



# **Girikon Solutions Private Limited**

(Subsidiaries of Girikon, Inc)

( [www.girikon.com](http://www.girikon.com) )

**Version 1.9 Dated 9<sup>th</sup> April 2025**

## **Girikon Supplier Equality & Diversity policy**

## Document Version Control

### Document Controller

Date	Document Released By	Version	Change Reference
22 <sup>nd</sup> Feb 2017	Mr. Sanatan Dey, Operations Manager	1.1	Document Created, first Release
10 <sup>th</sup> March, 2018	Mr. Sanatan Dey, Operations Manager	1.2	Second release, no changes required
20 <sup>th</sup> Feb, 2019	Mr. Sanatan Dey, Operations Manager	1.3	Third release, no changes required
12 <sup>th</sup> Jan, 2020	Mr. Sanatan Dey, Operations Manager	1.4	Fourth release, no changes required
14 <sup>th</sup> Jan, 2021	Mr. Sanatan Dey, Operations Manager	1.5	Fifth release, no changes required
22 <sup>nd</sup> March, 2022	Mr. Sanatan Dey, Operations Manager	1.6	Sixth release, no changes required
20 <sup>th</sup> April, 2023	Mr. Sanatan Dey, Operations Manager	1.7	Seventh release, no changes required
29 <sup>th</sup> April, 2024	Mr. Sanatan Dey, Director - Delivery & Compliance	1.8	Eight release, Designation changes for Sanatan Dey, Awanish Shukla, Rajni Sharma Nath, Ravi Verma, Yoginder Singh & Shailendra Jha
9 <sup>th</sup> April, 2025	Mr. Sanatan Dey, Director - Delivery & Compliance	1.9	Nineth release, Designation changes for Ravi Verma

## Reviewers

Name	Position	Role
<i>Ms. Kalpana Singh</i>	HR Manager	<i>Human Resource Security</i>
Mr. Ravi Shankar Verma	IT Manager	<i>IT Infrastructure</i>
Mr. Shailendra Jha	Finance Manager	<i>Physical &amp; Environment security &amp; Security in supplier delivered services</i>
Mr. Yoginder Singh	Business Development-Head	<i>Information Security in Customer Relationship</i>
Mr. Awanish Shukla	<i>Director - Solutions Architecture</i>	<i>Project Management</i>
Ms. Rajni Sharma Nath	<i>Director Delivery</i>	<i>Software Development &amp; Support</i>
Mr. Sanatan Dey	Director - Delivery & Compliance	<i>Incident Management &amp; Business Continuity &amp; Compliances &amp; Project Management</i>
Mr. Ashok Anibha	CEO	<i>ISMS Policy, Risk management, Security organization &amp; Compliances</i>

## Approver(s)

Name	Position	Organization
<b>Mr. Ashok Anibha</b>	CEO	Girikon Solutions Private Limited

## Authorized Users

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

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## Introduction

As outlined in our values and our Code of Conduct and Ethics, Girikon Inc and its subsidiaries ("Girikon ") are committed to conduct its business in an ethical, legal and socially responsible manner. Girikon provides a safe working environment for all its employees and partners and ensures that they are treated with respect and dignity.

Girikon firmly believes that the Suppliers are an integral part of our ecosystem and is committed to create an environment where our Suppliers are confident that they are treated with respect.

Girikon also expects its Suppliers to conform to a similar standard of conduct. This Supplier Code of Conduct ("Supplier Code") details the expectations that Girikon has from its Suppliers.

The term "Supplier" means any company, corporation or other entity that sells, or seeks to sell goods or services, to Girikon or its subsidiaries including the Supplier's employees, agents and other representatives.

Girikon works to create mutually beneficial business relationships with diverse suppliers that strengthen the communities in which we operate. We are committed to develop mutually beneficial relationships with small, minority-owned, women-owned, disadvantaged/disabled, veteran owned and business enterprises.

The primary goal of Girikon Supplier Diversity Program is to provide opportunities to diverse suppliers that satisfy our procurement and contractual standards. Secondly, it supports our customers in achieving their own corporate diversity goals.

Girikon sourcing departments are encouraged to identify and include diverse suppliers and service providers in the procurement process. Diverse suppliers that demonstrate the ability to add value, provide high-quality goods and services that are competitively priced, reliable, and aligned with our strategic business model may be included in our sourcing and procurement process. This policy reflects Girikon desire to create opportunity for suppliers to market their products and services to Girikon and to encourage Girikon to offer opportunities to such suppliers.

## Responsibilities

The Supplier Diversity Department will identify and encourage departments to explore opportunities to identify small, minority-owned, women-owned, disadvantaged/disabled, veteran owned and business enterprises to compete for business and from whom to obtain goods and services whenever possible.

## Procedures

The Supplier Diversity Department will participate with global, national, regional and local initiatives in order to maintain awareness of resources and will encourage diversity suppliers to meet with Girikon associates to review product/service specifications, and review supplier qualifications including licenses, certification, and insurance requirements as appropriate.

Our objectives include:

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement processes
- Communicating the value of supplier diversity both internally and externally to all stakeholders.
- Leveraging our supplier diversity results to meet our corporate customers' supplier diversity requirements.

Girikon Supplier Diversity Program aims to achieve corporate diversity goals while enabling the growth of diverse businesses in our communities. We strive to create vendor– buyer relationships that allow diverse organizations to continue to develop, while offering quality products at competitive prices.

For more information on Girikon supplier diversity program, please email to [compliance@girikon.com](mailto:compliance@girikon.com)