



**DIVERSITY AND INCLUSION**  
**(EQUAL OPPORTUNITY POLICY)**  
**OF**  
**APOLLO PIPES LIMITED**

<b>Version</b>	<b>Revision Date</b>	<b>Approved by</b>	<b>Date of Approval</b>
1st Version		Board of Directors	25.07.2023
2nd Version	26.10.2023	Board of Directors	26.10.2023

### 1. Objective:

Apollo Pipes Limited (the 'Company') is committed to the cause of promoting diversity and inclusion within the organization. Our objective is to achieve gender parity across all levels starting from our Board.

Company believes in equal opportunity employer and does not discriminate on grounds of age, gender, sexual orientation, physical or mental disabilities, family status, religious beliefs, region, ethnicity, political beliefs, perspective, experience, or other attributes as protected by law. It is an understanding that everyone is unique, and we recognize our individual differences, so that each one feels important, respected, included, safe and engaged as we assimilate people with differences.

This policy is forward looking and sets a vision for diversity and inclusion for businesses across the organization.

### 2. Scope & Applicability:

We realize that for achieving and sustaining an environment on founding D, E&I principles there is a need for balanced and concerted effort across the organization. Diversity and Inclusion in the Company is sponsored by the highest level of leadership i.e., by Management committee and Board and covers all Employees. This policy is an umbrella policy and addresses Equal Employment Opportunity to Person with Disabilities.

### 3. Alignment with United Nation's Sustainable Development Goals:

Apollo Pipes' Diversity, Equality & Inclusion Policy is aligned with the following UN SDGs:

#### a) **SDG 5- Gender Equality**

This sustainable development objective centers around the attainment of gender equality and the empowerment of women. We firmly believe that gender equality is not merely a fundamental human right but also essential for establishing a sustainable organization. Consequently, we place added emphasis on the empowerment of women within our organization.

#### b) **2. SDG 8- Decent Work and Economic Growth**

Apollo Pipes is driven by a commitment to our core values of social responsibility and uplifting marginalized communities. Our aspiration is to play a role in the progress of these underserved groups, actively working to provide them with access to meaningful employment and economic advancement opportunities.

#### c) **SDG 10- Reduce Inequalities**

Through our commitment to recruiting individuals from underrepresented groups, we strive to mitigate societal inequalities stemming from the limited opportunities available to these communities. We strictly forbid any form of discrimination based on factors such as race, color,

religion, gender, nationality, age, and more, ensuring equal opportunities for all and thereby contributing to the reduction of inequalities.

#### 4. Alignment with International Labour Organization's Convention, Labour Laws of India, and the UNGC Principles

India has officially adopted six of the eight fundamental International Labour Organization (ILO) Conventions. As these conventions are integrated into India's labor laws, Apollo Pipes' policies are in full compliance with them to ensure a comprehensive approach.

Apollo Pipes' Diversity, Equality & Inclusion Policy is aligned with the following Conventions of the ILO:

- a) Forced Labour Convention, 1930
- b) Abolition of Forced Labour Convention, 1975
- c) Equal Remuneration Convention, 1951
- d) Discrimination (Employment & Occupation), 1958
- e) Minimum Age Convention, 1973
- f) Worst Forms of Child labour Convention, 1999

The Policy adheres to the following principles of UNGC:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Ensure that the businesses do not engage in or support human rights violations.

The Policy adheres to the following labour laws:

- Contract Labour (Regulation & Abolition) Act, 1970
- The Minimum Wages Act, 1948
- The Equal Remunerations Act, 1976
- The Maternity Benefit Act, 1961
- Prevention of Sexual Harassment Act, 2013
- Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013

#### 5. Commitment towards Diversity, Equity, and Inclusion:

Company is committed to providing safe, inclusive and supportive workplace for all. It is our endeavor to enable our employees to bring their whole self to work. We recruit, develop, reward, and promote people's strength and are zero tolerant on any form of discrimination, bullying, harassment or victimization. Our systems, processes and practices support fair treatment. We continue to work towards Diversity and Inclusion through the significant involvement of top management and leaders using best in class framework.

## 6. Approach to Diversity, Equity, and Inclusion:

The Diversity and Inclusion initiatives focus on a holistic approach involving the following four areas based on the Global Diversity and Inclusion Benchmarks Model:

### A) Foundation

- Diversity and Inclusion vision, strategy and business case
- Leadership and accountability
- Leadership and Employees 'competence on diversity intelligence
- Infrastructure and execution principles

### B) Internal processes and policies around

- Recruitment, development, advancement, and retention
- Policies on workplace conduct and benefits
- Job design and classification
- D, E&I education and training

### C) External partnerships

- Community, government relations and social responsibility
- Industry bodies partnership

### D) Bridging

- Assessment, communication, and sustainability

## 7. Building capabilities at Apollo Pipes Limited:

- We ensure that diverse employees are actively engaged in a work environment free from conscious or unconscious biases.
- We reinforce and build leadership capability through use of best practice tools supplemented by additional interventions on leadership coaching on building the D, E&I competence.
- We continuously work towards nurturing mentoring, and coaching diverse work groups through structured process to develop them reaching their full potential as future leaders.
- Every leader is assessed through a performance management system and given feedback on their capabilities including that of D, E&I capability.
- Senior leaders have strong diversity building targets through our recruitment and growth programs, and they are expected to role model inclusive behaviors through everyday actions.

## 8. Equal Opportunity Hiring:

The Company has a Recruitment Policy in place highlighting the Equal Opportunity along with other required parameters to be a transparent employer.

## 9. Governance:

All employees carry the responsibility of upholding and adhering to this policy, in addition to relevant laws and regulations. This policy is overseen by Company's Board of Directors. Business leaders will be responsible for diversity related performance and Line Managers are entrusted with the duty of addressing and resolving complaints or concerns that are reported to them, while maintaining strict confidentiality. They are also tasked with actively supporting and setting an example by following this policy, thereby establishing a high standard of behavior in the workplace.

## 10. Grievance redressal mechanism:

Employees who breach this policy or engage in improper conduct will face disciplinary measures. If any employee believes they have experienced discrimination that contradicts this policy and its associated efforts, they are encouraged to reach out to their line manager or an HR representative for assistance. All stakeholders are expected to be vigilant for any violations related to diversity, equity, and inclusion in our direct or indirect operations and to promptly report any such incidents.

## 11. Measurement and Impact:

We set stretch targets to achieve an inclusive and diverse workplace and comply with regulatory requirements in reporting our performance and progress. Our Inclusion and Diversity measurements includes:

- Percentage of total women employees
- Percentage of Specially Abled people
- Age Groups & Level

## 12. Reporting:

Apollo Pipes shall measure all the DEI metric as per the Global Frameworks and disclose the findings transparently annually.

## 13. Review:

This policy will be reviewed periodically by Board of Directors and updated as necessary.