



DIVERSITY EQUITY AND INCLUSION POLICY

Introduction

At Bal Pharma, we believe that a diverse and inclusive workplace is essential to fostering innovation, collaboration, and long-term success. Our commitment to equity and respect for individual differences is reflected in our approach to creating an environment where everyone feels valued and empowered. This Diversity, Equity, and Inclusion (DEI) Policy outlines our intent to embed inclusive practices across all levels of the organization, ensuring fair access to opportunities and cultivating a culture that celebrates varied perspectives and backgrounds.

Scope

This DEI Policy applies to:

- Employees and contractual workers, applicable by contract type and level of employment.
- Vendors, suppliers, partners, and consultants working with Bal Pharma who are expected to align with our DEI standards and values.
- Recruitment and selection, on boarding, promotion, compensation, training, performance appraisal, leadership development, team collaboration, and workplace culture.
- Customers and communities with whom we engage as part of our corporate social responsibility and market presence.

Purpose

This policy aims to:

- Build a workplace that values diverse ideas, perspectives, and identities, ensuring dignity, respect, and equal opportunity for all.
- Ensure merit-based decisions, unbiased employment practices, and provide equal access to growth, training, and advancement.
- Maintain a zero-tolerance approach to bullying, harassment, discrimination, and victimization.
- Provide clear channels for raising concerns, while holding leaders and employees responsible for upholding DEI principles.

This policy supports our commitment to promote a diverse, equitable and inclusive work environment, where all employees are treated with respect and held accountable to live up to our values.



Leadership Accountability

Bal Pharma's leadership is accountable for driving DEI initiatives by setting measurable goals and embedding DEI into strategic planning. Leaders will be assessed on their ability to cultivate inclusive teams and uphold DEI principles in decision-making.

Inclusive Recruitment

We are dedicated to embedding fairness and inclusivity in all aspects of our recruitment process. This includes building diverse candidate pipelines, crafting unbiased role descriptions, and training hiring managers to conduct interviews that are equitable and respectful. Our aim is to actively engage underrepresented groups and ensure equal opportunity for all applicants.

Training and Education

To foster a culture of inclusion, all employees, including leadership, will participate in regular training programs covering areas such as unconscious bias, inclusive leadership, and cultural awareness. These initiatives are designed to enhance understanding, reduce barriers to collaboration, and promote an environment where every individual feels valued and respected.

Accessibility

We commit to creating workplaces and digital platforms that are accessible to all. Reasonable accommodations will be provided to employees with disabilities, and we will incorporate universal design principles into our physical, digital, and communication systems. By doing so, we strive to remove barriers and enable all employees to contribute fully and effectively.

Employee Resource Groups (ERGs)

We support the formation of ERGs to provide safe spaces for employees to connect, share experiences, and advocate for inclusive policies. ERGs will be recognized and supported by leadership.

Metrics and Reporting

We will measure and track DEI progress through key performance indicators such as workforce demographics, pay equity, promotion rates, and employee engagement scores. Annual DEI reports will be shared with stakeholders to ensure transparency and accountability.



Alignment with ESG Strategy

Our DEI commitments are not standalone—they form an integral part of our broader Environmental, Social, and Governance (ESG) strategy. By embedding inclusivity into our governance and operations, we contribute to long-term sustainable growth, innovation, and ethical business conduct.

Redressal Mechanism

Employees found engaging in conduct inconsistent with this policy will be subject to disciplinary measures in accordance with applicable laws and internal protocols, which may include verbal or written warnings, suspension, termination, or other appropriate action depending on the severity of the offense. Any individual who experiences or witnesses behavior conflicting with this policy is expected to promptly report the matter to their supervisor, a Human Resources (HR) representative, or another superior. All complaints will be promptly and thoroughly investigated in a fair and impartial manner, with appropriate resolution and corrective action taken to address the concern. Bal Pharma will ensure that no individual will face reprisal or retaliation for reporting a violation in good faith; however, false, frivolous, or malicious complaints may result in disciplinary action. Failure to comply with this policy will be treated as misconduct under grievance or disciplinary procedures, with serious breaches potentially constituting gross misconduct leading to dismissal.

Monitoring and Reviewing

This policy and its commitment are reviewed internally as per the review date mentioned for adherence and updated (if necessary) for applicability, relevance, and effectiveness.