



L.G. BALAKRISHNAN & BROS LIMITED



L.G. BALAKRISHNAN BROS LIMITED



CIN: L2191TZ1956PL000257

Registered Office: NO 6/16/13, Krishnarayapuram Road, Ganapathy
Post, Coimbatore- 641006

Website: www.lgb.com

LGB POLICY ON DIVERSITY, EQUITY, AND INCLUSION.

In order to discharge policy on Diversity, Equity and Inclusion M/s. L G Balakrishnan & Bros Limited (hereinafter "**LGB**"), pursuant to its internal regulation LGB has formulated the following Basic Principles on Diversity, Equity and Inclusion (hereinafter called "**POLICY ON DIVERSITY, EQUITY AND INCLUSION**").

LGB is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

LGB diversity initiatives are applicable —but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- a) Respectful communication and cooperation between all employees.
- b) Teamwork and employee participation, permitting the representation of all groups and employee perspectives.

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- c) Work/life balance through flexible work schedules to accommodate employees' varying needs.
- d) Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of **LGB** have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfil this responsibility.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

APPROVAL AND AMENDMENTS

This Policy was approved by the Board of the Company at its meeting held on **31-01-2019**. Any amendment to the policy will be done with the approval of the Board of the LGB Limited. This Policy should be reviewed by the Board of Directors as and when required by a change in circumstances so as to adopt to the current rules and laws in force which may be applicable to Company.

DOCUMENT RELEASE NOTICE

This policy will apply to all the units / offices of the company in India with effect from **31ST January 2019**.

Initiated and reviewed by:	M Lakshmi Kanth Joshi Senior Manager (Legal) & Company Secretary.
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Approved By:	P Prabakaran Managing Director
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REVISION HISTORY

Revision	Revision Date	Revision Description
0	31 ST January 2019	Release of Policy
1	28 th January 2023	Review of Policy

For L.G. BALAKRISHNAN & BROS LTD.


P. PRABAKARAN
MANAGING DIRECTOR
DIN No.: 01709564