DEI Policy

Objective

Aragen is committed to ensure an equitable, diverse and inclusive workplace and aims at creating an inclusive environment that values and respects diversity, promotes equal opportunities and guarantee fair treatment, access, and opportunity for all employees of the organization.

Scope

The scope of the policy extends to all full-time, part-time employees, contractors, job applicants of Aragen Life Sciences

Guidelines

1. Diversity

Diversity refers to the variety of different backgrounds, experiences, and identities that individuals bring to the table. There would be no discrimination based on race, gender, national origin, religion, age, citizenships, disability, education, ethnicity, marital status, parental status, geographic locations or socio-economic status. We recognize and value these differences to foster a more inclusive and innovative workplace.

- **Diversity of Skills and Talents:**
  Aragen encourages various skills, talents, and expertise that individuals bring to the organization.
- **Recruitment and Hiring**:
  Aragen ensures diverse candidate pools for job openings. It promotes transparency and objective in recruiting and hiring processes that are aligned with the organization's values.
- **Diverse sourcing strategies**:
  Implement strategies to attract diverse pool of candidates
- **Skills development and professional growth**:
  Aragen offers diversity training for employees to promote understanding and respect for different backgrounds, cultures, and perspectives. All employees at Aragen have equal access to opportunities for skill development and career advancement.
    a. Ensuring equal access to training programs regardless of their background or identity and promote continuous learning
    b. Encourage all employees to firm up their development plans during goal setting process
    c. Offer leadership development programs accessible to employees from diverse backgrounds
    d. Bias-free performance evaluations during performance reviews and promotions
    e. Reward and recognize achievements of employees from diverse backgrounds

- **Cultural diversity**
  Aragen respects and appreciates cultural diversity.
    a. Ensure organizational policies are culturally sensitive
    b. Inclusive workplace culture celebrating diverse cultural holidays and traditions
    c. Take swift actions on incidents of discrimination

2. Equity

Aragen focuses on ensuring fairness and impartiality in policies, practices, and opportunities within the organization. It involves identifying and addressing systemic barriers and biases that may prevent certain groups from fully participating and advancing.

- **Equal Opportunities**:
  Aragen provides equal access to resources, opportunities, and advancement to all employees within the organization.
- **Fairness in Policies and Practices**:
  Aragen ensures that all policies, procedures, and practices do not disadvantage or discriminate against any group based on their characteristics.
- **Pay equity**
  We are committed to compensating our employees competitively with transparent compensation policies.
  a. Ensure there are no disparities in compensation among employees from diverse backgrounds or identities.
  b. Compensation policies with standardized salary structures
  c. Bias-free performance reviews with standardized processes
  d. Equal opportunity for promotions and raise
  e. Inclusive benefit packages
- **Gender equity**
  Aragen is committed to increasing women representation across all levels at the organization.
  a. Work-life balance support along with inclusive parental leave policies
  b. Anti-Discrimination, anti-harassment and POSH policies in place to handle any workplace harassment or discrimination, enabling a comfortable work environment
  c. Track and analyze gender equity metrics such as representation at different levels, pay equity, promotion rates and retention rates

3. Inclusion

Aragen is committed to create a culture where every individual feels welcomed, respected, and valued. It's about fostering a sense of belonging, encouraging participation, and celebrating the diverse perspectives and contributions of all team members.

- **Creating a Welcoming Environment and Building a Sense of Community**:
  Aragen establishes a culture where individuals from diverse backgrounds feel welcomed and accepted. Aragen also cultivates a sense of community and belongingness where all employees feel they are an integral part of the organization.
- **Encouraging Participation and Listening and Valuing Input**:
  Aragen promotes opportunities for all employees to contribute their ideas, perspectives, and feedback. Aragen actively listens to different viewpoints and value unique contributions that each employee brings to the table.

- **Recognition and Celebration**:
  Aragen Recognizing and celebrating the diversity of backgrounds, experiences, and perspectives that each individual brings.
- **Attention to work-life balance and well-being**:
  Individual well-being and work-life integration are at the core of each business' strategy at Aragen.
  a. Conduct wellness programs on physical, mental and financial wellness.
  b. Support employees by providing flexible workplace timings, parental wellness programs, creche facility for working mothers etc.
  c. Supporting physical health dimension by accessible health facilities and at the organization and health checks
- **Inclusion of people with disabilities**:
  Aragen is committed to elimination of discrimination based on disability within the workplace.
  a. List of posts identified for people with disabilities in the establishment to be advertised.
  b. Equal opportunity policy in place to avoid any discrimination against them.
  c. Facilities and amenities will be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment

Power to amend

The management may at its discretion amend or withdraw any or all of the above provisions of this policy at any time with/without notice. The utility and the interpretation of the policy will be at the sole discretion of the management.

Policy Tracker

Original	1st Amendment	2nd Amendment	3rd Amendment
23rd July,2024			