

## Equal Employment Opportunity Policy for Axis Finance

Axis Finance is committed in creating an equal opportunity workplace where diversity & inclusion is recognised and valued. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, we believe that we are able to deliver the best solutions and sustainable value for our customers and stakeholders.

### What being an Equal Opportunity Employer means at Axis Finance:

1. Embracing workforce diversity and not differentiating basis age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability.
2. Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders.
3. Building a flexible organisation – providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.
4. Respecting stakeholder diversity – developing strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and suppliers.

We believe that being a diverse and inclusive organisation improves business outcomes and will help Axis Finance to achieve its vision to become the preferred financial institution of the country.

Specifically, it helps us to:

- Make good decisions about how we organise and optimise resources and work by eliminating structural and cultural barriers to working together effectively;
- Deliver strong performance and growth by being able to attract, engage and retain diverse talent;
- Innovate by drawing on the diverse perspectives, skills and experience of our employees and other stakeholders;
- Adapt and respond effectively to changing societal expectations.

Our commitment to diversity and inclusion aligns with our values of accountability, respect, teamwork and integrity and is reflected in our code of business conduct, the way we work and in our People strategy. Diversity and inclusion are sponsored at the highest levels in the Axis Finance, by the Board and the Executive committee. The board has established this policy and, together with the Executive committee, guides the development of diversity and inclusion strategy and reviews progress against measurable objectives and key programmes of work.

Leaders across Axis Finance are expected to build diversity into their teams and to demonstrate, through their behaviours and actions, commitment to fostering workplaces where people feel included, valued and able to contribute their best. In accordance with our values, all of our employees are expected to demonstrate respect for their colleagues and teamwork. We work to educate employees about the benefits that diversity and inclusion bring to our business and we sponsor and participate in research that aims to further understanding of and improve diversity and inclusion in the workplace. We employ people on the basis of role requirements, and select people for roles based on their qualifications, skills and experience.

We do not discriminate on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability. Our recruitment, deployment, reward and

development practices, and our approach to working arrangements, are designed to attract and retain diverse talent and to accommodate individual needs at different career and life stages.

Wherever we operate we are committed to developing productive, mutually beneficial and long-term relationships with diverse groups of stakeholders. We work to accommodate the different cultures, lifestyles, heritage and preferences of local communities.

**Employee Sensitization:**

Axis Finance recognises its responsibilities and legal obligations in ensuring, as far as is reasonably possible, that people with disability are afforded equal opportunities with respect to employment and are not discriminated against for a reason relating to their disability. Axis Finance sensitises its employees through discussions.

**Creating channels for Equal opportunity**

Axis Finance is committed in creating and facilitating opportunities that help people with disabilities to succeed. This is done through

- Being aware to their needs and comfort
- Welcoming them to the Axis finance culture
- Creating and guiding them through their Axis Finance journey

**Grievance Handling**

As a one of the reputed financial institutions of the country, Axis Finance is committed at implementing the uniformity of opportunity. In case of any irregularity observed, it can be reported to our HR team on [afl.hr@axisfinance.in](mailto:afl.hr@axisfinance.in). All queries directed shall be addressed and would be resolved within 48 hours of query being raised