

EQUAL OPPORTUNITY POLICY

Owner	Human Resource
Effective Date	June, 2026
Policy Version	2.0
Policy Approved by:	Ruhie Pande – Group- Chief Human Resources Officer

1. Introduction Purpose and Scope

We believe that each person has special skills and contributes to the organization. We at **Resonia Limited** are committed to providing equal work opportunity to everyone without discrimination.

The objective of the Policy is to protect every Personnel from any kind of discrimination, increase measures for effective participation and inclusion in society, and ensure equality of opportunity and adequate accessibility. The policy also aims to give effect to the principles of United Nations Convention on the Rights of Persons with Disabilities and applicable Indian laws including the Rights of Persons with Disabilities Act, 2016 and the Transgender Persons (Protection of Rights) Act, 2019) and the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017 (“HIV & AIDS Act”).

The Policy covers all personnel in **Resonia Limited** (“the Company”) and it’s subsidiaries and associate companies, and joint ventures (“the Group”). They could be job applicants, employees, interns/trainees, consultants, representatives and contractual workforce of the Company (“**Personnel**”). Personnel also include members of the LGBTQIA+ community and people with disabilities, persons living with or affected by HIV/AIDS and any other person covered by applicable equality laws.

2. Policy

It is the policy of Company to provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation, gender identity/ expression, health status including HIV/AIDS status (actual or perceived), or any other status protected by applicable law.

The Company strictly prohibits discrimination, stigmatization or unfair treatment of any Personnel on the basis of their HIV/AIDS status and ensures that no person is denied employment, continued employment, promotion, or benefits solely on such grounds.

The Equal Opportunity Policy ensures and protects, inter alia, a person’s right to equality, dignity and respect for their integrity equally with others; right to personal liberty, right not to be discriminated against; right to equal protection and safety in situations of risk, humanitarian emergencies, natural disasters, etc.

The Company shall not mandate HIV testing as a condition of employment or continued employment, except where required under applicable law, and any medical information including HIV status shall be treated with strict confidentiality.

The Company strives to maintain a work environment that is free from any discrimination based on the above considerations. This Equal Opportunity Policy is subject to applicable regulations, qualifications and merit of the individual.

This Equal Opportunity Policy is consistently applied throughout the period of employment or engagement of the Personnel right from the recruitment or onboarding process till superannuation or termination of engagement.

3. Policy Framework

The Company will take all actions to ensure that a conducive environment is provided to all Personnel to perform their role and excel in the same. To this end:

- a) All Personnel are personally responsible for treating each other with respect and dignity, which includes respecting the rights and differences of others.
- b) Selection for any role, developmental and promotional opportunities will be based on performance, required abilities and potential, and will be consistent with the needs of the business and will be governed by Company's policies.
- c) HRBPs at the respective locations of the Company will act as liaison officers ("Liaison Officer"), as prescribed by applicable law, whose details will be shared with Personnel. The Liaison Officer shall be responsible for ensuring adherence to this Policy and applicable law and for maintaining records and reports under applicable law.
- d) There will be zero tolerance towards any form of harassment or behavior that is discriminatory or behavior that victimizes any individual or group in our workplaces, including but not limited to harassment based on disability, gender identity, and/or sexual orientation or HIV/AIDS status.
- e) If any Personnel feels that he or she is being subjected to discrimination, harassment, bullying or victimization, he or she can raise the same with the Liaison Officer or use the existing grievance redress mechanisms on a confidential basis, by written communication. All grievances and complaints will be taken seriously and treated with sensitivity and fairness.
- f) The Company shall ensure that confidentiality of HIV-related information is strictly maintained and disclosed only with the informed consent of the concerned individual or as required by law.
- g) Any Personnel who violate this Policy, or in any manner discriminate against any other person or render any harassment to any person shall be dealt with under the Company's Code of Conduct. All complaints will be investigated by the Disciplinary Committee disciplinary.committee@resonia.in
- h) We will comply with the local laws and regulations of the country. All the terms and conditions of this Policy shall be governed in accordance with the applicable laws of the country, in which the Personnel is employed or engaged.
- i) Suitable material will be included in the Company Communication to sensitize employees and create awareness including awareness on HIV/AIDS, prevention of stigma and promotion of an inclusive workplace.