






## Tirupati Group

(Tirupati Medicare Limited, Tirupati Lifesciences Private Limited, Tirupati Wellness Private Limited & Newtramax Healthcare Private Limited)

### Diversity, Equity & Inclusion Policy

Policy Number: TG/P/CHR/001-00

Task	Name	Designation	Signature	Date
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**Diversity, Equity & Inclusion Policy**

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01/12/2023

Version No.

1.0

**Introduction:**

Human Capital is our most valuable asset that helps us to differentiate us from an increasingly complex and highly competitive world. At Tirupati Group (Tirupati Medicare Limited, Tirupati Lifesciences Private Limited, Tirupati Wellness Private Limited & Newtramax Healthcare Private Limited), we are dedicated to fostering, cultivating & preserving a workplace culture of diversity, equity, and inclusion. We meaningfully recognize and embrace the multitude of collective representation among our employees, understanding that each individual brings a unique set of thoughts, personality traits, capabilities, and talents to the workplace. In this context, we have formulated and published a policy on ensuring the conformance to Human Rights as defined in the United Nations Global Compact, Sustainable Development Goal 5 Gender Equality, Sustainable Development Goal – 8 Decent Work & Economic Growth, Sustainable Development Goal – 10 Reduced Inequalities, International Labor Organization Conventions, United Nations Convention on Right of Persons with Disabilities 2006, and Provisions of Right of the Persons with Disability Act 2016, Transgender Person (Protection of Rights) Act 2019, Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017, and Equal Remuneration Act 1976.

**Our Commitment:**

This policy encompasses a wide range of differences, including but not limited to nationality, geography, ethnicity, gender, sexual orientation, age, race, physical abilities, family status, religious beliefs, perspectives, experiences, and any other legal protected status. We believe in creating an environment where every employee feels valued and respected for their unique contributions, ensuring that all individuals feel important, included, and engaged. In our pursuit of diversity, achieving gender parity is our top priority. We are dedicated to ensuring that our Board represents a diverse range of skills, professional backgrounds, industry expertise, geographical experience, gender, race, tenure, nationality, ethnicity, and diversity of thought. By assembling a diverse Board, we aim to leverage the varied skills, knowledge, industry experience, backgrounds, gender, and other qualities of its members to enhance decision-making and ultimately benefit our stakeholders.

Furthermore, our workforce is designed to mirror the diversity of the consumers and communities we serve. Regardless of the locations in which we operate, we are committed

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to respecting and nurturing the talents and abilities of all individuals. We recognize the immense value that comes from the skills, experience, and dedication of our diverse team. Our commitment to diversity is not only a matter of fairness and societal equity; it is also a business imperative. Additionally, we believe that employees are most engaged in open, fair, and diverse environments. Our organization's diversity, equity, and inclusion policy is carefully designed to create a workplace where every individual is empowered to contribute their unique experiences and talents. We believe that by embracing and leveraging our differences, we can drive innovation, enhance decision-making, and ultimately achieve greater success for our organization and its stakeholders.

### Framework:

As we are dedicated to fostering a diverse, equitable, and inclusive workplace culture. Our commitment to attracting, retaining, and promoting highly skilled individuals aligns with our group's strategic goals.

#### ➤ Scope:

- a. Implementing best practices in (Diversity, Equity & Inclusion) DE&I initiatives, benchmarked against globally renowned companies and institutions.
- b. Providing an environment of equality and respect for all employees and contractors, irrespective of their gender, race geography, age, experience, ethnicity, sexual orientation, family status, nationality, religious beliefs, physical abilities, or any other legally protected status.
- c. Recognizing and respecting individuals identifying with all genders, social backgrounds, and minority(under-represented) groups.
- d. Operating in accordance with all relevant legislation in the jurisdiction in which we operate.
- e. Ensuring fairness and preventing unlawful discrimination in areas such as remuneration, employment terms and conditions, promotions, and training and development opportunities.
- f. Promptly and fairly addressing complaints of harassment, bullying, or unlawful discrimination by employees, customers, suppliers, vendors and other stakeholders.

#### ➤ Objectives:

- a. Foster a culture of inclusivity and belonging where all employees feel valued and respected, regardless of their background, identity, or beliefs.

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- b. Increase diversity at all levels of the organization, including leadership positions, to reflect the communities we serve.
- c. Create an environment where employees are empowered to speak up about issues related to diversity, equity, and inclusion without fear of retaliation.
- d. Building capability by ongoing education and training to promote awareness and understanding of diversity, equity, and inclusion with development of employees to unleash their full potential.
- e. Cultivate partnerships with diverse suppliers and vendors to support economic inclusion and equity.
- f. Providing equal opportunities for all employees in terms of career progression.

### ➤ Targets & Actions:

- a. Increase representation of minority groups in leadership positions by 5% over the next three years.
- b. Sustain the percentile increment in employee satisfaction scores related to diversity, equity, and inclusion initiatives.
- c. Increase the percentage of diverse suppliers and vendors in our supply chain by 10% within the next three years.
- d. Reduce turnover rates among underrepresented groups by 15% over the next three years.
- e. Conduct annual diversity, equity, and inclusion surveys to measure progress and achieve targets for continual improvement.
- f. Implement mandatory diversity, equity, and inclusion training for all employees and leadership.
- g. Establish employee resource groups & mentorship programs to provide support and career advancement opportunities for diversified employees.
- h. Develop mentorship and sponsorship programs to support career advancement for underrepresented employees.
- i. Review and upgrade talent acquisition practices to eliminate bias and promote diversity.
- j. Incur a diversity and inclusion module discussion in committees to oversee the implementation of the policy and regularly assess progress.
- k. Prevent Discrimination during recruitment, career development & promotion processes.

### ➤ Collaboration and Engagement:

- a. Recognizing that achieving and sustaining a (Diversity, Equity & Inclusion) DE&I-focused environment will require a balanced and concerted effort across the Group.

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- b. Working with key stakeholders such as Local Communities, Non-Governmental Organizations (NGOs), governmental bodies, and special interest groups to further our (Diversity, Equity & Inclusion) DE&I agenda.

➤ **Implementation and Accountability:**

- a. This policy applies to all employees, management, and contractors within the Tirupati Group (Tirupati Medicare Limited, Tirupati Lifesciences Private Limited, Tirupati Wellness Private Limited & Newtramax Healthcare Private Limited).
- b. Each business vertical within Tirupati is responsible for implementing this policy.
- c. Business Unit Leads will be held accountable for the associated performance of the policy.
- d. Respective Departmental Leads are responsible for their full implementation within their respective business units.

➤ **Monitoring and Compliance:**

- a. We will measure and report on performance periodically to ensure ongoing compliance with this policy.
- b. The Ethics Committee will review this policy quarterly and recommend necessary revisions to the head corporate human resources.

By adhering to these guiding principles, we aim & sustain to create a diversified inclusive environment that fosters equality and respect for all individuals within our organization.