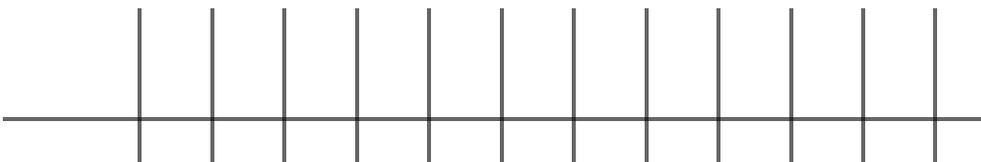


DIVERSITY[★]

Strategy and Commitment





INTRODUCTION

We are dedicated to fostering a workplace culture rooted in Diversity, Equity, and Inclusion (DEI). Our commitment to DEI is integral to our core values and shapes our approach to business operations and employee engagement. This report outlines our public commitment to DEI and the strategies we are implementing to drive meaningful change.

OUR COMMITMENT

- **Diversity:** We are committed to building a diverse workforce that reflects the rich tapestry of our society. By embracing diversity in all its forms, we aim to create a dynamic and inclusive workplace where every individual feels valued and respected.
- **Equity:** We are dedicated to promoting equity and fairness in our policies, practices, and opportunities. Through proactive measures, we seek to address systemic barriers and ensure that all employees have equal access to advancement and growth opportunities.
- **Inclusion:** We strive to cultivate an inclusive environment where everyone feels a sense of belonging and is empowered to contribute their unique perspectives. By fostering a culture of open communication and collaboration, we aim to create a workplace where diversity is celebrated and differences are embraced.



OUR ACTION PLAN

To operationalize our commitment to DEI, we have developed an action plan with specific goals and strategies, including:

- Implementing bias training for all employees involved in hiring and promotion processes.
- Establishing mentorship and sponsorship programs to support the professional development of underrepresented employees.
- Conducting regular diversity audits to assess progress and identify areas for improvement.
- Engaging in ongoing dialogue with employees to solicit feedback and address concerns related to DEI.

OUR PROMISE

We pledge to uphold the principles of diversity, equity, and inclusion in all aspects of our organization. Through our collective efforts, we are committed to creating a workplace where diversity is celebrated, equity is ensured, and inclusion is embraced by all.

Manish Kumar

Founder