



NOCIL LIMITED

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Policy On Diversity, Equity & Inclusion

Approved by Core Committee on Sustainability on 9.12.2022
Amended by Core Committee on Sustainability on 06.03.2023

For **NOCIL LIMITED**



S. R. Deo
Managing Director



Diversity, Equity, and Inclusion Policy – NOCIL LTD (NOCIL/the Company)

Basic Objective of the Policy

NOCIL recognizes the importance of diversity, equity, and inclusion. The purpose of the diversity, equity, and inclusion policy (the 'policy') is to set out NOCIL's commitment to providing workplace free from discrimination for employees. The policy also sets out NOCIL's expectations, where each employee has a responsibility to adhere to and uphold the policy.

Scope & Applicability

This policy applies to all employees (whether on regular rolls or on contract basis, interns, apprentices, trainees, probationers engaged/employed/contracted by NOCIL and working at both of its two Plants located at Navi Mumbai and Dahej (Gujarat) and at its Head Office at Mumbai and the Regional Offices/Godowns in other cities. NOCIL is committed to embedding equity and inclusion in all practices. It aims to establish an inclusive culture, which celebrates diversity, is free from discrimination and is based on our values framework. This policy seeks to ensure that all who are subject to NOCIL's policies, practices and processes are treated fairly and are not treated less favourably on the grounds of age, race, religion, creed, colour, national origin or ancestry, physical or mental disability, marital status, gender, gender identity/ expression, sexual orientation, or any other basis protected under any law or ordinance or regulation.

A range of policies and processes are in place to ensure that we have a workforce that reflects the society it operates in, and our employees are valued and respected.

- i. Dignity at work: The company strives to make its policies and processes, to be inclusive of all, irrespective of their gender identity,





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expression and sexual orientation. e.g., dress code policy, adoption leave policy, paternity leave policy.

- ii. The Company recognizes the domestic partner of an employee irrespective of the gender for applicable policies and processes e.g., Mediclaim program.
- iii. Work-life balance: While every effort will be made to accommodate requests for flexible/alternative working arrangements, consideration must be given to business priorities.
- iv. Diversity awareness: The company plans to conduct sensitization programs are arranged on a regular basis for NOCIL employees to reinforce the corporate policies around equity and diversity and reminding them about being sensitive to diverse needs of colleagues and customers.
- v. Recruitment and selection: The principles of equity and diversity are central to making sure that NOCIL attracts the best talent. The Company ensures that all methods used to attract and select candidates are free from bias.

Violation of the Policy

Violation of this policy will attract disciplinary action .Employees who believe they have been subjected to any kind of discrimination that conflicts with this Policy and initiatives should escalate their complaint to Ms Kashmeera Satish Prabhu, HR Head or to the Company Secretary.

For NOCIL LIMITED

S. R. Deo
Managing Director