

ELECTROSTEEL CASTINGS LIMITED

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Non-Discrimination Policy

Preliminary

This Non-Discrimination Policy ("Policy") states Electrosteel Castings Ltd. ("ECL") 's internal policy regarding non-discrimination in the workplace. It is meant to provide a safe, diverse, and congenial workplace at ECL and is without prejudice to any anti-discrimination provisions of applicable law.

Non-discrimination

1. ECL Will not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.
2. The company will not subject personnel to pregnancy or virginity tests under any circumstances.
3. ECL will not interfere with personnel's exercise of rights to observe tenets or practices or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinion, or any other condition that could give rise to discrimination.
4. ECL will not allow any behavior that is threatening, abusive, exploitative, or sexually coercive, including gestures, language, and physical contact, in the workplace and, where applicable, in residences and other facilities provided by the company for use by personnel.

ECL will not condone any discrimination against any person on its premises, whether that person is in its employment or otherwise. Any person who believes he or she has been subjected to discrimination based on the discrimination characteristics is encouraged to bring the matter to the attention of ECL's head (P&A) at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for exercising anything set out in this Policy, filing a complaint, furnishing information for, participating in an investigation, or any other activity related to the administration of this Policy.

Original Policy date: **18th June 2014**

Re-affirmed Date: **24th January 2025**

A blue ink handwritten signature, appearing to read 'Sunil Katial', is written over a blue diagonal line.

(SUNIL KATIAL)
CEO AND WHOLE TIME DIRECTOR

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