RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

DEEPAK NITRITE RESPONSIBLE CHEMISTRY

Diversity, Equal Opportunity & Freedom of Association Policy

Deepak Nitrite Ltd (DNL) believes that all employees are important stakeholders in the organisation, and it is imperative to build a culture of mutual trust and respect, interdependence and meaningful engagement. Diversity, equal opportunity and freedom of association at the workplace helps in building, strengthening and sustaining harmonious employee relations across the organisation and creates an environment conducive to engagement, alignment, innovation and high performance.

To achieve this goal, we are proactively committed to:

- Provide work environment that is free from any form of discrimination.
- Promote diversity and offer equal opportunity to all employees based on merit and ability.
- Engage and promote employees based on their qualification, competency and performance.
- Ensure that there is no discrimination amongst employees in compensation, training and employee benefits, based on caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status or affiliation with a political, religious or union organisation or majority or minority group.
- Respect the dignity of the individual and the freedom of employees to lawfully organise themselves into interest groups, independent of supervision by the management and ensure that employees are not discriminated against for exercising this freedom in a lawful manner and consistent with DNL's core values.

This policy is communicated to all concerned in an appropriate and meaningful manner. DNL has appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, including processing of grievances for redressal.

President – Human Resource
June 15, 2025