



CRYSTAL CROP PROTECTION LIMITED

Equal Opportunity Policy

I. INTRODUCTION

Crystal Crop Protection Limited ("Crystal" or the "Company") is committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees (including promotion, transfers, assignments and beliefs). Crystal prohibits workplace discrimination based on gender, marital or domestic partnership status, pregnancy, carer's responsibilities, sexual orientation, gender identity, race, colour, national or ethnic origins, religious belief, disability or age.

The Equal Opportunity Policy is adopted by Crystal in line with section 21(1) of the Rights of Persons with Disabilities Act, 2016 (RPwD, Act) read with Rule 8 of the Rights of Persons with Disabilities Rules, 2017 (RPwD, Rules) to give effect to the principles enshrined in the United Nations Convention on Rights of Persons with Disabilities (2006).

II. SCOPE

The scope of this Policy includes Crystal and its Group entities (both incorporated in India and abroad).

III. HIRING PRACTICES

Crystal provides equal opportunities to its employees, consultants, or applicants without regard to discrimination characteristics as explained above. All actions of Crystal regarding its employees, consultants, advisors, interns, and staff, including but not limited to those relating to compensation, benefits, transfers, leave, layoffs, training, education, and assistance, will be made as per the policies of the Company, without any discrimination.

Employment with Crystal will be based on merit and not on any irrelevant attributes or characteristics that an individual may possess.

Development and promotional opportunities will be based on performance ability and potential and will be consistent with the need of the business.

IV. CREATE AWARENESS

In accordance with the provisions of the RPwD Act & RPwD Rules, it is Company's Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, the Company will take all actions to ensure that a conducive environment in line with the above shall be provided to persons with disabilities to perform their roles and excel in the same.





The Human Resources Department will be responsible for implementing this Policy throughout the organisation and will include it in different training/awareness programs.

The Equal Opportunity policy is put up on Crystal's intranet & notice board.

V. EMPLOYEE ENGAGEMENT AND SOCIAL INCLUSION

Crystal will endeavour to make all company events and meetings inclusive by ensuring that these are conducted at accessible venues with a provision of reasonable accommodation being available to employees with disabilities.

VI. GRIEVANCE REDRESSAL & HARASSMENT PREVENTION

Any person who believes himself or herself to have been subjected to adverse discrimination, or impermissible positive discrimination, based on any discrimination is encouraged to bring the matter to the attention of the Grievance Redressal Committee of Crystal at the earliest opportunity.

The Composition of the Grievance Committee of the Company is detailed below:

- a. Bijender Vats, Chief Human Resources Officer
- b. Devendra Joshi, General Counsel
- c. Rajeev Jha, Head - Chemistry & GLP
- d. Elisabeth Luke, Manager - Learning & Development
- e. Anita Aggarwal, General Manager – Procurement
- f. Seema Rao, Senior Manager – Supply Chain Management

The aggrieved person may reach out to the aforesaid Committee Members or may share his/her concerns on reachout@crystalcrop.com.

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Last modified on:

Prepared by: Human Resources and Secretarial Teams

Reviewed by: Nomination and Remuneration Committee.

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