

**BALKRISHNA INDUSTRIES  
LIMITED**

**Diversity and Inclusion Policy**

Policy Title	
Diversity and Inclusion Policy	
Issue Number	1
Issue Date	27 <sup>th</sup> May, 2023
Approved by	Board of Directors
Revision Number	0
Revision Date	

### Policy brief and Purpose:

Balkrishna Industries Limited (hereinafter referred to as "BKT" or "the Company") is dedicated to promoting equality, diversity and foster a culture that recognizes and respects individuals with diverse experiences and backgrounds. The purpose of this policy is to set BKT's commitment to provide a workplace free from discrimination and provide equal opportunity for all. The Company respects diversity with respect to age, gender, ethnicity, person with disabilities (PWD), marital status, ideologies, background, knowledge and skills.

### Scope and Coverage:

This policy applies to the Board of Directors, Key Management Personnel's (KMPs), employees and workers. Diversity at organization is essential to ensure adequate representation of diverse perspectives, experience and skills required to accomplish effective business stewardship.

### Diversity and Inclusion Policy Statements:

In order to improve the caliber of the Company's performance, BKT acknowledges and appreciates the advantages of having board diversity. The Nomination and Remuneration Committee (NRC) is responsible for reviewing and evaluating board composition and provides recommendations on appointment or removal of directors.

BKT is committed to ensure a fair and transparent culture to promote regular and effective engagement with its people.

#### For Board of Directors

In order to achieve sustainable development, the Company is committed to maintain board diversity as an essential component in terms of:

- Diverse experiences

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- Gender in having the right representation of female members to also ensure statutory compliance as applicable
- Qualifications, knowledge and core competencies required by the Board of Directors, considering the Company's business/sector
- Enhance decision making capability
- Drive business performance and strategic expansion

Diversity of the Board of Directors enables the company to achieve its strategic objectives and contribute to success for the business. As a result, while defining the Board's composition, diversity is taken into consideration in all aspects and with focus on meritocracy.

### For Employees and Workers

BKT strives to provide a diverse and inclusive workforce where each individual feels valued and empowered. The company is committed to take below measures to avoid any discrimination within the company.

- In the allocation of duties among employees hired at any level, BKT will not discriminate employees and workers on the basis of sex, race, marital status, disability, age, role as a part-time or fixed-term employee, sexual orientation or religion
- All employees and workers shall be given equal opportunity for professional growth and promotion based purely on their merits
- In accordance with the Rights of People with Disabilities Act, 2016 (the "Act"), the company is dedicated to ensure suitable infrastructure and people-centric policies to accommodate and support individuals with disabilities in their quest to create value.

### **Functional Responsibilities:**

All BKT Board of Directors, KMPs, employees and workers shall be vigilant against any type of discrimination and refrain from taking any action that violates the purpose of this policy. They must ensure unbiased and fair treatment. All its people are required to adhere to:

- Uphold and follow the policy's objectives
- Contribute to a safe, inclusive and diverse environment
- Report any incident related to discriminatory behavior
- Not incite or seek to convince others to engage in unlawful activities
- Ensure respect to personal and confidential information and data
- Non-retaliation policy to ensure and encourage people to raise their concerns

### **Trainings and Communication:**

BKT has dedicated diversity training and awareness programs in order to put this policy into practice. This includes induction programs during onboarding to various stages of the employee life cycle with awareness on equal opportunity and diversity.

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### Review and Monitoring:

- BKT ensures regular monitoring of its Diversity and Inclusion performance
- Furthermore, the Employee Survey is conducted on a regular basis to solicit feedback from all employees and workers which includes a section on diversity and the working environment.

### Grievance Redressal Mechanism:

The Company's grievance redressal mechanism allows employees and workers to report their grievances or concerns. The concerned team will examine any complaints on Diversity and Inclusion policy violations and take appropriate actions. Employees and workers can raise their grievances or concerns on [hrd@bkt-tires.com](mailto:hrd@bkt-tires.com).