



KHANDOKAR & CO.

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Khandokar's beliefs and commitments

Khandokar & Co is committed to promoting Diversity and Inclusion (D&I) by creating a work environment where all employees are treated with dignity and respect and where individual differences are valued. Khandokar is committed to equal opportunity in all aspects of employment. We oppose all forms of unfair or unlawful discrimination and will not tolerate discrimination based on age, nationality, ethnic origin, gender, sexual orientation, gender identity or expression, religion, marital status, or disability. Khandokar is dedicated to cultivate a diverse and inclusive environment where all employees feel fully engaged and included in our business and strategy to become the “Inclusive Company”.

Diversity and inclusion is tightly linked to Khandokar's values and culture, based on respect for employees, customers, and communities around us. A diverse workforce helps Khandokar effectively meet diverse market and customer needs globally and locally, as well as improve its competitiveness through innovation. It also helps attract the most talented people in all populations and foster internal morale and employee engagement, as well as enhanced people management.

Senior-level D&I priorities and governance

Khandokar's four Diversity & Inclusion Priorities are:

- Getting more women to the top
- Pride in bringing our whole selves to work
- We focus on ability rather than disability
- The generational inclusion

To ensure the Senior management had the necessary infrastructure to deliver its D&I strategy, the Khandokar senior D&I Advisory Council (KSDIAC) was set up in 2019. The aim was to involve leadership and gather support from key functions, leveraging talent and knowledge. D&I executive sponsors from several entities are members of KSDIAC chaired by Khandokar CEO, Ozi Uddin – who is also the D&I executive sponsor. They meet three times a year to discuss entity best practices and overall progress.



As part of the D&I strategy roll-out, the D&I leads from each entity meet regularly to share good practices.

As of 27/08/2021 we have 50% female representation in senior management. Our target has been reached of 50% by [August/2021]

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