

DOCUMENT DETAILS

Document Number	SLSL/HR/2025/31
Document Name	DIVERSITY, EQUITY AND INCLUSION POLICY
Department	Corporate HR
Category	HR POLICIES
Version No	00
Effective Date	23/Aug/2025
Next Review Date	22/Aug/2030

SIGNATURES

ROLE	NAME	DESIGNATION	DEPARTMENT	DATE&TIME
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ELECTRONIC SIGNATURE PAGE

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I. PURPOSE:

To define the global principles, standards and governance for Sai Life Science's commitment to advance diversity, equity and inclusion, within the Company and in all locations where it operates.

II. OBJECTIVES:

The objective of this Policy is to define Sai Life Science's strategy to deliver on its Diversity, Equity & Inclusion (DEI). It provides a framework to build and lead DEI action plans globally.

III. SCOPE :

This Policy applies to Sai Life Sciences, employees, including full-time, part-time, and temporary employees, contract workers, interns, consultants, and members of the Board of Directors. It also extends to external stakeholders, such as business partners, suppliers, and customers, under the operational control of Sai Life Sciences.

- **Diversity** refers to the presence of differences within a given setting, encompassing characteristics such as gender, race, ethnicity, age, sexual orientation, physical abilities, socioeconomic background, education, and more.
- **Equity** ensures fairness by recognizing that different individuals may need different resources and opportunities to succeed. It goes beyond equality by addressing systemic barriers and providing tailored support.
- **Inclusion** creates an environment where every individual feels valued, respected, and empowered to contribute fully, fostering a culture of belonging.

OUR GOAL

Sai Life Sciences is a socially responsible corporate, with the purpose to empower all to make the most of our energy and resources, bridging progress and sustainability for all. As a company, we want to bring a long-term positive impact and co-create a sustainable future for our people, our Company, and our planet.

Create more opportunities for women and increase the percentage of women in the total workforce to **18%** by the end of FY2027.

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We plan to achieve this completely on the basis on meritocracy. We will not adopt a quota-based approach, nor will we hire only to promote diversity. Meritocracy shall be paramount and underlying principle to drive the Diversity Agenda.

LGBTQAI+

At Sai Life Sciences, we celebrate LGBTQAI+, through diversity and uniqueness, as we aim to build awareness and advocate for the community. We want all our employees to be allies to the LGBTQAI+ community and to understand their role and impact as such.

Person with Disabilities

Sai Life Sciences is committed to the inclusion of person with disabilities, and strives to tackle the stereotypes they may face, through raising awareness, internally and externally. We promote equal opportunities for persons with disabilities by making our workplaces and premises, our policies, HR systems, tools and processes accessible.

IV. POWER TO AMEND:

The company reserves the right to amend / withdraw the policy at any time without assigning any reason whatsoever. The utility and interpretation of the policy will be at sole discretion of the Management.

V. ABBREVIATIONS:

LGBTQIA+: lesbian, gay, bisexual, transgender, queer or questioning Individuals, Intersex, Asexual.

Gender: A social construct used to classify a person as a man, woman or some other identity.

Ally: a person who supports, both publicly and privately, the LGBTQiA + community

DEI: Diversity, Equity and Inclusion

HR: Human Resource

FY: Financial Year

-----End of the Policy-----