



VERSION HISTORY

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APPROVAL LIST

Name	Designation	Date of Approval
Ms. Gunisigi Gecgil Mr. Soumitra Kumar Das	DEI Council Lead Global Chief People Officer	14-03-2025

Version Control

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1. INTRODUCTION

At Redington Group, we believe in strengthening Diversity, Equity and Inclusion (“DEI”) at all levels. We recognize that our customers and our talent pool bring with them unique qualities, experiences, needs, and aspirations. We strongly discourage any discrimination based on gender, age, colour, disability, caste or faith and go beyond the call of duty to ensure equality across the length and breadth of our organization. Redington is an equal opportunity employer & is committed to create a conducive environment to encourage Diversity, Equity and Inclusion at its workplaces.

The global policy on Diversity, Equity & Inclusion at Redington along with our Global DEI Strategy, sets out the principles and requirements by which Redington will enhance diversity, equity and inclusion throughout the organization.

2. APPLICABILITY

The policy applies to all ‘Associates’ across Redington Group which includes Redington Limited, along with all its subsidiaries and associate companies that operate across 40+ markets.

‘Associates’ include:

- a. All directors on the board of the entities forming part of Redington Group, all employees of the Redington Group whether permanent or part-time, retainers, consultants.
- b. All suppliers, service providers, contractors, channel partners (dealers, distributors and others), external professionals and agents when acting on behalf of Redington Group.
- c. Any other third parties that work with / for the Redington Group.

3. OUR DEI MISSION

Redington Group is committed to create a workplace where inclusion is felt as fundamental to our daily experiences, demonstrated in everyday behaviours, interactions, decision-making and where everyone

feels comfortable being their true self, and values diversity by nurturing talents across different backgrounds, gender and age.

4. GUIDING PRINCIPLES

- Design a recruitment & selection process that is inclusive and does not discriminate any candidate based on gender, age, disability, colour, caste or faith.
- Ensure equitable compensation practices by eliminating bias in our total rewards structures.
- Plan & provide Career Development and Performance Customized skilling programs to build a pool of diverse future leaders.
- Create DEI awareness & strive to eliminate unconscious biases by providing trainings on Diversity, Equity, and Inclusion (DEI) to all employees.
- Create a culture free of any and all kinds of harassment including sexual harassment, gender-based harassment, harassment related to special conditions.
- Communicate Diversity agenda to all employees and ensure their commitment towards implementation of DEI programs.
- Ensure that our marketing and advertising campaigns include diversity and inclusion, promote inclusive images, messaging that covers a wider customer base and resonate with a broader audience.
- Work with a diverse range of suppliers promoting economic opportunity to under-represented businesses.
- Partner with organizations promoting DEI and encourage employee engagement through volunteering and advocacy.

5. GOVERNANCE

- DEI Council is responsible to execute DEI agenda of the organization, regularly review progress and provide strategic recommendations for continually improving our practices to enhance DEI adoption.

- The constitution of the DEI Council shall be such that it reflects organisation diversity in employee gender, generation, level and nationality.

- For DEI-related inquiries and communications, please contact:

DEI SPOCs: deiregionalhrspoc@redingtongroup.com

DEI Council Members: deicouncil@redingtongroup.com

6. COMPLAINTS & GRIEVANCES

Redington Group has a zero tolerance towards workplace harassment & discrimination. We are committed to maintaining a workplace that is diverse, equitable and inclusive. Any violation of our code of business ethics including our commitment to create a diverse, equitable & inclusive workplace, by an Associate may result in disciplinary action, up to and including termination, in line with the local laws. Associate(s) are encouraged to report any violation with respect to the principles as laid down in this policy.

All complaints will be handled confidentially and without fear of retaliation. Associates are encouraged to report violations through designated channels, including anonymous options.

The avenues available for raising concerns or queries or reporting cases could include:

- Compliance department for the employees
- Relationship team, their supervisors, points of contact for the external stakeholders of Redington Limited.
- Human Resources Department of respective companies of Redington Group for personnel related concerns or queries.
- Whistle blower hotline: A mail to the Compliance department at compliance@redingtongroup.com / whistleblower@redingtongroup.com, or through [Safecall Portal](#) to raise a complaint.
- For more details regarding the making a complaint, investigation mechanism and protections provided to such complainants, please refer to Redington's Whistleblower Policy available at <https://www.redingtongroup.com>.

- A mail to poshicc@redingtongroup.com for violations with respect to cases of sexual harassment at workplace.

7. MONITORING & REVIEWING

This Diversity, Equity, and Inclusion (DEI) Policy will be monitored on ongoing basis and reviewed periodically to ensure its continued effectiveness, relevance, and alignment with best practices and organizational goals.

The DEI Council is responsible for the oversight and implementation of this policy.

This policy will be formally reviewed by the DEI Council once in two years.