace for members of the LGBTQ+ community. Our policies and practices within helps create a safe and respectful work environment for employees from the community.

### **Employees with Disabilities:**

We understand that accessibility and workplace adjustments are at the heart of an inclusive workplace ecosystem. We focus our interventions across hiring, retention and growth to go beyond accommodation to addressing the aspirations of our employees with disabilities.

*'Respecting each other' is a fundamental tenet of the Inductus' Code of Conduct & Ethics and reflects our firm commitment to inclusivity, thus ensuring an equal opportunity workplace, free of discrimination or harassment. '*

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CEO & Managing Director  
Inductus Limited