 Lee Pharma Limited	LEE PHARMA LIMITED		
	Reg Office: SY. No. : 257 & 258/1, Door No : 11-6/56-C, Opp : IDPL Factory, Moosapet, Balanagar (Post), Hyderabad – 500 037, India		
	TITLE: Policy on Diversity, Equity, and Inclusion		
	Policy No: LPHRGNP-16-00	Effective Date: 01-04-2025 Review Date: 31-03-2027	Page 1 of 2

1. Objective

The objective of Lee Pharma’s Diversity, Equity, and Inclusion (DEI) Policy is to foster an environment where every individual feels respected, valued, and empowered to contribute fully to the organization’s success. We are committed to building a diverse workforce, ensuring equitable practices across all levels, and cultivating an inclusive workplace culture that promotes dignity, openness, and collaboration.

This policy aims to:

- Embed DEI principles in all aspects of our organizational operations.
- Proactively identify and eliminate systemic barriers to inclusion and equity.
- Celebrate differences in race, ethnicity, gender, gender identity, sexual orientation, age, disability, religion, nationality, socioeconomic background, and other characteristics.
- Ensure every employee, partner, and stakeholder has equal access to opportunities, support, and growth.

2. Scope

This DEI Policy applies to:



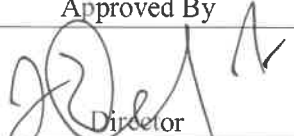
- Employees and contractual workers, applicable by contract type and level of employment.
- Vendors, suppliers, partners, and consultants working with Lee Pharma who are expected to align with our DEI standards and values.
- Recruitment and selection, onboarding, promotion, compensation, training, performance appraisal, leadership development, team collaboration, and workplace culture.
- Customers and communities with whom we engage as part of our corporate social responsibility and market presence.


3. Purpose

We are committed to:

- Creating a workplace that reflects the diversity of the communities we serve.
- Challenging conscious and unconscious bias in policies, practices, and behaviors.
- Ensuring fairness in access to opportunities, advancement, and rewards.
- Providing a safe environment without any retaliation for addressing issues in the workplace.
- Zero tolerance for discrimination, harassment, or exclusionary behavior in any form.

Through this policy, we affirm our long-term dedication to building a more equitable and inclusive organization.

Prepared By	Authorized By	Approved By
 Human Resources	 Human Resources	 Director

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4. Leadership Accountability

Lee Pharma’s leadership is responsible for championing DEI initiatives, setting measurable goals, and integrating DEI into strategic planning. Leaders will be evaluated on their ability to foster inclusive teams and uphold DEI values in decision-making.

5. Inclusive Hiring

We commit to fair and inclusive recruitment practices by ensuring diverse candidate pools, using unbiased job descriptions, and training hiring managers on inclusive interviewing techniques. We actively seek to engage underrepresented groups in our workforce.

6. Training and Education

All employees will undergo regular DEI training, including unconscious bias, cultural competency, and inclusive leadership. These programs aim to build awareness and foster respectful workplace interactions.

7. Accessibility

Lee Pharma is committed to providing accessible workspaces, digital platforms, and communication tools. We ensure reasonable accommodations for employees with disabilities and promote universal design principles.

8. Metrics and Reporting




We will track DEI progress through key performance indicators such as workforce demographics, promotion rates, and employee engagement scores. Annual DEI reports will be shared with stakeholders to ensure transparency and accountability.

9. Alignment with ESG Strategy

Our DEI policy aligns with our broader Environmental, Social, and Governance (ESG) strategy. We recognize that inclusive practices contribute to sustainable growth, innovation, and ethical governance.

10. Monitoring and Reviewing

This policy and its commitment are reviewed internally as per the review date mentioned for adherence and updated (if necessary) for applicability, relevance, and effectiveness.

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 Human Resources	 Human Resources	 Director