

Bolan Castings Limited

Diversity, Equity & Inclusion Policy

1. Objective

Diversity, equity, and inclusion (DE&I) is used to describe three values that many organizations strive to embody to help meet the needs of people from all walks of life including people of different races, ethnicities, religions, abilities, genders, sexual orientations nationality and age or industry background to respond to the challenges with diversified talent.

BCL (the Company) also believes in and committed with DE&I and encourages respect for each other; ensures that everyone is treated fairly and with dignity without any discretion; embracing diversity and creating the right environment covering all the basic human rights for all employees.

2. Applicability

The Company's applies DE&I to all its human resource practices and policies but they are not limited to:

- recruitment and selection;
- compensation and benefits;
- professional development and training;
- promotions; transfers;
- social and recreational programs;
- layoffs; terminations;

3. DE&I Code of Conduct

The "DE&I Code of Conduct" of the BCL to be followed at all times to build on the premise of diversity, equity and inclusion and we encourage and enforce the followings that:

- Extension of equal opportunities to individuals both for male and female and shall attempt to safeguard them against discrimination, promoting a work culture that values diverse teams.
- Creating a diverse, equal opportunity and an inclusive workplace environment for all employees.
- Permitting the representation of all employees through teamwork and employee participation.
- Committing to nurture the workplace environment where employee career development is upheld without differentiating between genders, basis of language, religion, political or social status.

- Building a culture of inclusion where all employees feel supported, valued and enabled to be their best.
- Providing regular trainings, learning opportunities and encouraging capacity building at all levels to all employees.
- Addressing any existing and potential barriers to equal gender opportunities, diversity and inclusion within the recruitment process.
- Incorporating measures to prevent and respond to gender-based harassment and/or violence in all areas of the company.
- Creating a culture of acceptance and inclusivity, the company will promote equal opportunities for the differently abled person(s) to participate freely in his/her line of work within the Company without any discrimination.

4. Reviewing & Monitoring

The Board of the Directors would ensure that the DE&I related strategies, priorities and targets as well as performance against these targets are periodically reviewed and monitored.