

DIVERSITY AND INCLUSION POLICY

We are committed to creating an equitable and inclusive workplace, where diverse life experiences are respected and valued.

Patel Engineering Limited sees diversity and inclusion paramount in the mission of our organization. Our company provides promotion, compensation, and benefits to the employees regardless of age, race, color, sex (including sexual orientation, pregnancy, and gender identity), ethnicity or nationality or region, disability, or medical history.

Employees and contractors are guaranteed equal opportunities throughout their tenure with Patel Engineering Limited.

To promote both diversity and inclusion, and equal opportunities to all staff, Patel Engineering Limited has taken the following measures;

- Provide company operational documents in local language and tactile writing system like Braille;
- Modified company facilities for people with mobility challenges;
- Guaranteed a generous parental leave policy for new parents of adopted and biological children;
- Required sensitivity training for senior employees and managers;
- Implemented strong anti-discrimination procedures;
- Appointed a Diversity Director, tasked with ensuring diversity and inclusion in all company activities.

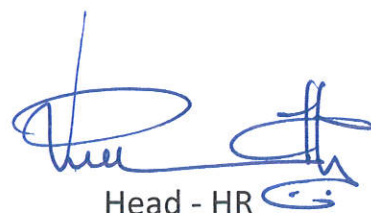
The voices of our employees should be heard to make suggestions and discuss additional measures that to be taken to support diversity and inclusion in your department contact Diversity Director.

The Diversity Director is responsible for ensuring that an equitable workplace is a reality for our staff. To report issues of non-compliance with the diversity and inclusion policy, contact the Diversity Director on vinod.chandnani@pateleng.com (9619919771) to file a complaint.

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