



Exide Industries Limited (EIL)
Diversity, Equity & Inclusion Policy



Introduction

Exide is committed to the cause of promoting diversity, equity and inclusion within the organization and in larger communities who we partner with. Our culture is focused on uniting varied Socio-economic backgrounds, beliefs, abilities/disabilities and experiences under one umbrella where everyone feels safe, valued and empowered to contribute towards the common Organizational objective. The DEI Policy guides how we engage with each other to take meaningful action to support the entire ecosystem of our stakeholders, customers, employees and communities we serve.

DEI Vision: Our vision is to ensure every person gets an opportunity to use their unique experiences, backgrounds and abilities together—to carve out solutions that creates a better tomorrow for all our stakeholders and society at large.

DEI Mission: Our mission is to make DEI our way of daily work life by creating a workplace where diversity is celebrated, equity is ensured, and inclusion is embraced as fundamental values driving organizational success and social impact.

Scope: The Policy is applicable—but not limited—to our workforce both direct and indirect; practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers and employee engagement programmes.

Definitions

Diversity encompasses the differences and the uniqueness of identities in relation to gender, age, caste, creed, origin, cultures, disability/differently abled, experience and abilities within our workforce that contribute to a rich tapestry of skills and talents among our employees.

Equity ensures everyone has access to the equal opportunities and right resources that provides a platform to thrive solely on merit regardless of their background and identity.

Inclusion means fostering respect and a team spirit in the workplace and embracing and amplifying the multiple perspectives and voices.

Actionable & Responsibilities:

The DEI responsibilities at Exide are outlined distinctly in the identified 8 ELBs (Exide Leadership Behaviours). These responsibilities include but are not limited to:

- Ensuring that all employment-related decisions are free from discrimination and potential unconscious bias.
- Making dedicated efforts to integrate people with disabilities in the mainstream workforce.
- Ensuring a work environment that is free from discrimination, harassment and bullying.
- Consistently displaying Exide leadership behaviours by valuing all perspectives and listening to diverse points of view.
- Encouraging employees to collaborate, make suggestions, and respect and listen to diverse opinions.
- Cultivating a culture that inspires respect and trust for all employees, customers, vendors, contractors and others in the work environment.

Prohibition of Retaliation: We do not tolerate threats or acts of retaliation of any kind against any individual. Any such act can be reported directly to the Apex Grievance Committee and will be dealt with utmost importance. Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action.

Right to Terminate or Amend Policy: The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied.

Version History

Version Number	Date of Enforcement
V1.0	1 st April, 2024