



## KIRLOSKAR BROTHERS LIMITED

A Kirloskar Group Company

Enriching Lives

### POLICY ON EQUAL EMPLOYMENT OPPORTUNITY, DIVERSITY AND INCLUSION

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) is committed to the principle of equal employment opportunity for all its employees and to fostering a diverse and inclusive workplace that is free from harassment and discrimination.

KBL supports the aspect of Diversity and Inclusion which briefly encompasses aspects of accepting different traits of employees, treating all colleague with respect, and creating a productive environment in which employee feels valued, where individuals of various backgrounds feel confident in bringing their whole selves to work, feel included and their talents are nurtured, empowering them to contribute fully to the Business Goals.

#### 2. Scope:

This policy is applicable to all the business divisions of KBL (hereinafter referred as "the Company") and its business associates, subsidiaries, and joint ventures. We expect our suppliers, customers, and service providers to respect our values and policies. It is responsibility of KBL staff to advise such associates of our commitment to operate in line with this policy.

#### 3. Policy:

The Company ensures that an individual receives Equal Employment Opportunities and is not subjected to harassment or discrimination based on any factors related to a person's disability, gender, traits, or background, including race, colour, religion, national, social, or ethnic origin, or any other status protected by local laws or regulations in the areas where we operate. This policy is dependent on an individual's capacity to successfully carry out the assigned tasks, assume necessary obligations and completely support organisational objectives.

The Company is aware about the fact that creating an inclusive and diverse workforce will lead to an improved working environment and services for our stakeholders and customers.

Business operations, such as but not limited to appointments, benefits, training, promotion, transfer, recognition, etc., are carried out without discrimination as long as the employee can carry out the necessary tasks and meets all role-specific requirements.

#### 4. Implementation:

- I. The policy shall be appropriately communicated to relevant stakeholders.
- II. Managers at all levels are responsible for assuring full compliance with this policy in their respective teams.
- III. Each employee is responsible for assisting the Company in meeting its objectives in this area and assuring that their own conduct conforms to the Company's commitment to this policy.



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- IV. Any unlawful harassment, intimidation, threats, coercion, discrimination, or retaliation in any other form against an individual is strictly prohibited.
- V. Any conduct or action inconsistent with this Policy should be reported to Head – CHRM&C.
- VI. Violation of this Policy will be treated as misconduct and will be evaluated based on the severity of the matter

**5. Modification / Amendment in the Policy:**

The Company reserves the right to amend, alter, modify, or cancel the policy without any prior notice.

For Kirloskar Brothers Limited,

Sanjay C. Kirloskar  
Chairman & Managing Director

March 01, 2023