RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

DEEPAK NITRITE RESPONSIBLE CHEMISTRY

Diversity, Equity and Inclusion Policy

"**Diversity**" describes a wide variety of differences that may exist amongst people in any community, including race, ethnicity, nationality, gender and sexual identity, disability, neurodiversity, and others.

"**Equity**" is the practice of providing fair opportunities via personalized approaches based on individual needs, thus aiming to "level the playing field" by considering the different starting points of different individuals. Equity should not be confused with the notion of "equality" which aims to treat everyone the same.

"**Inclusion**" specifies the desired outcome, namely, ensuring that individuals find opportunities and spaces to participate, regardless of their differences. Inclusion is a step towards integration, where diverse individuals blend into the environment safely and harmoniously.

Our Vision:

As a responsible corporate citizen, we envision an organization that embraces diversity, equity and inclusion to be an equal opportunity institution, empowered to meet the varied and changing needs of our internal and external stakeholders. Our core philosophy of "Responsible Chemistry" is the foundation of our operations and our relationships with our employees and society. We believe in "culture add" in the journey of Deepak group as a robust approach towards building a world where everyone Depends on Deepak.

Our Objective:

To address and eliminate any conscious or unconscious gender and diversity disparities, including persons with disability, to be an inclusive and an Equal Opportunity Organization with zero tolerance for any discrimination.

Our commitments:

Deepak Group is committed towards celebration of the common values and focuses on bridging differences among the diverse work pool. We also commit ourselves towards:

- An inclusive work environment where members from diverse backgrounds can grow together and thrive.
- Encouraging and investing in sustaining workforce diversity in terms of all genders, social origin, abilities, age, experiences, demographics, sexual orientation, etc.
- Designing and reviewing effectiveness of policies, systems and processes, to nurture Diversity, Equity and Inclusion across all our entities.
- Respecting the privacy of every individual's information w.r.t disability/ sexuality/ gender identity or any other personal information shared by our employees (or potential candidates).
- Diversity initiatives which are applicable- but not limited- to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions and other aspect of our employee's life cycle.
- Encouraging all our stakeholders both internal and external, performing services for the Group to also adopt a robust DEI policy.

RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

DEEPAK NITRITE RESPONSIBLE CHEMISTRY

The guidelines of this policy are non-negotiable and DEI is at the core of our work culture.

For any violations, please approach Deepak Group DEI Council.

This is a group policy and applies to all employees of Deepak, also providing the guiding principles as an equal opportunity employer.

President – Human Resource
June 15, 2025