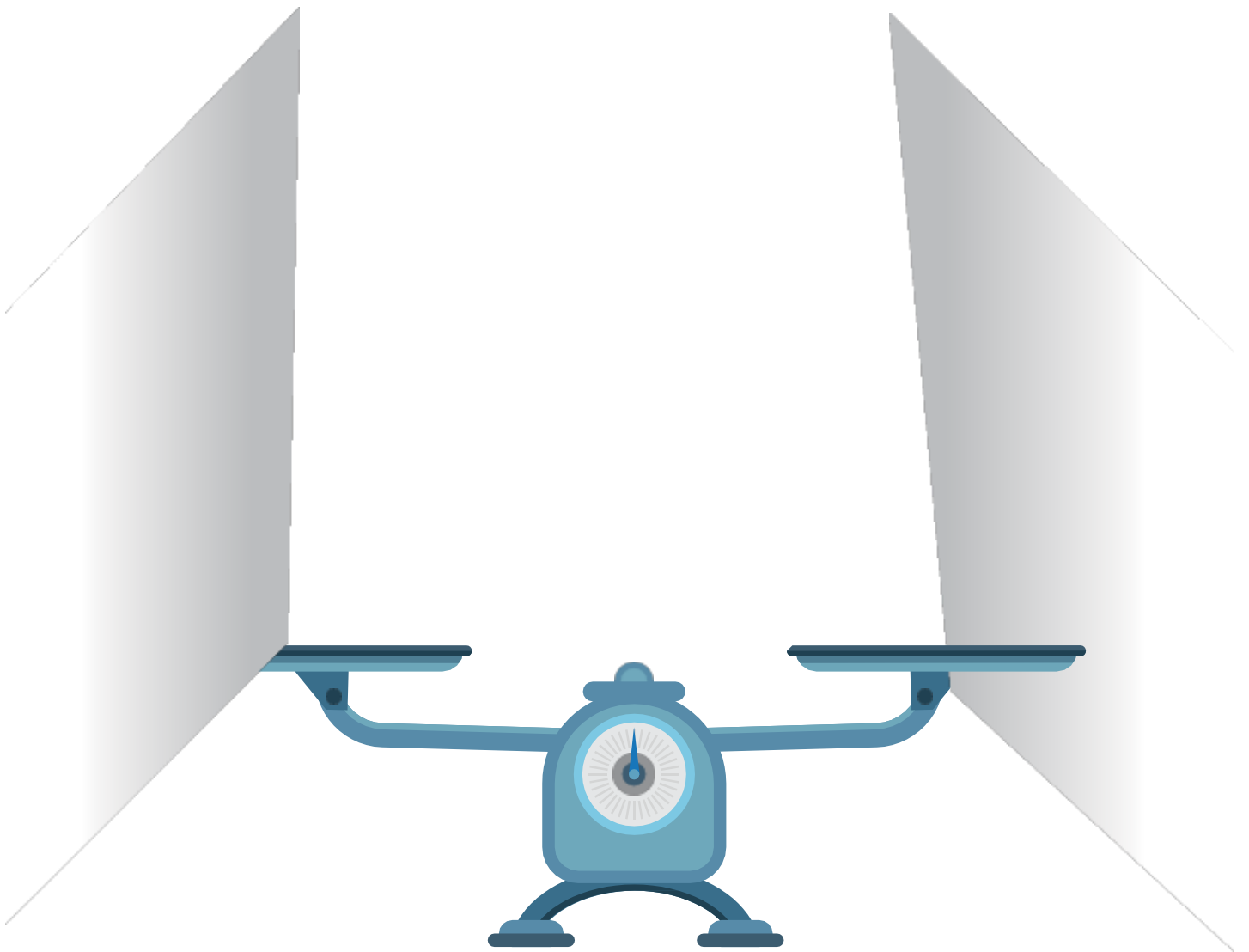


EQUAL EMPLOYMENT OPPORTUNITY POLICY



OBJECTIVES:

Arvind Fashions Limited is an equal opportunity employer and aims to provide an environment such that all employees achieve their full potential without any discrimination.

At AFL, diversity, equity and inclusion resonate strongly with our identity as a company. We believe that innovation thrives in an inclusive work environment that taps into the potential of a diverse set of employees / stakeholders.

Enabling a culture that makes all its stakeholders feel respected, safe and valued has been a focus right from the inception stage. An environment that brings out the best in people regardless of their identity and allows them to fearlessly express their views is extremely valuable to us as a company. The AFL leadership is committed to building a diverse workforce and fostering a culture of respect, inclusion and equity.

One of the values that we live by is 'Care' which is rooted in our ability to demonstrate respect and empathy for all stakeholders, including those who are different from us; One of the core values for the company is 'Innovation' which rests on our ability to invite diverse perspectives, listen with an open mind and do what is best for the company, not what is convenient.

SCOPE:

The Equal Opportunity Policy applies to all AFL stakeholders, including those engaging on a full-time, part-time, contractual, internship and/or freelance basis. It is also applicable to job applicants.

The policy takes into consideration the entire talent management lifecycle, including processes, policies and practices impacting talent recruitment, development and advancement, including working conditions, compensation and benefits. The policy expands to include efforts made towards building and sustaining a culture that fosters equal opportunity for diverse groups. This policy also includes the provisions mandated in the Rights of Persons with Disabilities (RPWD) Act, 2016-17.

EQUAL OPPORTUNITY STATEMENT:

- We are committed to fostering an environment that provides equal opportunity, without any discrimination on the basis of sex, gender identity/expression, sexual orientation, disability status, age, veteran status, HIV/AIDS status, pregnancy, or any other status protected by the law as applicable to private sector companies.
- Employment here is based solely upon individual merit and qualifications in context of the job requirement.
- Any form of workplace discrimination and/or harassment will not be tolerated at AFL.
- Provisions will be made for assistive devices, barrier-free accessibility, and any other provisions for persons with disabilities. Facilities and amenities will be provided to persons with disabilities to enable them to effectively discharge their duties during their employment period at AFL.

PROCEDURE:

- Jobs are open to all candidates, and hiring process/practices are fair to all job applicants.
- Developmental and advancement opportunities are based on performance, ability and potential, factoring in work enablers being provided to all concerned stakeholders to deliver to their fullest potential.
- To enable a culture of inclusion and respect, all staff at AFL is sensitized towards unique challenges and needs of diverse groups, the negative impact of unconscious bias and inclusive behaviors.

- Channels of communication in the form of Speak-Up, Surveys, Focus Group Discussions are available for all employees to share their unique expectations as well as experiences which helps strengthen the DEI commitment.
- Any complaints regarding any form of workplace discrimination and/or harassment must be reported to Human Resources / DEI Head / DEI Council / DEI Champion / Internal Committee as applicable. All grievances, including any form of retaliation, will be taken seriously and investigated in a fair and timely manner.
- The Policy is displayed on the intranet, corporate website as well as office notice boards.
- This policy requires all stakeholders, and particularly managers and leaders, to actively contribute towards an environment of respect, inclusion and fair practices.
- Those playing a key role in the talent management process are sensitized to potential biases that could inadvertently impact their people decisions.
- Human Resources is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.
- Following provisions are meant to strengthen our commitment to providing equal opportunity to People with Disabilities.
- All jobs are open to people with disabilities and that detailed job descriptions and reasonable accommodations will be provided.

- Job applicants are requested to inform if they require any support/assistance at the hiring stage, and AFL will make reasonably feasible arrangements to accommodate the request.
- Upon a request being so made by an existing stakeholder, AFL will enable infrastructure and provide reasonable accommodation to persons with disability, so as to equip them to effectively deliver in their job roles.
- AFL will not compel a person with disability to pay any part of the costs incurred for reasonable accommodation.
- HR Head – is being appointed as the Liaison Officer to oversee the recruitment of persons with disabilities and the provision of facilities and amenities for such employees.

CONCLUSION:

At AFL, we understand that culture-building is an on-going effort. While we are committed to providing an equal opportunity environment to all our stakeholders, if there is any experience that violates this policy in letter or spirit, the same must be communicated to us through your BU HR.

We are counting on all the AFL stakeholders to make this policy come to life on an everyday basis, in how we engage and collaborate at work.

DEFINITIONS

Diversity: Diversity stands for the presence and representation of differences in a given setting (Workforce). It can include all the ways in which people's identities are different from one another.

Equity: Equity is to ensure fair access, resources, treatment, advancement and adequate enablers in creating an equal opportunity environment. A step ahead of equality, enabling equity requires us to identify and Address barriers that have systemically put certain groups at a disadvantage, such that it creates a 'level playing field'.

Inclusion: Inclusion is the experience and sense of being valued regardless of differences. An Inclusive culture is not just about acceptance, but about the active embracement of differences in a supportive, collaborative and respectful manner. It is an environment wherein everyone has a voice and can bring forth their authentic selves.

Discrimination: Practice of unfairly treating a person or group differently from other people or groups of people.

Harassment: This is a form of discrimination; it includes any unwanted physical, verbal and/or online conduct that offends or humiliates an individual. Harassment can take many forms, such as mental/sexual/psychological harassment, bullying, cyber-bullying etc.

Reasonable Accommodation: According to the RPWD Act 2016, reasonable accommodation means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others. Reasonable accommodation may be considered for anyone with a unique need.

Person with Disability: A person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers hinders his/her/their full and effective participation in society equally with others. Disabilities vary in their extent of impact as well as whether they are visible or invisible.

Below is the list of 21 disabilities that have been identified under the RPWD Act 2016 of India

Blindness
Low-vision
Leprosy Cured persons
Hearing Impairment
Locomotor Disability
Dwarfism
Intellectual Disability
Mental Illness
Autism Spectrum Disorder
Cerebral Palsy
Muscular Dystrophy
Chronic Neurological conditions Specific
Learning Disabilities Multiple Sclerosis
Speech and Language disability
Thalassemia
Hemophilia
Sickle cell disease
Multiple Disabilities including deaf-blindness Acid
Attack victims
Parkinson's disease