

Be yourself.

We like the way you are

Hello!

We at Welspun strongly support a healthy, fair, and flexible work environment. No matter your experience, knowledge, background, or abilities - you are a valuable member of this family. We believe that diversity in the workforce not only benefits Welspunites, customers, consumers, and shareholders but also contributes and catalyzes social change for a better tomorrow for our future generations. So, here we are!



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Diversity @ Welspun



Equality



Empowerment



Openness



Competitive edge



Inclusion



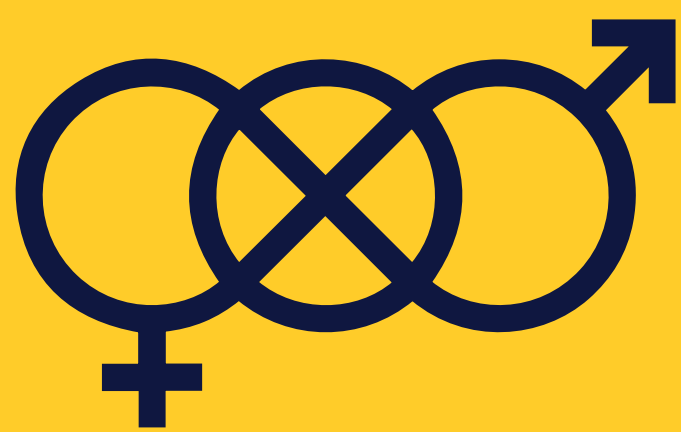
**Representation of all
sections of society**



Does this agenda apply to you?

It does! It applies to all individuals of Welspun Group companies working in India and overseas. Our aim is to recognize the contribution of Welspunites who come with different capabilities, experiences, and perspectives. For us, the term diversity encompasses **gender, age, experience, education, ethnicity, religious and cultural backgrounds.**

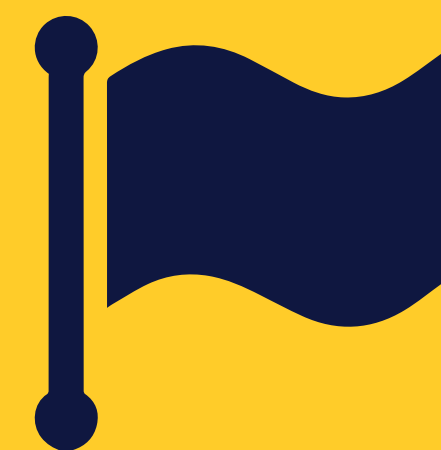
Through our guidelines, we are laying the foundation of diversity in the following areas:



**Gender
diversity**



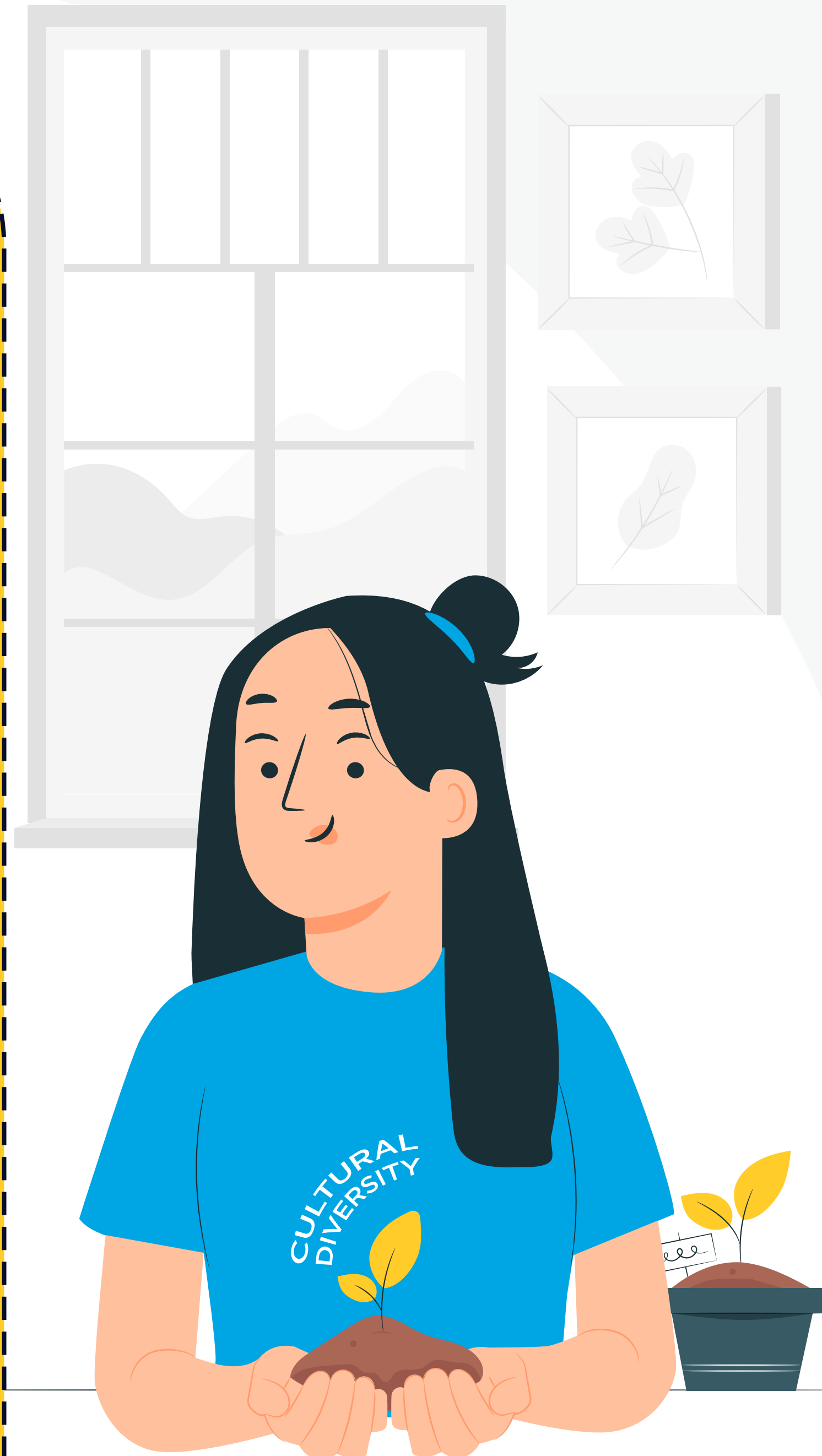
**Right environment for
the specially-abled**



Nationalities

Here's how we nurture cultural diversity

- Treating everyone with respect and as equals
- Ensuring our workplace is congenial, inclusive and embraces individual differences
- Offering equal employment opportunities based on ability, performance, and potential of individuals
- Spreading awareness to all Welspunites of their rights and responsibilities with regard to fairness, equity, and respect for every aspect of diversity
- Developing a work environment that is free from discrimination, harassment, bullying, victimization, and vilification



- Exercising flexible work practices and policies to support employees' unique needs
- Attracting, developing, and retaining a diverse range of talent that is committed to work
- Always enhancing customer service and market reputation through a workforce that respects and reflects the diversity of our customers
- Contributing to the economic, social, and educational well-being of diverse communities
- Improving the quality of decision-making, productivity, and teamwork
- Creating a culture of high impact and performance



Initiatives that translate into diversity at Welspun

Sensitization

Unique orientation towards all facets of diversity for every Welspunite.

System and policy linkage

Recruitment; on boarding; HR policies like attendance, travel, education.

Internal branding

Relevant mailers, posters, teasers, screensavers, merchandise, and events.

Infrastructure

Amenities, Work station, Ergonomics to ensure employee wellness.

Networking

We promote forming communities, forums, attending relevant seminars and workshops, and organizing commemorative days.



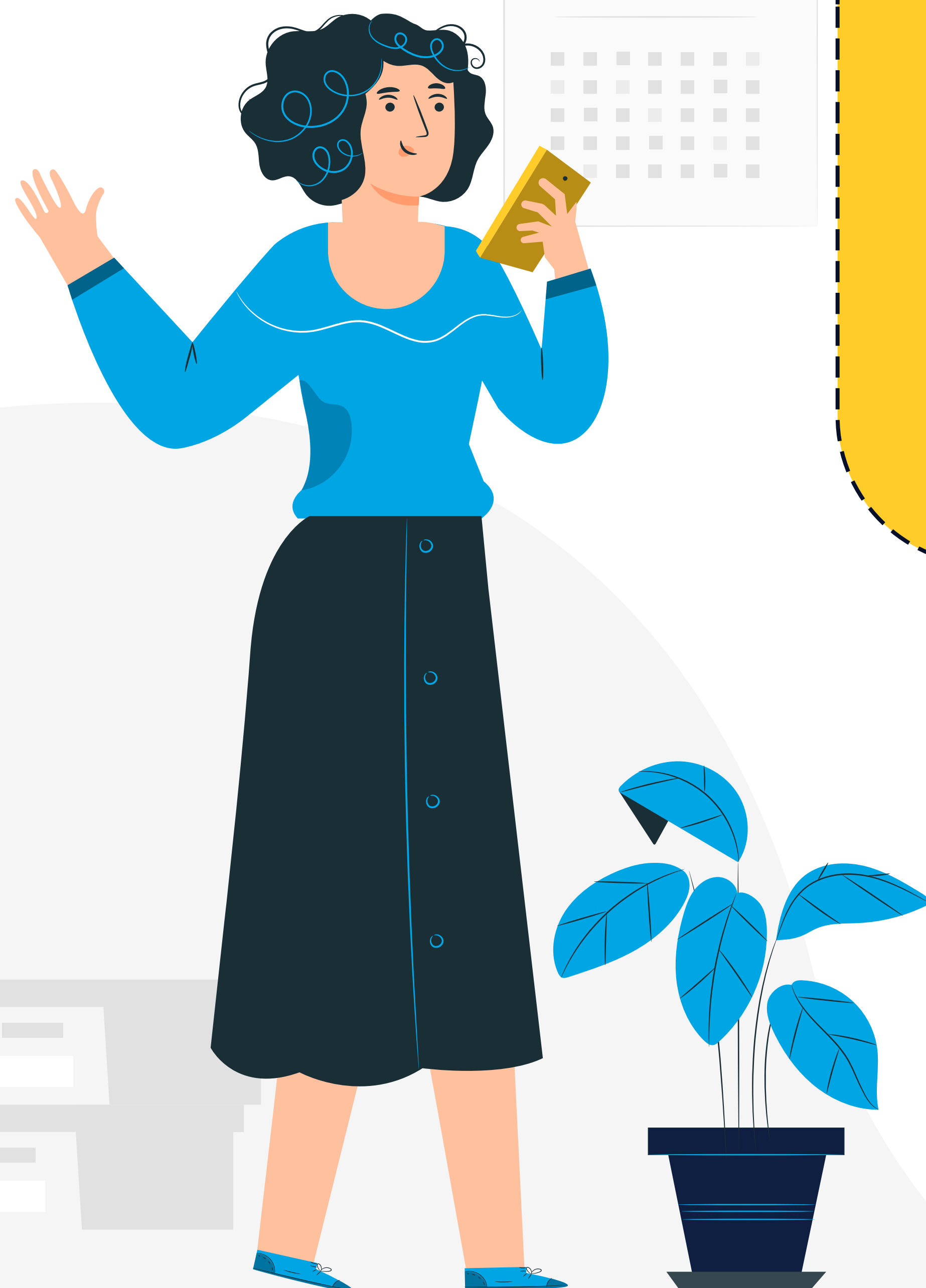
Observed any non- adherence

Encouraging diversity is one of the most important initiatives of Welspun Group. Therefore, each of you is expected to **uphold equality, welcome diversity, and practice inclusion** across the organization as part of our Code of Business Conduct.

In case of non-adherence by a fellow Welspunite, you are requested to **report the act to your respective Business HR** at the earliest.

*As they say,
“there’s unity in
diversity”*





Version History

Version V2.0

Effective date:
15th September 2021

Change summary:
Format change.

The application of this policy is subject to the terms and conditions mentioned in the Appointment Letter and Welspun Code of Conduct Policy.