

**Zydus
Wellness**

Internal Policy

Effective Date: November 6, 2023

Title: Diversity and Inclusion Policy

Issued By: Sr. Vice President – Human Resources



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Our Commitment:

Zydus Wellness (“Company”) is committed to fostering an inclusive and diverse workplace culture that respects and values the differences in people including its employees, and extended employees. We believe that a diverse workforce, encompassing different backgrounds, perspectives, and experiences, is key to driving innovation, creativity, and growth. We strive to create an environment that promotes fair opportunities, fairness, and respect for all individuals, regardless of their race, ethnicity, gender, sexual orientation, religion, age, disability, or any other characteristic. Our commitment to diversity is reflected in our policies, practices, and initiatives aimed at promoting diversity and inclusion in all aspects of our operations. We are committed to creating a culture that celebrates diversity and empowers individuals to reach their full potential.

We believe that imbibing principles of policy in our operations and processes cannot be compromised under any circumstances.


This policy covers the Company and all its subsidiaries.

Our Vision:

Our vision for diversity and inclusion is to create a culture where all individuals feel valued, respected, and empowered to bring their whole selves to work. We strive to foster an environment that not only tolerates but celebrates the differences among us, including differences in race, ethnicity, gender, sexual orientation, religion, age, disability, and other characteristics. We believe that diversity of thought, experience, and perspective is a driving force behind innovation, creativity, and sustainable growth. Our goal is to create a workplace where diversity is embraced as a source of strength and where everyone has a fair opportunity to thrive and succeed.

Our Principles:

We are proud to be a fair opportunities employer, committed to creating a workplace where everyone has a fair chance to thrive and succeed. We do not discriminate against any individual based on their race, ethnicity, gender, sexual orientation, religion, age, disability, or any other characteristic. We are dedicated to providing a fair and inclusive recruitment process, offering fair pay for work, and creating opportunities for professional development and advancement

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based on merit. At Zydus Wellness, we believe that a diverse and inclusive workplace is not only the right thing to do but also essential for driving innovation, creativity, and growth. We are committed to promoting fair opportunities and creating a culture where everyone feels valued and respected.

We believe that a diverse workforce brings diverse ideas, experiences, and perspectives to the table, leading to increased innovation and better decision-making. We provide ongoing training and development opportunities to our employees to foster a culture of respect and inclusion. We are committed to ensuring that everyone feels heard, valued, and supported.

In addition to our commitment to diversity and inclusion, we have open channels of communication & feedback that ensure our employees feel heard & valued. We hold regular town hall meetings where employees can ask questions to the Chief Executive Officer, share feedback, and receive updates on the organization's progress.

Moreover, we consider safety and security of our employees paramount. Our POSH (Prevention of Sexual Harassment at Workplace) policy provides a safe and supportive environment for all employees. We understand the importance of creating a work environment that is free from harassment and discrimination, and we are committed to upholding these values in our workplace.

Policy Implementation:

Governance: The Human Resource (HR) team is entrusted with implementation of policies and commitments. The team will:

- Drive inclusion and diversity awareness.
- Respect the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment and bullying.
- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity and belonging.
- Ensure that any breaches are investigated, and corrective actions taken and
- Compliance to law where applicable.



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Review and Revision:

This policy shall be reviewed annually and any revision, if done will be on the basis of annual review and benchmarking process to ensure its relevance and effectiveness.

Issued by:

Mr. Shantanu Das
Sr. Vice President – Human Resources

Approved by:

Mr. Tarun Arora
Whole Time Director & Chief Executive Officer