



TECHNO ELECTRIC & ENGINEERING
COMPANY LIMITED

Workplace Diversity, Equity, & Inclusion (DEI) Policy

Introduction:

At TEECL, workplace Diversity, Equity, & Inclusion (DEI) are the core elements of our culture. Techno Electric & Engineering Co. Ltd. (TEECL) know an inclusive and diverse workforce is safer and allows for greater collaboration, innovation and performance. We recognize the value and advantages of having a diversified workforce that reflects the diversity of the communities in which we operate. Our workplace Diversity, Equity, & Inclusion (DEI) policy is designed to support our organizational core values of respect, integrity and teamwork, and our strategic business objective to sustain and grow our leadership position in the marketplace. This policy defines TEECL's top level commitment to workplace Diversity, Equity, & Inclusion (DEI). TEECL's board believes that workplace Diversity, Equity, & Inclusion (DEI) are fundamental to the company's long-term success and that greater diversity delivers both ethical values and competitive advantages.

1. Commitment:

TEECL is committed to building and maintaining an inclusive and diverse workforce that reflects the communities in which we operate. We believe in fostering an inclusive and diverse work environment where individuals are treated with respect, dignity, and fairness, regardless of their race, colour, ethnicity, national origin, gender identity, sexual orientation, marital status, religion, age, disability, minority or any other characteristic protected by applicable laws. TEECL believes in nurturing a diverse and inclusive workplace where every employee feels valued and respected. Our initiatives include workshops and training sessions to promote an inclusive and diverse culture.

TEECL is also committed to providing equal opportunities for all employees, workers, contractors and their employees, vendors, suppliers, clients and representatives, and the community in which we operate and with whom we engage with. We are committed to ensuring that all employees should be able to work in an environment that provides equal employment opportunities for all and has procedures in place that facilitate and support a culture of diversity. We strongly disagree with and oppose discrimination and harassment at any level at our workplace.

2. Scope:

This policy applies to all aspects of employment and engagement at TEECL, including but not limited to recruitment, hiring, on-boarding, training, promotions, transfers, compensations, benefits, performance reviews, disciplinary actions and separation.

3. Responsibilities:

3.1 Management

- Ensure compliance with the workplace Diversity, Equity, & Inclusion (DEI) policy.
- Promote an inclusive and diverse work environment.
- Address complaints or concerns related to discrimination and harassment promptly and impartially.
- Ensure accountability and monitor compliance with this policy.



3.2 Employees

- Treat colleagues, clients, and others with respect, dignity, and fairness.
- Support a safe and inclusive workplace for all.
- Report any incidents of discrimination or harassment promptly.
- Cooperate with any investigations related to workplace Diversity, Equity, & Inclusion (DEI) matters.

4. Inclusive Recruitment and Selection:

All our employment decisions will be based on merit, qualifications, and abilities relevant to the job requirements. TEECL commits to value diverse experiences and qualifications, outreach to underrepresented communities, bias-free screening, interviewing, and selection process.

5. Workplace Environment:

TEECL is dedicated to fostering a respectful and inclusive work environment. This includes:

- Zero tolerance to discrimination, harassment, or any form of offensive behavior based on protected characteristics.
- Workplace for all employees free from intimidation, hostility, or any form of unfair treatment.

6. Complaint, Investigation and Retaliation:

TEECL maintains clear and confidential reporting channels for DEI related concerns.

- Any employee who believes that they have been subjected to discrimination or harassment should report the incident promptly to their supervisor, the Human Resources Department, or a designated contact person.
- All complaints will be treated sincerely, confidentially, and impartially. The company will investigate each complaint promptly and take appropriate action based on the findings.
- Retaliation against individuals who report discrimination or harassment or participate in an investigation will not be tolerated.

7. Compliance:

- TEECL will comply with all applicable laws and regulations related to workplace Diversity, Equity, & Inclusion (DEI).
- Regular monitoring and assessment will be conducted to evaluate the effectiveness of this policy and make improvements as necessary.



8. Review and Revision:

This workplace Diversity, Equity, & Inclusion (DEI) policy will be reviewed periodically to ensure its relevance, effectiveness and compliance with changing laws and regulations. Any necessary revisions will be made accordingly. This policy applies to all aspects of employment, including but not limited to recruitment, hiring, training, promotion, transfer, compensation, benefits, disciplinary actions and separation.

Ajay Khajuria
(Chief Human Resources Officer)

Policy	Version	Adopted	Revised
Workplace Diversity, Equity, & Inclusion (DEI) Policy	v 2.0	09 August 2024	21 March 2025