



L&T Technology Services

Diversity & Inclusion Policy

As an integral part of our business philosophy and core values, L&T Technology Services is committed to practicing diversity & Inclusion at workplace and adopt best practices to achieve the same.

The guiding principles, which include statements as issued by LTTS as a Company, are applicable to all employees, consultants, TPC, vendors, supplier and their representatives, people in our communities in which we operate,

- Provides equal opportunities in employment, career growth, and creates inclusive work environment.
- Treats everyone with respect and dignity
- Ensures zero tolerance to any form of harassment (including sexual harassment), discriminatory behaviour or victimizing individual or groups in our workplace.
- Implements a robust framework to attract, engage and retain talent of all genders, nationalities, race and physical abilities
- Provides employment, career growth opportunities, Learning & Development, employee benefits, and other aspects of employment stage based on merit, performance, potential and qualification without discrimination based on gender, sexual orientation, disability, marital status, maternity status, caste, socio-economic status, religion, faith, nationality, ethnicity, race, colour, age, religious or political views
- Provides a fair and equitable opportunity to all persons including those with disabilities, subject to job requirement and merit, and take appropriate measures to create a conducive environment for persons with disability to perform and excel in their roles
- Encourages and supports partners to adopt the above guiding principles.
- Reference to relevant statutory provisions including Rights of persons with Disability Act 2016 and Rights of persons with disability rules 2017
- Provide option to any employee, contractor, TPC, vendor, etc who feel that they have been discriminated or subject to harassment, discriminatory behaviour, etc to seek formal intervention and complaint reporting via provisions of Ethics Line and ensure a fair investigation and remedial actions, as appropriate, to be taken in accordance with applicable local laws. All parties to such complaints to maintain strict confidentiality of any information regarding the complaint.

LTTS to endeavour to sensitize and train its employees on prevention of discrimination and uphold LTTS' high standards of Ethics to promote this policy

We shall communicate this Diversity & Inclusion Policy to all employees and make it available to the stakeholders.

Amit Chadha

AMIT CHADHA

CEO & Managing Director

31st March 2023