Human Resources		
Policy on equal opportunity of employment		
Policy No.	Version No.	Effective date.
COHANCE/HR/124	01	01.09.2025

1. Objective

The objective of this policy is to define equal employment opportunities and a workplace that is free of all forms of discrimination in terms of fairness, impartiality, and equal access to all career initiatives in which persons are employed by or associated with the company.

2. Scope

This policy is applicable to all employees, contractors, partners, and stakeholders associated with the Cohance Lifesciences. It is intended to ensure a culture of respect, fairness, and meaningful inclusion for all, regardless of age, ethnicity, gender, race, nationality, religion, disability, sexual orientation, or any other protected characteristic.

3. Purpose of the Policy

The purpose of this Equal Employment Opportunity and Anti-Discrimination Policy is to ensure that all:

3.1 Cohance Lifesciences employees do not suffer with any unfair discrimination in the workplace.

3.2 Individuals and groups within the Cohance Lifesciences work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities, skills and merit.

3.3 Employees are encouraged to take positive action towards promoting equal opportunity throughout the organization.

3.4 Personnel actions such as compensation, benefits, transfers, company-sponsored training programs, social programs, recreational programs and layoffs will be administered on a non-discriminatory basis.

3.5 Application of labour laws to be uniformly applied in the organization

4. Equal Employment Opportunity and Provisions of Services

It refers to the principle which ensures that all employees and potential employees of Cohance Lifesciences are treated equitably and regardless of their race, gender, or disability. Everyone has an equal chance when applying for jobs, IJPs, transfers, promotions and training opportunities. The following activities shall be conducted in a uniform manner:

4.1 Recruitment procedure and selection criteria for appointment or engagement of a person as an employee.

4.2 Promotion and transfer of an employee.

4.3 Training and staff development for an employee; and

4.4 Terms of employment or any other employee-related activity.

Prepared by	Reviewed by	Approved by
R Saritha	Soumya Sarkar	Gaurav Bahadur
Sr. Manager – HR	Vice President – HR	CHRO

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5. Equitability in condition of employment

Cohance Life sciences recognize the importance of protecting rights of employees with differences are at parity with others. These includes:

5.1 Rights of just and favourable conditions of employment.
5.2 Healthy and safe working conditions
5.3 Protection from harassment
5.4 Ensuring redressal of grievances.

6. Workspace Discrimination

Discrimination occurs when someone is treated unfavourably because of a certain attribute and may involve some or all the following:

6.1 Conduct that can be considered harassing, coercive or disruptive, including sexual harassment.
6.2 Making offensive 'jokes' about another worker's clan, ethnic background, colour, gender, appearance, or disability
6.3 Expressing negative stereotypes about groups.
6.4 Judging someone on their political or religious beliefs rather than their work performance.
6.5 Using selection processes based on irrelevant attributes such as ethnic or clan group, age, gender, or disability rather than on knowledge, skills and merit.

7. Parameters of Discrimination - Strictly Prohibited

Cohance Lifesciences and its employees shall strive to create a workplace that is free from discrimination in their employment practices against any potential or existing employees, and shall not discriminate on a person's:

7.1 Age or other circumstances
7.2 Colour
7.3 Cultural or social beliefs such as religious
7.4 Educational background
7.5 Race, ethnicity, or nationality
7.6 Spiritual, traditional, or customary beliefs
7.7 Political opinion
7.8 Physical features or physical disabilities
7.9 Gender identity and expression
7.10 Marital status
7.11 Pregnancy or judging the impacts of potential pregnancy on decisions.

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7.12 Breastfeeding
7.13 Sexual orientation
7.14 Health or physical disability or impairment
7.15 Medical record
7.16 Family responsibilities
7.17 Trade union membership
7.18 Reserve disciplinary forces

8. Company Rights

The Company reserves the right to modify or withdraw this policy, in whole or in part, at any time without prior notice. This policy does not create an employment contract, nor does it guarantee benefits or continued employment. Amendments may be made whenever necessary.

- *End of Document* -

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R Saritha	Soumya Sarkar	Gaurav Bahadur
Sr. Manager – HR	Vice President – HR	CHRO