

Equal Opportunity, Diversity, and Anti-Discrimination Policy

1. Purpose

I G Petrochemicals Ltd. (IGPL) is committed to providing a workplace that promotes fairness, respect, and equal opportunity for all. This policy ensures that in every aspect of employment and business activity, individuals and groups are treated equitably and without discrimination. IGPL believes that diversity and inclusion drive innovation, strengthen teamwork, and enhance the company's growth and success.

2. Scope

This policy applies to all:

- Employees (permanent, temporary, or contractual)
- Trainees, apprentices, and interns
- Consultants, contractors, suppliers, and business partners
- Board members and stakeholders engaged with IGPL

The policy applies to all work-related contexts - including on-site, remote, client, and off-site locations, as well as online and digital interactions.

3. Guiding Principles

- **Fairness:** Every employment decision is made objectively and without bias.
- **Respect:** Everyone deserves to work in an environment free from discrimination, harassment, or victimization.
- **Inclusion:** Diversity in background, perspective, and experience is valued and encouraged.
- **Accountability:** All employees share responsibility for upholding this policy.

4. Definitions

Equal Employment Opportunity (EEO): Fair treatment in all employment practices, recruitment, training, promotion, and compensation.

Direct Discrimination: When a person is treated less favourably based on protected attributes.

Indirect Discrimination: When a policy or practice appears neutral but disadvantages certain groups.

Protected Attributes: Gender, gender identity or expression, sexual orientation, age, caste, religion, race, colour, nationality, disability, marital or parental status, pregnancy, or any other status.

Reasonable Accommodation: Adjustments or modifications to enable individuals with disabilities or specific needs to perform their roles effectively.

5. Policy Commitment

- Ensuring equal opportunity in recruitment, development, remuneration, and promotion.
- Preventing and addressing discrimination or harassment in all forms.
- Providing reasonable accommodation where required.
- Promoting respect for diversity across all teams and operations.
- Creating a culture where everyone feels included, valued, and safe to contribute.

6. Responsibilities

Management:

- Demonstrate leadership in promoting a culture of respect and inclusion.
- Ensure policies and decisions are objective and free from bias.

Human Resources (HR):

- Implement and communicate this policy effectively.
- Provide training on equal opportunity, diversity, and workplace behaviour.
- Handle grievances impartially and confidentially.
- Conduct periodic reviews and ensure consistent implementation.

Employees:

- Treat colleagues, clients, and partners with dignity and fairness.
- Refrain from discriminatory or harassing behaviour.
- Report any violations promptly without fear of retaliation.

7. Complaint and Grievance Mechanism

IGPL encourages employees to raise any concerns or complaints related to discrimination, harassment, or bias through the HR department or designated grievance officer.

All complaints will be:

- Handled confidentially and fairly
- Investigated promptly and impartially
- Resolved with appropriate corrective action

Retaliation against anyone who raises a concern in good faith is strictly prohibited.

8. Monitoring and Review

The Company will review this policy at least once every two years — or sooner, if needed — to ensure it stays relevant and effective. Findings and recommendations from these reviews will be shared with senior management for continuous improvement.

9. Consequences of Violation

Any breach of this policy may lead to disciplinary action, including counseling, warning, suspension, or termination, depending on the severity of the case.

10. Conclusion

By embracing diversity and ensuring equal opportunity, IGPL strives to create a workplace where everyone can achieve their full potential. Our collective commitment to fairness, respect, and inclusion strengthens both our culture and our business.

**The above policy was adopted by the Board of Directors at their meeting held
on 3rd November, 2025**