PAJSON AGRO INDIA LIMITED

EQUAL OPPORTUNITY – DIVERSITY & INCLUSION POLICY

Dated: 02.11.2026

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INTRODUCTION:

The Board of Directors of **Pajson Agro India Limited** ("**Pajson Agro**" or "**the Company**") has adopted this **Equal Opportunity – Diversity & Inclusion Policy** ("**Policy**") to reaffirm the Company's commitment to a fair, respectful and inclusive workplace across all its offices, plants, warehouses and field operations. The Company believes that diversity and equal opportunity are essential to its sustained growth and to the communities it serves.

The Company does not discriminate against any employee or applicant on the grounds of caste, race, ethnicity, religion, gender, gender identity, sexual orientation, age, marital status, disability, HIV status, place of origin, or any other characteristic protected by law.

APPLICABILITY:

This policy applies to all on roll employees of the Company, including fixed-term and interns.

GUIDELINES:

- **Equal Employment Opportunity**

  The Company is committed to providing equal opportunities in all aspects of employment, including recruitment, selection, compensation, promotion, transfer, training, benefits, discipline and separation. All employment-related decisions shall be based on merit, qualifications, competence, performance and the legitimate requirements of the Company, without discrimination on any prohibited or irrelevant ground.

  The Company recognises that women constitute a significant majority of the workforce at its processing facility in Visakhapatnam, Andhra Pradesh, and is committed to fostering an inclusive and supportive work environment for women employees. The Company shall endeavour to provide safe and suitable working conditions, appropriate workplace amenities, opportunities for skill development and fair opportunities for career advancement, including progression into supervisory and leadership roles.

- **Equal Opportunity for Persons with Disability**

  The Company shall provide equal opportunities to persons with disabilities, guided by the Rights of Persons with Disabilities Act, 2016 ("RPWD Act"). No person shall be denied employment or promotion merely on the ground of disability. In furtherance of the same, the following measures are taken by the Company:

  a) Employees and new joiners may voluntarily disclose a disability through a confidential form. Disclosure is not mandatory and shall not affect any employment decision.
  b) Based on the information shared or assistance required, reasonable assistance would be provided to persons with disabilities to enable them to perform their job responsibilities at the Company effectively.
  c) The HR function shall periodically review the Company's compliance with this Policy, with a specific focus on the welfare of persons with disabilities.

d) The Company has a dedicated email address, hr@pajsonagro.com where employees can write for assistance and recommendations.

- **Equal Opportunity for Transgender Individuals**

The Company is dedicated to creating a workplace that is free from discrimination against transgender individuals, promoting inclusivity for everyone. We believe in offering equal opportunities to transgender individuals without any bias based solely on gender identity.

- **Equal Opportunity for HIV and AIDS Positives**

The Company is dedicated to creating a workplace that is free from discrimination against HIV positive individuals, promoting inclusivity for everyone. No person shall be required to undergo an HIV test or disclose their HIV status as a condition of employment. Any such information shall be kept strictly confidential.

- **Equal Opportunity for All**

The Company is committed to fostering a workplace that is free from discrimination on the grounds of race, ethnicity, or nationality. We strive to create an inclusive and respectful work environment where every individual is treated with dignity and afforded equal opportunities. Employment-related decisions are made fairly and without bias or discrimination based solely on an individual's race, ethnicity, or nationality.

- **Discrimination and Harassment**

The Company is committed to maintaining a safe, respectful and inclusive workplace free from discrimination, bullying, victimisation and harassment of any kind. The Company provides equal opportunities to all employees without discrimination based on race, ethnicity, nationality, gender, religion, caste, disability, age or any other protected characteristic.

The Company follows a zero-tolerance policy towards sexual harassment in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, with an Internal Committee constituted at each administrative unit, as applicable. No employee shall face retaliation for raising a complaint in good faith or participating in an investigation. The Company's POSH Policy is available on the Company's website for reference.

- **Employee Responsibilities**

Every person engaged with the Company is responsible for respecting the dignity and diversity of all other people working with the Company and creating an inclusive environment that is free from discrimination and harassment.

- **Inclusive Leadership and Board Diversity**

  The Company recognises that leadership plays an important role in fostering an inclusive culture and is committed to promoting diversity and equal opportunity at the leadership and Board level. The Nomination and Remuneration Committee of the Company shall recommend Board appointments based on merit, while ensuring transparency and an appropriate mix of diversity, skills, experience and expertise, without discrimination on the basis of gender, age, religion, race, nationality or any other personal attribute unrelated to the individual's ability to perform the role.

  The Board shall maintain an appropriate balance of Executive, Non-Executive and Independent Directors in accordance with the Companies Act, 2013, SEBI Listing Regulations and other applicable requirements. The Board currently comprises a diverse mix of competencies and experience across sales, marketing, business development, agro-commodity sourcing, supply chain management, brand, product development and consumer engagement.

GRIEVANCE REDRESSAL

- Anyone who believes they have been subjected to or have observed discrimination at the Company on the grounds of age, religion, colour, national origin, sexual orientation, or physical disability may file a complaint by writing to hr@pajsonagro.com.

- Complaints related to sexual harassment should be reported to hr@pajsonagro.com in accordance with the Prevention of Sexual Harassment (POSH) Policy.

All concerns will be addressed promptly and judiciously, while maintaining the utmost confidentiality and sensitivity.

AMENDMENT

The foregoing policy is not an end to itself and is subject to modification from time to time. Any change in the Policy shall be approved by the Board of Directors of the Company. The Board shall have the right to withdraw and/or amend any part of this Policy or the entire Policy, at any time, as it deems fit, or from time to time, and the decision of the Board in this respect shall be final and binding.

INTERPRETATION

In any circumstance where the terms of this Policy are inconsistent with any existing or newly enacted law, rule, regulation or standard governing the Company, the said law, rule, regulation or standard will take precedence over this Policy.

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