



**AIMCO PESTICIDES LTD.**

**POLICY ON DIVERSITY,  
EQUALITY AND  
INCLUSION**

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**AIMCO PESTICIDES LIMITED**  
**CIN: L24210MH1987PLC044362**

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## **DIVERSITY, EQUITY AND INCLUSION POLICY**

### **INTRODUCTION**

The Company considers its associates to be its most important resource and is committed to treating all associates with dignity and respect. In each location where the Company conducts business, it complies with local laws governing the employment relationship. Additionally, the Company is committed to creating and executing policies and processes in compliance with the spirit and scope of Diversity and Inclusion throughout its global organization.

### **OBJECTIVE**

This document summarizes the employment policies and procedures applicable to personnel at Aimco Pesticides. Aimco Pesticides (here in after referred to as Company) is an Equal Opportunity Employer. The company promotes and supports a diverse workforce at all levels of the company. We believe that Diversity and Inclusivity (D&I) at workplace is an instrument for growth and we value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment. Towards this we also ensure all our policies and practices are compliant and aligned to all applicable laws and regulations specific to Diversity and Inclusion.

### **SCOPE**

This policy applies to all employees (whether permanent, fixed term or temporary), business partners, vendors, suppliers, consultants, contractual staff, seconded staff, trainees, apprentices, direct selling agents, and any other person / entity acting for and on behalf of Aimco Pesticides.

## DIVERSITY AND INCLUSION PHILOSOPHY

Aimco Pesticides Limited is committed to providing equal and inclusive workplace free from any unfair treatment or unlawful discrimination.

We strive to provide diverse and inclusive workforce where each individual feels valued and empowered. Individuals with different backgrounds, skills, attitudes and experiences bring fresh ideas and perspectives.

As part of the Better Together commitments, Aimco Pesticides has stated objectives relating to the following diversity focus areas:

1. Create a supportive and understanding workplace environment free from harassment, where discriminatory behaviors based on gender, disability, age, academic background, culture, religion and nationality policies or practices are prevented
2. Respect and foster non-discrimination practices, including equal treatment to men and women, adequate accommodation of people with disabilities, and respect to every culture, religion and nationality.
3. Implement supportive internal mechanisms adapted to everyone's special needs reasonable accommodation such as maternity leave allowance for parents of children with disabilities or special infrastructures for people with disabilities
4. Provide equal opportunities to all employees throughout their professional careers and regardless of their age.
5. Provide training sessions to raise awareness and share good practices about diversity and inclusion issues and benefits
6. Strive to ensure that recruitment and career development processes are free from all types of discrimination and offer the same opportunities to all employees
7. Apply the neutrality principle regarding cultural, religious or national origins, from the time of recruitment and throughout the career path

## **FAILURE TO COMPLY**

Failure to comply with the provisions of this policy will be considered as violation of policy and will be subject to disciplinary action which may even extend to termination of services or contract.