

1. Purpose

Carysil Limited (The Company) believes in being an organization that is diverse and provides an inclusive environment that allows employees to achieve their highest potential. The company is committed to promoting and supporting a diverse and inclusive workforce at all levels, fostering an environment where employees can thrive, grow, and contribute to the organization's success. We value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment.

2. Scope

Diversity and inclusion policy applies to all individuals in the company role, under contract, Stakeholder and on an assignment basis. The policy applies to all employees, contractors, stakeholders, temporary staff, and job applicants, ensuring equal treatment and opportunity for all individuals involved with the organization.

3. Diversity and inclusion

Diversity represents the full spectrum of human demographic differences, which may include, but are not limited to, race, ethnicity, religion, gender, gender identity, sexual orientation, age, socio-economic status, national origin, physical or mental ability, marital status, and education.

Inclusion is the active involvement and empowerment of individuals, where the inherent worth and dignity of all people are acknowledged and celebrated.

4. Policy Statement and Framework

The Company embraces and supports our employees' differences in age, ethnicity, gender, gender identity or expression, language differences, nationality or national origin, family or marital status, physical, mental and development abilities, race, religion or belief, sexual orientation, skin color, social or economic class, education, work and behavioral styles, caste, etc. that make our employees unique.

The Policy and practices followed by the Company will be reviewed annually to identify any necessary updates, ensuring continuous improvement and alignment with evolving best practices for diversity, equity, and inclusion.

4.1 Responsibilities

HR-Head responsible for:

- Implementing this Policy in their day-to-day work, ensuring that all policies and practices are applied fairly and equitably to all employees, regardless of their background.
- Actively seek feedback from their team members about the team's culture.
- Recognize any unacceptable behavior and take immediate appropriate action.
(As per Define Redressed Grievance Mechanism)

- Encourage a diverse and inclusive mindset for themselves and within their teams.
- Regular training programs will be implemented to create awareness and understanding.

4.2 Our Beliefs

We believe a diverse workforce breeds creativity and innovation, fostering a better inclusive environment to work in, and leading to better business results. Diversity and inclusion are supported at the highest levels of the company, and our initiatives are integrated across all organizational practices and policies, including but not limited to recruitment, selection, compensation, benefits, professional development, promotions, transfers, social programs, and the continuous development of the work environment.

We believe:

- Diversity and inclusion are recognized as a business interest, with every level of the organization holding responsibility towards creating an inclusive work environment.
- All of us should accept and support an employee's individuality by encouraging to bring their true selves to work.
- Our employees should not be alienated or excluded because they don't fit into a set of cultural norms and their insights are sought and welcomed.
- That every employee is entitled to a working environment that promotes dignity and respect to all.

In respecting and valuing the diversity among our employees, and all those with whom we do business, managers and employees are expected to ensure that there is a work environment free from all forms of discrimination and harassment, and promotes inclusivity.

4.3 Diversity & inclusion / Grievance Redressal Committee

The Diversity & Inclusion Committee will review and assess this policy annually to ensure it remains aligned with best practices and supports an inclusive, equitable culture. The committee will review this policy annually.

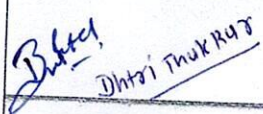
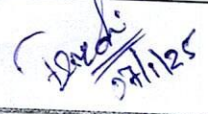


- Conduct seminars and training sessions to raise awareness among employees.
- Integrate diversity and inclusion strategies into recruitment, performance management, and other policies.

4.4 Diversity, Inclusion and Equity:

- I. The Company is committed to providing equal opportunities to everyone, with a zero-tolerance policy toward discrimination or harassment based on race, caste, nationality, age, origin, ethnicity, sex, disability, sexual orientation, or any other status.
- II. The Company is committed to ensuring that all facilities and resources provided are equally accessible to all employees, without any bias or discrimination. All employees are encouraged to provide suggestions, and specific quarterly POSH (Prevention of Sexual Harassment) meetings are arranged for female employees to ensure a safe and supportive work environment. The policy is readily available to ensure clarity on rights and protections.
- III. Discrimination against individuals with disabilities and transgender employees is strictly prohibited.
- IV. Opportunities provided to current employees, new hires, or applicants are based solely on qualifications, skills, experience, and potential, and not on gender, religion, caste, or nationality.

4.5 Monitoring:

- I. Grievance Redressal meetings will be held quarterly to address concerns and ensure ongoing improvements in the work environment.
- II. Every Three monthly POSH Meetings
- III. Initiatives through the Director's Desk to promote transparency and openness.

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