



Shaping Healthcare Possibilities

# CitiusTech DEI Policy



## Purpose

At CitiusTech, we are entrusted to creating a culture that respects and values difference and promotes a sense of harmony and belonging for all employees. Policy is applicable but not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; Appraisal; transfers; employee engagement and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity.

## Applicability

This policy applies to all employees, including full-time employees, and contractors and vendors working on behalf of CitiusTech

## Definition

Diversity, equity, and inclusion (DEI) policy refers to a set of principles, and actions adopted to promote and maintain a work environment that is free from discrimination and harassment based on the race, ethnicity, national origin, gender, gender identity, sexual orientation, age, color, disability, religion, language or any other protected characteristic.

Workplace diversity is the term used for the workplace composed of employees with varying characteristics. It is the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc. It is not one person, but a group of unique people from diverse backgrounds.

Equity refers to the fair and just treatment of all individuals, regardless of their differences, and the creation of systems and practices that provide equal opportunities and outcomes for all, based on human right policies.

Inclusion refers to the intentional and active effort to create a workplace culture free from bias and prejudices and that values and respects all individuals, where everyone feels welcome, valued, and able to contribute their unique perspectives and talents.

This policy should be read in conjunction with the following CitiusTech policies:

- CitiusTech Business Ethics and Code of Conduct
- CitiusTech Transgender Non-Discrimination Policy
- CitiusTech HIV-AIDS Non-Discrimination Policy
- Refer CT disability policy & sexual harassment policy also

## Commitment

The policy's underlying commitment is to achieve diversity, equity, and inclusion that requires a multifaceted approach. Our policy includes the following approach:

## Education and Training

- To provide education and training to all employees to help understand the importance of diversity, equity, and inclusion and how it impacts and encourages productivity and harmony at our workplace.
- Every employee to be responsible for respecting the dignity and diversity of all people & creating an inclusive environment that is free from discrimination, harassment, and bullying.
- Enhancing awareness of potential unconscious bias & focusing on conscious inclusion with intentional actions to drive diversity, equity and belonging.

## Recruitment and Hiring

Attract a diverse pool of candidates for all positions and make hiring decisions based on qualifications, skills, and experience and potential.

To not discriminate based on race, color, religion, national origin, sex, gender identity, sexual orientation, age, disability (include physical and mental), or any other legally protected characteristic.

## Promotion and Career Development

Provide equal opportunities for career growth and advancement to all employees, regardless of their background or identity & evaluate employees based on their skills, experience, and performance.

## Supplier / Vendor Diversity

Provide equal opportunities to all suppliers/ vendors, including suppliers / vendors who are small, belonging to scheduled castes, or religious minority-owned, women-owned, veteran-owned, LGBTQ+ owned, and disabled-owned businesses and who meet the quality requirement and performance standards.

## DEI Panel responsibilities & Employee Accountability

- Ensuring a consistent work environment for positive and motivated employee experience through execution of the DEI strategy.
- Following appropriate internal procedures and policies for DEI communications and programs.
- Employees to be responsible for upholding this policy and contributing to a culture of diversity, equity, and inclusion.
- Managers and leaders to be accountable for promoting and supporting DEI within their teams and the organization as a whole.

## Disciplinary actions against violators of DEI policy

First violation to be issued a show cause/ fair warning / cease and desist notice. Subsequent or continued violation to be investigated by Special Investigation Team and appropriate measures to be undertaken to deter or remove the violator.

## Workplace Environment

- Creating a safe and respectful workplace for all employees. We have zero tolerance for any form of discrimination, harassment, or retaliation.
- Any Complaints of non-inclusion, inequity or exclusion be reported to the respective policy for grievance redressal is published on InterCT under HR section [Contacts](#)

This DEI Policy may be reviewed periodically to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. We are dedicated to creating a workplace where everyone feels valued, respected, and supported.

## Note

This policy is subject to regular monitoring and evaluation.





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