

AGI GREENPAC LIMITED	Policy No:	HRP/CO/67A
	Date:	10.01.2024
	Revision No:	00
	Revision Date:	

Diversity & Inclusion Policy

1. Objective:

The objective of this policy is to establish a culture of diversity and inclusion that encourages all employees to contribute their unique perspectives and talents, regardless of their background, gender, race, age, sexual orientation, disability, religion, or other protected characteristics. Our organization aims to create an environment where all employees feel valued, respected, and empowered to reach their full potential.

2. Scope:

This policy is applicable for all employees, contractors and contract workers of **AGI Greenpac Limited**.

3. Leadership Commitment:

Our leadership is responsible for championing and promoting diversity and inclusion at all levels of the organization. They are committed to leading by example and ensuring that diversity and inclusion are integrated into all aspects of the company.

4. Equal Employment Opportunity:

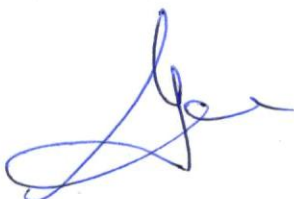
Our organization is an equal opportunity employer. We do not discriminate in any aspect of employment, including hiring, promotion, compensation, benefits, or termination, based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic.

5. Recruitment & Hiring:

Our organization is dedicated to recruiting a diverse workforce by reaching out to various sources and underrepresented communities to attract a broad range of candidates. Hiring decision will be based on qualification, knowledge & skills.

6. Training & Development:

We provide diversity and inclusion training to all employees to create awareness, sensitivity, and promote inclusive behaviors.



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7. Workplace inclusivity:

Our organization is committed to create a welcoming and inclusive work environment that respects and values the unique qualities and contributions of every individual. We encourage open communication and feedback.

8. Non- Discrimination and Anti- Harassment:

We have strict policy against discrimination and harassment. Employees who experience or witness any form of discrimination or harassment are encouraged to report it to their Unit HR head, and will take immediate and appropriate action.

9. Supplier & Business Partner Diversity:

We recognize the importance of promoting diversity and inclusion beyond our organization as well. We will-


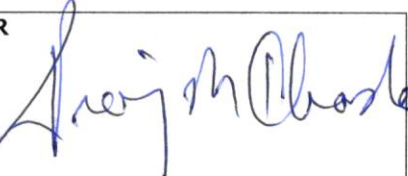
- a) Seek to work with suppliers and business partners who share our commitment to D&I.
- b) Promote fair and equal business opportunities for suppliers from underrepresented groups.

10. Employee Responsibility:

The responsibility of implementing this policy lies with every employee at our Organization. It is the duty of all employees to foster a culture of diversity and inclusion and to report any incidents of discrimination or harassment.

11. Effective Date: 10.01.2024

12. The management reserves the right to withdraw / modify this policy at any time without assigning any reason whatsoever.

<p>POLICY OWNER GOVIND JEE RAI SR VICE PRESIDENT-HR</p> 	<p>POLICY APPROVER RAJESH KHOSLA PRESIDENT & CEO</p> 
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