A Larsen & Toubro Group Company

LTM

Highlights of Diversity, Equity & Inclusion Policy



Introduction

At LTM, we believe that diversity is a key driver for success. We constantly focus on creating an environment that fosters a sense of belonging for everyone. As an equal opportunity employer, LTM promotes equal opportunity for all associates, irrespective of gender, age, race/cast, ethnicity, nationality, language, disability, neurodiverse conditions, sexual orientation, gender identity and/or expression, color, ancestry, religion, physical appearance marital status, veteran status, socio-economic status, or any other protected characteristics.

1.1 Purpose

The Diversity Equity and Inclusion (DEI) Policy serves as a guideline to encourage and enhance belonging in every corner of LTM. This policy provides a view of our DEI charter, framework and the roles and responsibilities of each stakeholder. The purpose of this policy is to reinforce LTM's commitment to equal opportunity, fair treatment, respect, dignity, accessibility, and belonging for all associates, irrespective of individual differences or protected characteristics. This will help us create an inclusive culture, and safe environment conducive to the well-being of all our associates and stakeholders.

2.1 Our Principles

To create value and benefits from the culture of DEI, LTM may, to the best of its abilities, comply with following principles:

- **Ensure and embrace diversity in workforce -** by aspiring to have a workforce which is reflective of the local communities/business in which we operate, including diversity by reason of gender, age, race, ethnicity, nationality, language, disability, neurodiverse conditions, sexual orientation, gender identity, religion, marital status, veteran status, socio-economic status, or any other protected characteristics that make our associates unique.
- **Improve talent management -** by ensuring recruitment, selection, development and promotion processes are solely based on merit, devoid of any kind of biases and discrimination while reflecting the value organization places on inclusion, diversity and fair, equitable access to opportunities for all; by targeting balanced representation at various levels.
- **Value and respect diverse approaches -** by leveraging diverse thinking, talents, expertise and working styles of our associates, contractors and others with whom we work and providing inclusive work environments in which they can flourish and reach their maximum potential.
- **Support flexibility** for associates by providing suitable work arrangements and necessary support to accommodate the reasonable and evolving needs of diverse groups across different career and life stages, in line with our Reasonable Accommodation Policy.
- **Respect stakeholder diversity -** by developing relationships with diverse shareholders, governments, communities, customers, clients, partners and suppliers which is reflective of our commitment to DEI objectives to external world.

- **Advocate pay equity -** by determining fair remuneration for all diverse groups undertaking work of equal value considering capability and experience of associates reflecting local market conditions and practices and individual performance across our workforce, without any kind of discrimination and prejudice.

- **Fair performance management process -** by ensuring that the performance management process is objective, fact based and free from bias.

- **Advocate DEI -** by engaging/allowing associates to participate in various activities which are directed towards promotion of culture of DEI in the organization.

- **Accessibility Standards-** by providing reasonable access to relevant physical and digital infrastructure to the extent deemed necessary by the Company on a case-to-case basis, to such employees and stakeholders who may need the same, including persons with disabilities and neurodiverse conditions.

- **Supplier Diversity -** Supplier diversity is an important focus of LTM's commitment, ensuring that inclusion is reflected not only within our workforce but also across our business ecosystem. We strive to promote equitable access to business opportunities and strengthen partnerships with diverse suppliers. By continuously educating our suppliers, ensuring DEI principles are adhered to, in our supplier code of conduct and promoting business from diverse suppliers.

- **2.2 Discrimination, Harassment and Bullying**

  We believe that each one of us has the right to work in an environment that is free from the effects of any kind of discrimination, harassment, or improper behaviour. The organization will not tolerate harassment, bullying or conduct that could lead or contribute to harassment of associates. LTM explicitly prohibits any form of discrimination, harassment, or bullying. It is the responsibility of each employee to respect the right of their co-workers. We take allegations of discrimination, harassment and bullying seriously, and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or the resolution of the matter. LTM encourages associates to report any suspected violation of this Policy in good faith. We do not tolerate threats or retaliation against anyone for reporting conduct they reasonably believe violates this Policy, or for providing information in good faith in connection with any related report or investigation.

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