



Human Resources

Policy on Equal Opportunity for all Employees at workplace

Version: 2.0

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17 March 2026

Internal

POLICY ON EQUAL OPPORTUNITY FOR ALL EMPLOYEES AT WORKPLACE

ORGANIZATION AREA	DOCUMENT TYPE	VERSION
HUMAN RESOURCES	POLICY ON EQUAL OPPORTUNITY FOR ALL EMPLOYEES AT WORKPLACE	VERSION 2.0

Version 1.0 Approved by the Board of Directors on **27 January 2025**.

Version 2.0 Reviewed and Approved by the Board of Directors on **17 March 2026**.

POLICY ON EQUAL OPPORTUNITY FOR ALL EMPLOYEES AT WORKPLACE

Bajaj Auto Credit Ltd (BACL) strongly believes that providing equal opportunity to all its employees is of utmost importance in long term sustenance of the organization. BACL endeavours to provide all employees with a work environment that encourages openness, diversity and mutual trust and which is free from any form of discrimination or harassment.

All our employment related decisions will solely be based on an individual's merit, skills, qualifications, job-role and business requirements. We will not discriminate any employee based on colour, race, gender, religion, region, nationality, caste, social or ethnic origin, sexual orientation, any form of disability and any sort of family history. This policy is applicable to all aspects of employment decisions including but not limited to-

- Hiring
- Job postings
- Transfers
- Promotions & Appraisals
- Terms & conditions of employment
- Training & Development
- Grievance redressal and disciplinary action

Provisions for Persons with Disabilities

In lieu of the Rights of Persons with Disabilities Act, 2016 and Rules, BACL as per specific requirement, shall take measures to provide adequate facilities, assistive devices and barrier free accessibility to the Persons with Disability in order to enable them to effectively discharge their duties.

Grievance redressal and disciplinary action

Should any BACL employee experience a violation in this policy, such matters can immediately be reported to Mr. Anil Rathi who would be the grievance redressal officer. He will resolve all complaints as quickly as possible after proper investigation of the matter through a committee which will consist of Mr. Nilesh Arvind Thakkar and Mr. Mukund Madhav. All Complaints will be taken seriously and considered confidential. The complainant will be protected from any kind of retaliation.

Any violation of this policy will be considered gross misconduct. Disciplinary action, which may include termination, will be taken against employees who are found in violation of this policy.



POLICY ON EQUAL OPPORTUNITY FOR ALL EMPLOYEES AT WORKPLACE

Applicability, Review and Approval of the Policy

This policy comes into effect immediately on approval by the Board of Directors of the Company. This policy will be approved by the Board of Directors and shall be placed before Board for review and modification as and when required.

Place: Pune
Date: 17 March 2026

RAJIV BAJAJ
CHAIRMAN
