



## DIVERSITY & INCLUSION POLICY

Title	Diversity & Inclusion Policy
Version Number	1
Effective Date	1 <sup>st</sup> May 2023
Authorised By	President & Director
Number of Revisions	-
Last Revised Date	-

JK Lakshmi Cement Ltd. is a professionally managed company that has retained its core value of caring for people and working together as one big family. The organisational philosophy is simple, just like a family nurture its young, we believe in nurturing our people – this includes our workforce, suppliers, dealers and our local communities. As a responsible corporate citizen, the Company is committed for an inclusive culture that leverages diversity, to meet the varied and changing needs of our stakeholders.

The Company is committed to building and sustaining diversity in its workforce with an intention to leverage such diversity for delivering its commitments to all its stakeholders.

The Company is committed to:

- A supportive, inclusive work environment – built upon fairness, respect, integrity, equal access and collaborative teamwork where members from diverse origin & backgrounds are equal partners.
- Encourage and invest in sustaining workforce diversity in terms of gender, social origin, abilities, age, experience, region, religion, race etc.
- Design, deploy and review effectiveness of Policies, Systems, Processes, Programs and Plans that provide opportunities to nurture diversity across all our plants and business operations.



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- Support initiatives and partnerships, especially for groups within society who have not had equal access to opportunities, to unlock, develop and harness their talent.
- Create an environment free of harassment and discrimination and create platforms and forums for redressal.
- Measure and report on our progress towards building a diverse and inclusive culture.

This policy shall be reviewed periodically for its suitability and updated as necessary.

Date: 01/05/2023

Place: New Delhi

Arun Shukla  
(President & Director)

