

Diversity and Inclusion Policy

For Akzo Nobel India, diverse and inclusive workplace means creating an organization where people feel included, respected, and engaged. We want to attract talent from across all demographics and make sure our workforce reflects the societies and markets in which we do business. Diverse and inclusive teams are better able to understand our customers and innovate to meet their current and future needs.

Purpose

At Akzo Nobel India, we focus on creating an inclusive and diverse working environment by following the procedures as set out in this document we ensure that we conduct business with integrity and compliance with laws and regulations.

1. Discrimination and Harassment

- a. We do not tolerate unfair treatment and discrimination towards our employees due to a person's age, race, color, religion, gender, gender identity, ethnicity, ancestry, disability, pregnancy, marital status, national origin, sexual orientation and identity, chronic illness and/or any other status.
- b. We ensure that employees with different skills and backgrounds feel equally valued in Akzo Nobel India, have equal opportunities to progress their careers, and feel the freedom to reasonably be themselves at work.
- c. Complaints of harassment or discrimination at the workplace shall, at all times, be reported and handled by the procedures of violations to the Code of Conduct. In addition to that, any applicable local laws and regulations around harassment and discrimination will be considered (*Refer to Sexual Harassment (Prevention, Prohibition and Redressal) Policy, 2013*)

2. HR Processes

- a. Employment decisions should be based on individual merit, ability and performance and in line with the principles of equal employment opportunity. (*Refer to Equal Opportunity Policy*)
- b. Recruitment and/or promotion(s) shall be made on the basis of individual merit, ability and/or performance and not on the basis of culture, nationality, race, religion, gender, gender identity, disability, association, or other factor.

c. Benefits to partners shall be equal to all, irrespective of the relationship being heterosexual or same sex/gender one.

3. Inclusive Leadership

a. We must attract, motivate and retain our employees in a stimulating working environment which brings out the best in people. This requires People Managers to be inclusive in their leadership and build diverse and inclusive teams. All employees play a crucial role in this ambition.

b. Leaders must act as role models and must uphold high standards of personal conduct at the workplace.

c. Leaders must monitor the workplace environment to ensure that acceptable standards of conduct are always observed and to ensure inappropriate behavior is appropriately dealt with and, if necessary, investigated.

d. Leaders must treat complaints seriously and seek appropriate investigation and action in response.

e. During recruitment, all employees involved in the process shall be conscious of implicit bias in processes or decisions to therefore ensure vacancies or decisions have been extended to the right platforms and groups to ensure a level playing field for all.

4. Rules on Under Represented Groups

Exemptions for genuine occupational requirements may be made to meet the special needs of a particular business group or position. Akzo Nobel India reserves its right to take all lawful and appropriate measures including recruitment, training, career development opportunities or any other support to groups which are underrepresented in the workforce or have lacked equal opportunities for any reason whatsoever.

5. Our Responsibilities

Failing to comply with the below, also stated in our Code of Conduct will lead to the enforcement of the appropriate discipline, with potential termination according to local regulations.