



Girikon Solutions Private Limited

(Subsidiaries of Girikon, Inc)

(www.girikon.com)

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Equality & Diversity policy

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Reviewers

Name	Position	Role
Ms. Kalpana Singh	HR Manager	Human Resource Security
Mr. Ravi Verma	IT Manager	IT Infrastructure
Mr. Shailendra Jha	Finance Manager	Physical & Environment security & Security in supplier delivered services
Mr. Yoginder Singh	Business Development- Head	Information Security in Customer Relationship
Mr. Awanish Shukla	Director - Solutions Architecture	Project Management

<i>Ms. Rajni Sharma Nath</i>	<i>Director Delivery</i>	<i>Software Development & Support</i>
<i>Mr. Sanatan Dey</i>	<i>Director - Delivery & Compliance</i>	<i>Incident Management & Business Continuity& Compliances & Project Management</i>
<i>Mr. Ashok Anibha</i>	<i>CEO</i>	<i>ISMS Policy, Risk management, Security organization & Compliances</i>

Approver(s)

Name	Position	Organization
Mr. Ashok Anibha	CEO	Girikon Solutions Private Limited

Authorized Users

No	Authorized users	Location
1	<i>All Employees (Permanent, Probation & Contractual)</i>	<i>India & US</i>

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Purpose

This policy provides a framework to which all other procedures and policies should conform. It gives direction to staff, consultants, interns, and the board to create a work environment that values the differences between staff and fosters fairness, dignity, and respect for all people. We want to attract, retain, and accommodate the most talented people, regardless of their backgrounds and identities. Girikon intends to provide an environment where employees are empowered and supported to share their talents and where they feel valued and included. Girikon has specific action plans to achieve these goals through its Diversity, Equity, and Inclusion (DE&I) framework.

Definitions

At Girikon, we define the terms as follows:

Diversity is about the individual. It is about the variety of unique dimensions, qualities, experiences, and characteristics we all possess.

Inclusion is about the collective. It is about creating a culture that strives for equity and embraces, respects, accepts, and values difference.

Diversity and inclusion are about capturing the uniqueness of the individual and creating an environment that values and respects individuals for their talents, backgrounds, skills, and experiences to the benefit of the collective.

The DE&I committee at Girikon defines equity as a principle and process that promotes fair conditions for all persons to fully participate in society. It recognizes that while all people have the right to be treated equally, not all people experience equal access to resources, opportunities, or benefits. Achieving equality does not necessarily mean treating individuals or groups in the same way but may require the use of specific measures to ensure fairness.

Systemic barriers are policies, practices, or procedures that result in some people receiving unequal access or being excluded. For example, eligibility criteria can effectively exclude people based on a disability, such as requiring a job applicant to have Aadhar card for India & Social Security Number for US, even though there are ways to reorganize the job to use other forms of transportation

Gender equality means that people's rights, responsibilities, and opportunities do not depend on their gender. At Girikon, the aspirations and needs of women, men, non-binary, non-conforming, genderfluid, genderqueer, and transgender people are considered, valued, and treated equally.

The types of diversity that Girikon wishes to foster are stated in Girikon DE&I framework.

Responsibility

All Girikon staff, consultants, and the board will uphold the principles of gender equality, equity, diversity, and inclusion in carrying out their various roles within Girikon and in their interactions with the public. Please refer to the Roles and Responsibilities section in the DE&I framework.

Girikon adheres to all labour and employment legislation in the jurisdictions where we work to ensure human rights are protected, and best practices are followed

Commitment

In our operations, we will:

Eliminate discrimination and abuse in the workplace and in our national and international field operations on the basis of gender and other protected characteristics, such as race, national or ethnic origin, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and other forms of diversity as identified in Girikon DE&I framework.

Aim for gender balance and representation of people with other protected characteristics in our workforce across all levels of the organization, including senior management, through our recruitment and selection efforts

Prohibit and prevent all forms of violence and harassment in the workplace, as described in the Workplace Violence and Harassment Prevention Policies.

Create a working environment where all employees feel enabled/supported to balance their personal and professional lives without negative impacts on career advancement.

Provide equitable access for all employees to professional development opportunities.

Implement training programs so that it will be understood that discriminatory behavior, including matters such as biased and bullying behavior, is not tolerated. Promote accountability for supervisors and leaders so that the DE&I framework can be everyone's responsibility in the organization.

Raise staff awareness on diversity and gender equality principles and practices across all levels, including senior management, and enhance gender expertise within the organization.

Be committed to gender equality, diversity, and equity within the Girikon community and to a welcoming and inclusive workplace.

Adopt gender and sexually inclusive language (such as pronouns) in our work, workplace, and everyday communication

Human Resources will regularly review and update policies, procedures, and practices with respect to staff recruitment, administration, physical structures, communications, operations, and activities to assist in the elimination of systemic barriers and any discrimination

Be committed to gender equality, diversity, and equity within the Girikon community and to a welcoming and inclusive workplace.

Adopt gender and sexually inclusive language (such as pronouns) in our work, workplace, and everyday communication.

Human Resources will regularly review and update policies, procedures, and practices with respect to staff recruitment, administration, physical structures, communications, operations, and activities to assist in the elimination of systemic barriers and any discrimination.

In our programs, we will:

Access and allocate resources for work on gender equality and social inclusion, including targeted initiatives and the integration into ongoing and planned programs.

Collaborate with organizations with a proven track record for sustainable development. Women-led, feminist are important stakeholders in these endeavors.

Analyze and address gender and social issues related to the sustainable development outcomes we aim to achieve.

Influence sustainable development policies and legislation

Track and report on activities and outcomes in relevant initiatives to provide thought leadership on issues related to sustainable development

How to safely report cases of non-compliance by Girikon staff:

As Girikon representatives, employees are first to be aware of non-compliance with this policy, and we must be able to raise legitimate issues openly and honestly without fear of negative consequences.

Any questions or concerns regarding behaviors that conflict with this policy should be reported to the Human Resources team (hr@girikon.com)

What happens once misconduct is reported:

If a complaint is made, Girikon Human Resources team will immediately commence their investigation work