



Diversity, Equity and Inclusion (DEI) Policy

Policy Scope

This policy applies to all employees, contractors, vendors, and stakeholders associated with WIPL. It covers all aspects of employment, including recruitment, training, promotion, compensation, benefits, and interactions with customers and the community.

Objectives

- a. **Promote a Culture of Inclusion:** Foster an environment where all individuals feel respected, valued, and included, regardless of their background, caste, gender, age, race, ethnicity, disability, sexual orientation, or religion.
- b. **Eliminate Discrimination:** Ensure that all employment practices are free from discrimination and bias, promoting equal opportunities for everyone.
- c. **Enhance Diversity:** Encourage a diverse workforce by actively seeking to recruit and retain employees from various backgrounds and experiences.
- d. **Support Employee Growth:** Provide equal access to professional development and career advancement opportunities.

Targets

- a. **Diversity Representation:** Aim for at least 10% of new hires to be from underrepresented groups within the next ten years.
- b. **Inclusion of specially-abled people:** Hire at-least five specially-abled people over the next five years.
- c. **Training:** Hold at-least one training on DEI for sensitisation annually.

Legal and Client Responsibilities

- a. **Compliance with Anti-Discrimination Laws:** Adhere to all applicable local, state, and national anti-discrimination laws and regulations
- b. **Accommodation for specially-abled:** Provide reasonable accommodations to employees and applicants who are specially-abled
- c. **Harassment-Free Workplace:** Enforce policies and procedures to prevent and address harassment based on protected characteristics as defined by law.
- d. **Regular Reporting:** Comply with reporting requirements related to workforce diversity and affirmative action plans as stipulated by relevant government agencies as well as clients.

Governance and Allocation of Responsibilities

- a. **Leadership Commitment:** The senior management team will lead by example, demonstrating a commitment to DEI in all aspects of their work.
- b. **DEI Committee:** Establish a DEI Committee for overseeing the implementation of this policy, monitoring progress, and reporting to the senior management team.
- c. **Employee Responsibility:** All employees are responsible for fostering an inclusive workplace by respecting diversity and reporting any instances of discrimination or bias.



Review Mechanism

- a. Regular Monitoring: Conduct annual reviews of DEI objectives and initiatives, assessing progress against set targets.
- b. Annual Report: Produce an annual DEI report detailing progress, achievements, challenges, and plans for the coming year.
- c. Continuous Improvement: Regularly update the DEI policy based on feedback, best practices, and changing organizational needs.

Disciplinary Measures

- a. Zero Tolerance for Discrimination: Any employee found engaging in discriminatory practices will face disciplinary action, up to and including termination of employment.
- b. Fair Investigation: Ensure all reported incidents are investigated thoroughly and impartially, with appropriate measures taken based on the findings.
- c. Support for Affected Employees: Provide support and resources to employees who experience discrimination or harassment.

By adhering to this policy, Witmans Industries commits to creating a workplace where diversity is celebrated, equity is ensured, and inclusion is a fundamental part of the company culture. This policy not only aims to foster an inclusive work environment but also ensures compliance with all legal requirements related to diversity and anti-discrimination.



Approved by:
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June 01, 2025

