

DIVERSITY EQUITY, AND INCLUSION (DE & I):

PURPOSE:

Millat Tractors Ltd. is committed to fostering an inclusive, equitable, and diverse workplace where all employees, regardless of gender, feel valued, respected, and empowered to contribute to the company's success. This policy outlines our commitment to creating and maintaining an environment that promotes diversity, equity, and inclusion (DE&I) in all aspects of our operations and interactions.

SCOPE:

This policy applies to all employees and covers all aspects of employment, including recruitment, training, development, promotion, and working conditions.

POLICY:

This policy serves as a foundation for our commitment to creating an environment that celebrates diversity, promotes inclusivity, and ensures equity. We believe in providing equal opportunities and treating all employees with dignity and respect, regardless of their attributes. Millat Tractors Ltd. strives for equitable representation and inclusion of different genders within the workplace.

- **Diversity** recognizes and values the differences and unique characteristics of individuals, including but not limited to race, ethnicity, gender, age, religion, disability, socioeconomic status, and cultural backgrounds. Embracing diversity enriches and enhances the community experience for all stakeholders involved.
- **Equity:** refers to the fair treatment of every individual, irrespective of their characteristics or backgrounds. It means recognizing and addressing systemic barriers and biases that hinder certain groups from accessing opportunities, resources, and benefits on an equal basis.
- **Inclusion** involves creating an environment that welcomes, respects, and values diverse perspectives and experiences. It ensures active engagement, listening, and involvement of all individuals in decision-making processes, fostering a sense of belonging, empowerment, and ensuring that every voice is valued and included.

1. Equal Opportunity Employment

Millat Tractors Ltd. provides equal employment opportunities to all employees and applicants without regard to gender, gender identity, or gender expression. We are committed to maintaining a work environment free from discrimination and harassment.

2. Recruitment and Hiring

Millat Tractors Ltd. encourages gender diversity in all recruitment and hiring processes and uses inclusive language in job advertisements and descriptions. The company will not single out or discriminate against any applicant based on their gender during the recruitment process.

3. Training and Development

Millat Tractors Ltd. provides training and development opportunities that are accessible to all employees, regardless of gender, and ensures that training on diversity, equity, and inclusion is part of our regular employee development programs.

4. Workplace Environment

Millat Tractors Ltd. fosters a workplace that supports work-life balance and family-friendly policies, promotes respect and inclusion, and ensures that all employees are treated with dignity, regardless of gender.

5. Career Advancement

Millat Tractors Ltd. builds leadership capabilities in female employees by providing equal training and development opportunities and ensuring fair and transparent promotion processes. All decisions regarding promotions and career growth are based solely on merit and organizational needs.

6. Pay Equity

Millat Tractors Ltd. ensures that female employees are compensated fairly, on par with their male peers in comparable roles, and promptly addresses any identified pay disparities. The company performs gap analyses to support this goal and remains committed to providing equal career progression and opportunities for all genders.

7. Facilities

Millat Tractors Ltd. ensures that suitable facilities are available for females, including but not limited to transportation, washrooms, and prayer areas.

Responsibility;

All employees, HODs, and Section Heads are responsible for promoting and safeguarding the principles of diversity, equity, and inclusion as outlined in this policy within their respective departments or sections. Each employee is responsible for reporting any incidents or inconsistencies according to organizational procedures.