

PATANJALI FOODS LIMITED
(Formerly known as Ruchi Soya Industries Limited)

POLICY ON DIVERSITY, EQUITY AND INCLUSION

(Approved by the Board of Directors at their meeting held on August 11, 2023)



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Effective Date: August 11, 2023

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POLICY ON DIVERSITY, EQUITY AND INCLUSION

Patanjali Foods Limited (PFL) is committed to delivering value through equality and to nurture and promote human diversity across its operations. We consider diversity to be an important driver of innovation, productivity and growth. We operate in a diverse society, and we understand that our customers as well as talent pool have diverse characteristics and different experiences, needs, and aspirations. The purpose of the diversity, equity, and inclusion policy ('the policy') is to set out our commitment to providing a workplace free from discrimination for employees. We promote an inclusive work culture of creating a supportive professional environment that promotes trust, empathy, and mutual respect.

The commitment:

PFL shall work consistently to ensure that the workplaces are not only welcoming for all genders, ethnicities, backgrounds, age, caste, religion, marital status, color, state/ location, sexual orientation, language, and disabilities but that people are also treated with equality and respect.

PFL is continuously striving to be an equitable workplace promoting pay parity, skillbalancing, inclusive culture and diverse demography.

The Policy:

The Diversity, Equity and Inclusion (DEI) policy provides a strategic framework for monitoring and improving the organizational capabilities to improve representation and promote a more inclusive culture. All our businesses must demonstrate a commitment to the following principles:

To comply with all applicable government regulations including provisions of Rights of Persons with Disabilities Act, 2016 that seek to protect and promote diversity in professional activities.

- a. To Promote Diversity, Equity and Inclusion in all its HR actions like recruitment, selection, career progression; terms and conditions of employment; compensation, promotions, career growth, working environment; training and development.
- b. To inculcate the principles of Diversity, Equity and Inclusion in all its stakeholders such as Vendors, Partners, Contractors, Suppliers etc.
- c. To support and empower differently abled individuals in the professional journey by providing accessibility support.
- d. The policy encourages respectful communication and cooperation amongst all employees.
- e. To provide adequate flexibility to accommodate employees' varying needs without any discrimination by the respective authorities in the organization.
- f. The organization takes allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated.



Reporting inappropriate Conduct:

If any employee believes that they or another individual has been treated unfairly or has been discriminated against on account of any of the parameters mentioned in this policy or its intent, the employee is urged to bring the same to the notice of HR Department.

All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

PFL encourages employees to report in good faith any possible violation of this Policy.

The organization will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this policy or in good faith provide information in connection with a report or investigation of any such conduct.

Any employee found to have exhibited any inappropriate conduct or behavior against others will be liable to disciplinary action.

