



MANTRI METALLICS PVT.LTD.

DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY

REF. NO.	MMPL/TRAN/HR /P 14	Issue No./Date	00/05.12.2024
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Purpose:

The purpose of the policy is to provide guiding framework for creating a workplace environment where all MMPL employees can feel valued, regardless of their background, identity, experiences, ethnicity, gender, sexual orientation, religion, disability status, or any other personal characteristic, are treated with respect

Scope:

The “**DEI Policy**” is applicable to all employees (Permanent and contract) of MMPL and for all units of Mantri Metallica Pvt. Ltd., Suppliers and contractors.

Objectives:

- Improve Communications by understanding the impact that tone, words, and phrases carry.
- Fostering opportunities for difficult conversations appropriately and hearing what is being said during those conversations with the intent to listen consciously to create awareness and take appropriate actions
- Highlighting the value of diverse perspectives
- Understanding the diversity of how individuals communicate and comprehend
- Generate Awareness and Educate
- Develop a resource centre with books, articles, informative videos, and other forms of media to educate independently such as a DEI Bulletin Board
- Identifying educational resources to further define and understand DEI
- Create awareness and help educate co-workers
- Develop an openness that allows others to be receptive to different ways of thinking, feeling, and behaving without feeling challenged or threatened
- Create a safe and trusting environment for holding each other accountable on each other's actions and words
- Develop, improve and/or modify training materials so that they are culturally sensitive and accessible to all
- Develop and foster a productive, healthy and safe work environment that is free of bias, microaggressions and harassment.
- Create resources such as web pages, documents, forms, etc. that are accessible to all
- Identify and retain an unbiased third-party resource (consultant) to assist staff with internal questions, problems, or concerns.

Identify resources to assist in education and training –

- Consultant to work with MMPL staff.
- Research and develop list of member contacts and schedule virtual meetings.
- Mandatory training courses.



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Review and monitoring of policy:

Policy will be reviewed every three years to accommodate new concepts, new technology, global vision and expertise.

Policy will be implemented and monitored by HR Officer - Mr. Swapnil Kamble.

HR Manager will be responsible for communicating policy statement to all stakeholders.

Communication of this Policy: -

1. Training.
2. Notice board.
3. Company Web site.
4. Joining of new employee.