Adani-Total Gas Limited

Policy on "Diversity, Equity and Inclusion"

	Policy on Diversity, Equity, and Inclusion (DEI)	**Version**	Draft Ver 1.0
adani Gas		**Issue Date**	
		Effective Date	
	This version supersedes all previous versions with a lesser version number		

Adani-Total Gas 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 promote an inclusive work culture of creating a supportive professional environment that promotes trust, empathy, and mutual respect

1.0 The commitment:

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

Adani-Total Gas is continuously striving to be an equitable workplace promoting pay parity, skill balancing, inclusive culture and of diverse demography.

2.0 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. Our business must demonstrate a commitment to the following principles:

2.1 To comply with all applicable government regulations that seek to protect and promote diversity in professional activities.

2.2 To Promote Diversity, Equity and Inclusion in all its HR actions like recruitment, compensation, promotions, career growth, performance, etc.

2.3 To inculcate the principles of Diversity, Equity and Inclusion in all its stakeholders such as Vendors, Partners, Contractors, etc.

2.4 To support and empower differently abled individuals in the professional journey by providing accessibility support

2.5 The policy encourages respectful communication and cooperation amongst all employees

2.6 To provide adequate flexibility to accommodate employees' varying needs without any discrimination by the respective authorities in the organisation

2.7 To develop holistic training programs for new employees to accelerate their alignment with the organization culture, values, the company mission, and vision

2.8 The organisation shall appoint a Review Committee which will monitor the necessary parameters to ensure that Diversity, Equality, and Inclusion (DEI) principles are being deployed in the right spirit. The review committee shall also make appropriate reports and presentation wherever required

2.9 The organisation takes allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated. To action these the organisation will appoint appropriate members to form the 'DEI Safeguard Forum'

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3 Reporting inappropriate Conduct:

3.1 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 this to the notice of DEI Safeguard Forum

3.2 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

3.3 Adani-Total Gas encourages employees to report in good faith any possible violation of this Policy

3.4 The organisation 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

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