

Diversity, Equity and Inclusion Policy

1. Aragen is committed to ensuring an equitable, diverse and inclusive workplace and aims at creating an inclusive environment where all employees feel valued, respected and empowered to contribute to their unique perspectives and talents.
2. The scope of the policy extends to full time/ part time employees, Interns, contractors, job applicants of Aragen Lifesciences.
3. **Diversity:**
 - a. We recognize, respect and values difference in ethnicity, race, gender, age, national origin, religion, education and other attributes that make each individual unique to foster a more inclusive and innovative workplace.
4. **Equity:**
 - a. We provide equal access to resources, opportunities and advancements to all employees and ensure fairness in all policies, procedures and practices.
 - b. We identify and address barriers that may prevent certain groups from fully participating and advancing.
5. **Inclusion:**
 - a. We are committed to creating a culture where every employee feels welcomed, respected and valued.
 - b. We encourage all employees to share their ideas and celebrate different perspectives
 - c. We are committed to elimination of discrimination based on disability within the workplace.
6. **Training & Education:**
 - a. Aragen provides DEI training and education to all employees and ensures its integration into organization strategy, policies and practices.
 - b. We also conduct various programs on physical, mental and financial wellness.
7. Additionally, we support employees by providing flexible workplace timings, parental wellness programs, creche facility for working mothers, etc.
8. We also offer access to health facilities within the organization and conduct regular health checkups.

This policy will be communicated within Aragen, made available to the relevant interested parties, periodically reviewed and updated, as necessary.

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Suresh Anubolu
Chief Human Resources Officer