



Diversity, Equity, and Inclusion Policy

Introduction

At Prism Industries Pvt Ltd, we believe that diversity drives innovation, equity fosters fairness, and inclusion unlocks the full potential of our people. As a leading global manufacturer of pharmaceutical products — including nicotine-based formulations, quinine, hyoscyne, lumefantrine, and artemether — we are committed to creating a workplace where all individuals are treated with respect, have equal opportunities, and can thrive.

This **Diversity, Equity, and Inclusion (DEI) Policy** formalizes our commitment to building a diverse workforce, ensuring equitable treatment for all employees, and cultivating an inclusive environment that embraces different perspectives, backgrounds, and experiences.

Scope and Applicability

This policy applies to all employees, contractors, interns, vendors, suppliers, and service providers associated with Prism Industries Pvt Ltd. It is applicable across all global operations, including manufacturing sites, offices, research facilities, logistics centers, and supplier networks.

Objectives of the Policy

- Promote Diversity in the Workplace**
Ensure representation of individuals from varied backgrounds, including but not limited to gender, age, race, ethnicity, religion, nationality, disability, sexual orientation, and socio-economic status.
- Foster Equity Across All Employment Practices**
Guarantee fair access to opportunities, resources, promotions, and rewards based on merit, without discrimination or bias.
- Cultivate an Inclusive Culture**
Create an environment where all employees feel respected, valued, heard, and empowered to contribute meaningfully.

CIN: U24231GJ1992PTC017501

Office: 208, Trivia Complex, Nr. Natubhai Circle,
Race Course, Gujarat, INDIA, Pin-390007

Phone: 0265-3504649/50 **Mob:** +91 98250-51262, +91 92274-06992

E-mail: marketing@prismintd.com

PAN: AABCP7162Q

Factory: Survey No. 637/23/A1, Khambhat Dhuvaran Road, At: Kalamsar,
Ta.: Khambhat, Dist. Anand, Gujarat, INDIA, Pin-388640

Mob: +91 98250-50731, +91 97277-01668

E-mail: info@prismintd.com

GSTIN: 24AABCP7162Q1ZY



4. Align with Global Best Practices and Legal Requirements

Comply with local laws and international human rights standards that promote equality and prohibit discrimination.

Key Principles of the Policy

1. Embracing Diversity

- Prism Industries Pvt Ltd values the unique qualities and experiences that each individual brings to the organization.
- Recruitment, hiring, promotion, and professional development decisions will be based on qualifications, merit, and potential, not on personal characteristics unrelated to job performance.

2. Advancing Equity

- We are committed to identifying and removing barriers that prevent individuals from accessing opportunities within our organization.
- Fairness will be integrated into policies, processes, training, compensation, leadership development, and career advancement.

3. Fostering Inclusion

- Every employee is encouraged to contribute ideas and perspectives without fear of exclusion, retaliation, or marginalization.
- Managers are expected to promote inclusive leadership practices and actively seek diverse viewpoints in decision-making.

4. Zero Tolerance for Discrimination and Harassment

- Discrimination, harassment, or exclusion based on protected characteristics such as race, gender, age, religion, disability, nationality, marital status, sexual orientation, or any other personal attribute will not be tolerated.

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Supplier and Vendor Expectations

Suppliers, vendors, and contractors working with Prism Industries Pvt Ltd are expected to:

- Uphold similar principles of diversity, equity, and inclusion in their employment practices.
- Prohibit discrimination, harassment, or exclusionary practices in their operations.
- Demonstrate a commitment to creating diverse and inclusive workplaces within their own organizations.

Monitoring and Compliance

- **Internal Reviews:** Prism Industries will regularly review workforce demographics, promotion data, hiring practices, and employee feedback to assess the effectiveness of DEI initiatives.
- **Supplier Audits:** Supplier assessments will include an evaluation of their diversity, equity, and inclusion practices.
- **Corrective Actions:** Any identified gaps in compliance with this policy must be addressed through timely corrective action plans.

Training and Awareness

- Mandatory training sessions on diversity, equity, and inclusion will be provided to all employees and managers.
- Ongoing education programs will reinforce inclusive behaviors, unconscious bias mitigation, and equitable decision-making across the organization.

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Roles and Responsibilities

- **Human Resources Department:** Responsible for implementing DEI strategies, monitoring progress, and managing grievances related to discrimination or inequity.
- **Managers and Supervisors:** Accountable for promoting inclusive team dynamics, equitable treatment, and diverse hiring practices.
- **Employees:** Expected to uphold Prism Industries' DEI values and participate actively in fostering an inclusive work culture.
- **Suppliers and Vendors:** Required to support DEI principles within their organizations and value chains.

Conclusion

At Prism Industries Pvt Ltd, diversity, equity, and inclusion are not just aspirational values — they are strategic imperatives that define who we are and how we operate. Through this **Diversity, Equity, and Inclusion Policy**, we commit ourselves to building a workplace where everyone has an equal opportunity to succeed and feel a true sense of belonging.

Together, we can create a stronger, more innovative, and more resilient organization — one where every voice matters and every person thrives.

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