



GRAPHITE INDIA LIMITED

REGD. & H.O.: 31, CHOWRINGHEE ROAD, KOLKATA - 700 016, W.B., INDIA PHONE: 91 33 4002 9600, 2226 5755 /4942 / 4943 / 5547 / 2334, 2217 1145/ 1146 FAX: 91 33 2249 6420, E-mail: gilro@graphiteindia.com WEBSITE www.graphiteindia.com, CIN: L10101WB1974PLCO94602

Diversity Equity and Inclusion Policy

1. PURPOSE

Graphite India Limited (GIL) believes in an inclusive, equitable, culturally competent, supportive and safe environment where the employees model behaviour enriches the workplace. To further an inclusive culture and to foster DE&I principles, GIL is committed to

- Ensuring an inclusive working environment free of discrimination at all stages of the employee life cycle
- Developing plans to promote DE&I principles and cultural competencies among employees across the company. GIL encourages advancing the corporate vision through opportunities for engaging in conversations, develop understanding and appreciation of diversity, equity and inclusion
- Striving to build and support a community whose members have diverse cultures, backgrounds, and life experiences
- Ensuring that leadership builds a culture that is rich in diversity, fosters equity and embodies inclusivity
- Reviewing measurable objectives, monitoring progress on an annual basis, to ensure equity within policies and practices across GIL.

2. SCOPE OF APPLICATION

This Policy is applicable to all employees of GIL including outsourced personnel. The company also encourages vendors, suppliers, contractors and partners to adopt similar values and work culture in an environment of respect and dignity to all. GIL's commitment to diversity, equity and inclusion aligns with its corporate values and is reflected in the code of conduct, in policies, including the Human rights policy, EEO policy and Business Ethics policy and as well as in personnel strategy.

3. DE&I STRATEGY

Graphite India believes that the core values and mission are strengthened when all members have a voice and are encouraged to contribute in a supportive space. Therefore, work culture takes a collective responsibility to create an environment where everyone feels included, respected, and comfortable to bring their best efforts to work. It is the collective responsibility of Graphite India leadership, management, and staff to ensure the company operates DE&I with good intent and practice.



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The four pillars of the DE&I framework:

a) Lead inclusively

GIL is committed to a workplace where all employees feel heard, respected, and able to express ideas without fear of judgment.

We promote behaviours that support collaboration, belonging, and psychological safety across all sites and roles.

b) Elevate equity

Equity at GIL means promoting fairness in access to opportunities, resources, and decision-making. We commit to:

- Transparent and merit-based assessments
- Fair and unbiased recruitment and promotions
- Equal pay for equal work
- Removing structural or behavioural barriers that may affect any group

c) Activate diversity

GIL values representation across gender, culture, socio-economic backgrounds, educational profiles, abilities, and experiences. We encourage diverse talent in manufacturing, logistics, sales, and leadership roles and strive to create balanced teams that reflect the societies we operate in.

d) Be Open to inclusion

GIL is committed to an inclusive workplace that provides equal opportunities to all employees regardless of gender, disability, sexual orientation, or identity. The Company supports Persons with Disabilities (PwD), including those acquiring disability during service, through reasonable accommodation, re-skilling, or redeployment while maintaining confidentiality. GIL promotes the participation of women across roles and ensures a safe and respectful work environment. The Company also respects the dignity of LGBTQ+ employees by ensuring non-discrimination, equal opportunities, and a workplace free from harassment.

The diversity initiatives are applicable - but not limited to the practices and policies of recruitment and selection, compensation and benefits, professional development and training, promotion and transfers, layoffs and terminations and the ongoing development of a work culture which fairly facilitates and embraces gender/ physical/ sexual/ caste/ religion/ regional/ ethnicity and political diversity. It would be the duty of leadership at every stage to support DE&I culture through training, discouraging negative biases and welcoming talent as the supreme trait for team inclusivity.



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4. NON-ADHERENCE TO DE&I POLICY

GIL management shall take serious exceptions to violation of DE&I policy in the organization and shall take suitable punitive steps on perpetrators which it considers necessary.

5. AWARENESS, CAPABILITY & CONTINUOUS IMPROVEMENT

GIL will strengthen DEI through:

- Regular sensitization and training sessions for employees, supervisors, and managers
- Awareness programs on inclusive behaviours, cultural sensitivity, gender inclusion, and disability inclusion
- Engagement initiatives to build belonging and collaboration
- Periodic review of DEI progress, representation, and employee experience
- Feedback from employees and external benchmarks will be obtained for ongoing improvements.

6. GOVERNANCE

- This Policy has been approved by the Executive Director of GIL.
- The Human Resources Department shall be responsible for implementing, monitoring, and reporting DEI progress.
- The Policy will be reviewed annually or earlier in response to legal or organizational changes and will be communicated across all GIL facilities and partner locations.

DATE: 10.12.2025

A. DIXIT

EXECUTIVE DIRECTOR