

## **DIVERSITY, EQUALITY AND INCLUSION POLICY**

**Effective Date:** 15<sup>th</sup> September 2025

### **1. Purpose**

The purpose of this policy is to reaffirm organization's commitment to fostering a workplace culture that upholds diversity, equity, and inclusion. This policy ensures compliance with applicable laws, promotes fairness, and provides a safe, respectful, and empowering environment for all employees.

### **2. Scope**

This policy applies to:

All employees of EndureAir Systems Private Limited, irrespective of their role, level, or location. Job applicants, interns, apprentices, consultants, and contractual staff.

### **3. Policy Statement**

EndureAir Systems Private Limited is an Equal Opportunity Employer. We believe that diversity drives innovation, collaboration, and organizational excellence. Employment-related decisions are guided solely by merit, qualifications, and business needs- without discrimination on the basis of gender, age, caste, religion, disability, marital status, sexual orientation, or any other legally protected status.

### **4. Policy Provisions**

#### **4.1 Equal Opportunity Employment**

Employment decisions regarding hiring, promotions, compensation, training, benefits, and separation will be based solely on merit and organizational requirements.

No individual shall face discrimination on the basis of gender, caste, religion, disability, sexual orientation, marital status, or any other characteristic protected by law.

## **Applicable Acts:**

Constitution of India (Articles 14, 15 & 16)  
Equal Remuneration Act, 1976 (Code on Wages, 2019)  
Transgender Persons (Protection of Rights) Act, 2019  
Rights of Persons with Disabilities Act, 2016  
Rights of Persons with Disabilities Rules, 2017

## **4.2 Inclusion of Persons with Disabilities**

We are committed to providing a workplace that is accessible and supportive for employees with disabilities.

**Barrier-Free Access:** Wheelchair-accessible ramps and entry points at all building entrances.

**Accessible Facilities:** Meeting rooms, washrooms, and common areas designed for employees with disabilities.

**Emergency Preparedness:** Evacuation and safety protocols that account for employees with physical or sensory impairments.

## **Applicable Acts:**

Rights of Persons with Disabilities Act, 2016  
Factories Act, 1948 (safety and welfare provisions)

## **4.3 Gender & LGBTQ+ Inclusion**

EndureAir Systems Pvt Ltd strongly promotes gender equality and inclusivity of all genders, including transgender persons.

**Equal Pay for Equal Work:** Ensuring compensation fairness across genders.

**Safe & Harassment-Free Workplace:** Strong policies and redressal mechanisms to prevent sexual harassment, bullying, or discrimination.

Representation in Leadership: Encouraging participation of all genders in leadership and decision-making roles.

**Leave Provisions:** Compliance with statutory maternity, paternity, and adoption leave entitlements, with additional organizational support where possible.

Transgender Inclusion: Equal opportunity in hiring, promotions, and benefits for transgender persons, with respect for self-identified gender identity.

**Applicable Acts:**

Maternity Benefit Act, 1961

Equal Remuneration Act, 1976 (Code on Wages, 2019)

Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013

Transgender Persons (Protection of Rights) Act, 2019

**4.4 Reporting & Resolution**

We maintain a zero-tolerance policy toward discrimination, harassment, or exclusion. Employees are encouraged to report any incident to HR or through the anonymous reporting mechanism.

All complaints will be handled confidentially, investigated promptly, and resolved in a fair and unbiased manner.

**Applicable Acts:**

Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013

Industrial Employment (Standing Orders) Act, 1946

**4.5 Continuous Improvement**

This policy will be reviewed annually to reflect updated legal requirements, industry best practices, and employee feedback.

Regular sensitization workshops and inclusion training will be conducted to build awareness and cultural competence.

**Applicable Acts:**

Labour Codes, 2019

**5. Roles & Responsibilities**

Management: Ensure implementation of this policy, provide adequate resources, and lead inclusivity initiatives.

HR Department: Oversee compliance, grievance redressal, and sensitization programs.

Employees: Uphold inclusivity principles, respect diversity, and report any violations of this policy.

**6. Effective Date & Review**

This policy comes into effect from 15<sup>th</sup> Day of September 2025 and will be reviewed annually by the HR Department in consultation with management and employee representatives.

**Contact for Questions or Reporting Violations**

**Email:** [hr@EndureAir.tech](mailto:hr@EndureAir.tech)

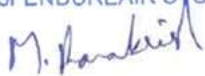
**Conclusion**

Upholding our values and ethical standards is essential to maintaining EndureAir's reputation and trustworthiness in the UAV industry. Every individual is expected to embody these principles in their daily work.

**Created by: Paras Arora (HR Manager)**

**Approved By:**

For ENDUREAIR SYSTEMS PVT. LTD.



DIRECTOR

**Rama Krishna**

(CEO & Director)