






OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION (DE&I)

Apraava Energy is proud to be an equal opportunity employer and is committed to creating a diverse, equitable and inclusive workplace that nurtures diversity in all forms. Over the years, our endeavour has been to make our organization a reflection of the changing demographics we see in our country. It is also embedded in our core value of Respect for People and our Code of Conduct. We aspire to make our organization a leader in DE&I initiatives amongst corporates in India.

TO ACHIEVE THIS GOAL, WE COMMIT TO

- ▶ Promoting diversity in all aspects of our business, including leadership and technical positions.
- ▶ Recruit and retain a workforce that reflects the diversity of the regions we operate in, including but not limited to age, disability, gender, language, religion, region, sexual orientation, and socio-economic background.
- ▶ Create and promote an environment that provides fair opportunities and positive experiences to all stakeholders.
- ▶ Recognize and value the unique contributions of everyone which will enable us to be market responsive, foster innovation and create a responsible and sustainable business.
- ▶ Pursue avenues to engage with a range of competitive and diverse suppliers in our business operations. As a responsible corporate citizen, we are mindful of the role that organizations can play in driving economic prosperity.
- ▶ Create sustainable social, environmental, and economic value while fostering a diverse and inclusive culture, through our CSR (Corporate Social Responsibility) & Sustainability initiatives, whilst continuing to focus on youth and women empowerment in our communities.

TO SUPPORT OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION, WE WILL

-  Provide training and resources as well as opportunities for career development to all employees to promote diversity, equity, and inclusion.
-  Foster a culture of open communication, where all employees feel comfortable expressing their thoughts, ideas, and concerns.
-  Ensure that all our colleagues, partners, and community of stakeholders we interact with are treated fairly and with respect.
-  Encourage our vendors and partners to promote gender diversity within their organizations
-  Measure and report progress of our DEI initiatives while striving for continuous improvement. Towards this end, we will set ourselves clear goals that will help us improve our diversity, foster equity and promote inclusion.

The DEI Council will oversee the implementation of this policy and ensure accountability at all levels in the organisation.

We believe that by fostering a diverse, equitable, and inclusive workplace, we will not only create a better workplace for our employees, but also positively impact the communities we serve, minimize our environmental footprint, and drive better business outcomes.

EVERYDAY BE WHO YOU ARE