



Equal Opportunity and No Discrimination Policy

(Approved by Board of Directors at the meeting held on January 27, 2024)

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1. About Us

Capri Global Capital Limited (CGCL) is one of India's leading diversified Non-Banking Financial Company (NBFC) with presence across multiple verticals. Promoted by first generation Entrepreneur, Mr. Rajesh Sharma. CGCL is listed in National Stock Exchange and Bombay Stock Exchange. The stock exchanges CGCL address the capital needs of MSMEs by offering tailor made business and term loans to help them finance their capital and operational expenses.

We believe that equal access to capital can drive collective social growth and well being and we are committing to the last mile delivery of this capital for:

- The determined & enterprising
- Transformative social change
- Equal opportunities

2. Applicability

The Equal Opportunity and No Discrimination Policy (EOND) applies to all job applicants, employees, trainees, and consultants (including individuals under direct contract with CGCL).

3. Scope and Ethos

At Capri we believe that fostering diversity and inclusion within our organization enhances business results and will contribute to CGCL's goal of becoming the nation's preferred financial institution. This policy shall serve as a "Zero Tolerance Policy for Discrimination," establishing a strict stance against any form of discriminatory behavior within the organization.

- This policy will ensure comprehensive 'Training for all employees on discrimination in the workplace'
- Embracing workforce diversity without any discrimination based on age, gender, race, national or ethnic origin, religion, language, political beliefs, or sexual orientation.
- Appreciating varied perspectives by leveraging the diverse thinking, skills, experience, and working styles of our employees and other stakeholders.
- Creating a flexible organization by offering work arrangements that cater to the diverse needs of individuals at various career and life stages.
- Respecting the diversity of stakeholders by cultivating robust and enduring relationships with a wide range of shareholders, communities, employees, governments, customers, and suppliers.
- In alignment with the provisions of the Rights of Persons with Disabilities Act, 2016 and its associated Rules, CGCL is committed to maintaining a discrimination-free work environment for individuals with disabilities. The CGCL ensures the following:
 - No individual with disabilities will be denied opportunities solely on the basis of their disability.
 - Individuals with disabilities applying for positions or current employees believing they are covered under the Rights of Persons with Disabilities Act, 2016, should

contact the HR representative assigned to their department. Any information provided is voluntary, will be kept confidential, and will be handled in compliance with applicable laws.

- CGCL reserves the right to request a disability certificate from candidates requiring recognition as disabled.

4. Inclusive, Transparent Values and Diversity

Our dedication to diversity and inclusion aligns seamlessly with our core values of accountability, respect, teamwork, and integrity. This commitment is evident in our code of business conduct, organizational policies (including Human Rights, Sexual Harrassment policies), and our People strategy. Diversity and inclusion are prioritized at the highest echelons of the organization.

This policy, in collaboration with our management team, shapes the development of our diversity and inclusion strategy. It also monitors progress against specific objectives and key programs. Leaders and suppliers throughout CGCL are expected to integrate diversity within their teams and exhibit dedication to fostering inclusive workplaces where individuals feel valued, included, and empowered to contribute their best.

In accordance with our values, all employees are required to demonstrate respect for their colleagues and promote teamwork. We actively educate our workforce about the advantages that diversity and inclusion bring to our business. Our hiring decisions are based on role requirements, qualifications, skills, and experience. Discrimination based on age, gender, race, nationality, language, religion, political beliefs, sexual orientation, or physical ability is strictly prohibited.

Our recruitment, deployment, reward, and development practices, as well as our approach to working arrangements, are designed to attract and retain diverse talent while accommodating individual needs at various career and life stages.

Furthermore, wherever we operate, we are committed to cultivating productive, mutually beneficial, and enduring relationships with diverse stakeholder groups. We make efforts to embrace the diverse cultures, lifestyles, heritage, and preferences of local communities.

Equal Pay for Equal Work: Ensure that individuals performing similar roles, with similar qualifications and experience, receive equal pay, regardless of gender, race, or any other discriminatory factor.

Transparency in Salary Structures: Maintain clear and transparent salary structures, outlining the criteria for determining salaries. This transparency helps in preventing discrimination and ensures fairness in remuneration.

At Capri we have policies and practices to create an inclusive environment for employees belonging to the LGBTQIA+ community.

- Employees at CGCL are entitled to mediclaim benefits for their partners, regardless of their gender, sex, or marital status.

- Furthermore, employees are free to dress in a manner consistent with their gender or gender expression, recognizing that individuals may identify differently from their assigned sex at birth.
- Restroom facilities are also inclusive, allowing employees to choose facilities based on their gender expression or gender identity, and our large offices feature all-gender restrooms.

Additionally, CGCL has established a comprehensive redressal process through its Human Rights Policy. These policies provide avenues for employees from the LGBTQIA+ community to address any challenges they may encounter, ensuring a supportive and inclusive work environment

5. Responsibility

- Each member of the CGCL is obligated to uphold and implement this policy in both its literal meaning and intended essence.
- The Human Resource unit holds the functional responsibility for ensuring adherence to the policy.
- Any employee found in violation of this Policy or engaging in any form of discrimination against a person with a disability or subjecting them to harassment will be addressed according to the CGCL's Code of Conduct.
- Human Resources Head of CGCL is responsible for ensuring strict adherence to this policy.
- The Policy has undergone evaluation by the Management at CGCL and has been approved by the Board. This Policy will undergo review and will be updated as necessary.

6. Process for Addressing Complaints and Concerns

- All those in positions of authority are responsible for maintaining equal opportunity principles and guaranteeing procedures and practices free from discrimination.
- Employees are expected to comply with legal guidelines and the principles of being an equal opportunity employer.
- Should these rules be violated without resolution, employees have the option to report the matter to a representative in HR for a thorough investigation.
- Post preliminary investigation if evidences are found incident will be reported HR head.
- The employee who has faced discrimination will be protected from harassment and victimization.