Equal Opportunity Policy

Objective

To create a policy that ensures a fair, inclusive and respectful workplace where all employees have access to equal opportunities, regardless of their background, identity or personal characteristics.

Scope

The scope of the policy extends to all employees of Aragen Life Sciences Limited and its subsidiaries, Aragen Biologics Pvt Limited and Intox Pvt Limited and external stakeholders.

Guidelines

We are committed to provide equal opportunities without any discrimination on the grounds of origin, religion, color, age race, gender, disability, sex, sexual orientation, gender identity, and gender expression and will not engage in any kind of verbal or physical harassment based on any of the above reason.

- Employment with our organization will be entirely based on merit and not on any irrelevant attributes or characteristics as stated above that an individual may possess
- Similarly, developmental and promotional opportunities will be entirely based on performance and potential of an employee in consistency with business requirements
- Any grievances where employees are subjected to discrimination and complaints will be taken seriously and treated with fairness.
- Facilities and amenities will be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment

List of posts will be identified for people with disabilities in the establishment

- Relevant vacancies identified will have advertisements with an appropriate statement on equal opportunities for people with disabilities
- Employees with disabilities would be given preference in posting near to a location that is accessible and convenient for them and ensure a fair treatment in transfers and postings.

- Organization can also provide additional medical leave specifically for disability-related needs to address their health requirements

- We can provide assistive devices on need basis, to the disabled employees to perform their roles effectively and to empower them

- Our campuses promote barrier free accessibility to physical spaces such as entrances, washrooms, cafeterias, meeting rooms etc, to promote ease of movement

- Any information shared by an employee on disability/ medical condition can be kept confidential

- If an employee acquires disability during his/her employment tenure, and if they cannot perform the current job, they will be offered another job after reskilling for another position at the same rank. Special preference to be given to these employees during transfer and posting

- All relevant trainings, beginning with induction training to job specific trainings to be offered to the employees with disabilities as appropriate. . Organization is committed to provide any additional training requirements for their career growth (including pre promotion and post recruitment training).

- Ergonomic modifications to their workplaces would be taken up as required ment to accommodate individual mobility needs and reduce discomfort of PwDs

- Organization will appoint a liaison officer to take care of the recruitment of the persons with disabilities, provision of facilities and amenities of such employees

- HR Department will maintain complete records of PwDs, including their number, name, gender, address nature of disability, nature of work and facilities provided to such employees.

Liaison Officer

- To supervise recruitment of PwD, to monitor provision of requisite facilities and to maintain records containing details of person with disabilities such as name, gender, date of joining, address, nature of disability, nature of work and facilities provided to such employees
- Tenure of the Liaison officer in charge is for two years. Every two years, the CHRO shall nominate the officer in charge
- The Liaison officer for the tenure 2024-2026

Details of the Liaison officer are as below:

Name	Designation	BU/Location	Email-id	Direct Line number
Nagasai Viyyapu	Senior Director- HR	Corporate/ Nacharam	nagasai.viyyapu@aragen.com	66929986

Exception

Any exception to the guidelines defined in the Policy requires an approval from CHRO.

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
17th November 2020	17th November 2022	24th July 2024	14th November 2024