



**POLICY ON ENHANCING EQUALITY,  
DIVERSITY AND INCLUSIVITY**

## POLICY ON ENHANCING EQUALITY, DIVERSITY AND INCLUSIVITY

### PREFACE

<b>Title</b>	<b>Policy on Enhancing Equality, Diversity and Inclusivity</b>
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In addition to our strong commitment to the protection of the human rights of individuals within our business and to the elimination of all forms of discrimination (as outlined in our 'Protecting Human Rights Policy'), we at JSW Infrastructure Limited (**'JSW'**), as part of our efforts to deliver our Sustainability Vision, are equally committed to the promotion and enhancement of equality, diversity and inclusivity\*. We recognise that the differences between individuals are what makes each of us unique and that those differences should be valued and cherished.

In furtherance of this commitment, the Board of Directors has adopted this 'Enhancing Equality, Diversity and Inclusivity Policy'.

#### Background of the Issue

The definitions of Equality, Diversity and Inclusivity are many and varied. Here at JSW, we define these terms as follows:

**Equality** (or the absence of inequality) is, at its core, about treating women, men and people of diverse gender identities the same. It is about ensuring that every individual has the same rights, the same opportunities and the same rewards, irrespective of any characteristic they may possess, be that race, colour, age, sexual orientation, gender identity and expression, nationality, ethnicity, caste, language, religion, physical and mental ability, family status, parental status, social origin, educational background, or any other status. It is a societal state to which we should all aspire.

**Diversity** is the extent to which our workplaces are composed of employees who possess those varying characteristics, and that diversity should be reflected across every level of our business.

**Inclusivity** is what we aim to achieve, a sense amongst all our employees, whatever their characteristics, that they feel valued and accepted within our organisation; we can do this by creating a culture of inclusion within JSW where that mix of people can feel comfortable and confident within themselves, free from pressures to conform, in the knowledge that they are equally valued and respected.

#### How it relates to JSW

Having a diverse workforce that feels included and valued has been proven to have many business benefits, including:

- Increased engagement by employees who feel appreciated, contributing fully to the business's aims and vision;
- Increased creativity and innovation from the wider perspectives of employees with diverse backgrounds;
- Reduced employee turnover;
- Enhanced hiring based on a strong reputation as a desirable place to work.

In pursuance of our stated commitments to embrace equality, enhance diversity and create a culture of inclusion, we have adopted a number of aims towards which we will strive. These aims are supported by a range of actions and improvements through which those aims are to be achieved.

#### **We aim to actively embrace equality within our organisation.**

To do this we will:

- Ensure that this Policy is communicated to all our employees, including all new starters at the time of their induction;
- Facilitate the equal participation of women, men and people of diverse gender identities at all levels of our organisation, delivering a culture of gender equality\*\*;
- Prevent exclusion through the adoption of progressive work-place practices that increase equality, such as extended parental leave, subsidised childcare and flexible working, to ensure that no-one within our organisation is disadvantaged because of their gender or circumstances;
- Ensure that all individuals within our organisation are rewarded appropriately and fairly, irrespective of any characteristic;
- Ensure fairness in matters including but not limited to remuneration, employment terms and conditions, training and development opportunities and promotions;
- Take steps, including the provision of training, to mitigate potential conscious and unconscious bias in employment decisions and performance reviews including but not limited to compensation and hiring;
- Develop site infrastructure where necessary to create barrier-free workplaces that welcome and accommodate individuals with disabilities, LGBTQIA+\*\*\* colleagues, etc.;
- Report on the status of equality across our business.

**We aim to actively promote and enhance diversity within our organisation.**

To do this we will:

- Educate all levels of our organisation on the benefits of diversity and the means to enhance it;
- Implement a progressive recruitment process that works towards enhancing the diversity of our workforce; this will include the targeted recruitment of women, minorities, individuals with special abilities and ex-Military professionals;
- Report annually on the status of diversity across our business.

**We aim to create and maintain a culture of inclusion within our organisation.**

To do this we will:

- Foster an environment where employees feel that their background, lifestyle and ideologies do not affect the perceptions of them as a professional or impact their opportunities for growth;
- Develop mentorship programmes to encourage open dialogue, sharing of learning experiences and thus providing a path for knowledge transfer;
- Create employee affinity groups or diversity councils to foster a culture of inclusion and explore ways of further enhancing diversity and inclusivity;

**We aim to promote equality, diversity and inclusivity across all our suppliers and business partners.**

To do this we will:

- Define and openly share in a Code of Practice the minimum expectations we have of our suppliers and business partners in relation to equality, diversity and the creation of a culture of inclusion within their businesses;
- Establish a detailed and transparent process through which the attitudes, risk profile and performance of each and every supplier and business partner with regards to a range of sustainability issues, including equality, diversity and inclusivity, is evaluated;
- Favour those suppliers and business partners whose attitudes and performance most closely matches our own aims and aspirations.

**We aim to do what we can to promote equality, diversity and inclusivity in our local communities and across India.**

To do this we will:

- Support local projects that aim to promote equality, diversity and inclusivity;
- Support innovative and trailblazing national projects and initiatives that seek to promote equality, diversity and inclusivity;
- Report on all our efforts relating to this aim, be that at a site-level with our local communities, and at a corporate level with our wider stakeholders.

**We will continue to be fully committed to our statutory and voluntary obligations relating to the promotion of equality, diversity and inclusivity.**

These include:

- Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation;
- All local and national statutory regulations relating to human rights protection and the eradication of discrimination;
- Reporting of our performance on the issues of equality and diversity through GRI (Global Reporting Initiative) and against the United Nation's Sustainable Development Goals.

The achievement of our aims and the delivery of the improvements to achieve them, the fulfilling of our compliance obligations, and the enforcement of our prohibitions will all be managed through the Sustainability Framework that JSW is committed to implementing and maintaining across all our sites.

\* when referring to the term 'inclusivity', we mean a working environment in which everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter their background, identity or circumstances.

\*\* when referring to the term 'gender equality', JSW means a state in which access to rights and opportunities is unaffected by gender.

\*\*\* LGBTQIA+ refers to Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual or Ally, whilst + represents others who feel a dysmorphic inner conflict with heteronormative customs.