



## **DIVERSITY, EQUITY & INCLUSION POLICY**

ICICI Securities is committed to nurturing and promoting a culture of diversity, equity and inclusion. We need a workforce consisting of people from different backgrounds and distinctive viewpoints to reflect the varying communities that we cater to. Our inclusive culture enables our employees to work effectively, free from any biases.

To maintain our culture of diversity, equity and inclusion, the objective of this policy is to:

1. Promote a culture of DE&I (Diversity, Equity & Inclusion) across the organization that percolates to every employee at ICICI Securities
2. Ensure that ICICI Securities continues to be an employer for diverse groups
3. Maintain an environment of inclusion for all its employees
4. Maintain a culture of no discrimination

### **Scope:**

1. ICICI Securities encourages diversity and bringing in varied perspectives in the organization. We believe that enabling rich and diverse opinions allow us to bring out the best in our employees.
2. ICICI Securities is committed to adopting and maintaining fair employment practices. We are an equal opportunity employer and encourage diversity at the workplace by recruiting and developing capable people from a diverse candidate pool.
3. ICICI Securities also focuses on skill diversity. As an organization we believe in recruiting purely based on merit and do not limit our hiring pool to any particular sector or industry.
4. At ICICI Securities, we aim to work collaboratively and in a professional manner.
5. We do not discriminate between people of various cultures, religions, caste, linguistic backgrounds, physical ability, gender orientation or on any other ground.
6. ICICI Securities fosters a culture that prevents harassment of all kinds, be it sexual or otherwise.
7. ICICI Securities is committed towards preserving the confidentiality of information about clients, colleagues and other proprietary information. We ensure privacy and confidentiality of employees' personal records and of customers in line with applicable laws.
8. At ICICI Securities, we recognise the importance of employees' freedom of speech and expression. At the same time, we believe that employees should avoid, in any communication, using un-parliamentary language, personal insults or obscene language, avoid any comment / post that may hurt the sentiments of people. Employees are also advised to keep the Company's image and reputation in mind in every interaction.
9. At ICICI Securities, a safe and inclusive work environment for employees, is a key priority. We provide support to employees at various life-stages, and have formulated policies towards this objective.



This policy is applicable to employees working in India. For offices (if any) located outside India policies are administered keeping in mind the local laws and norms applicable in the respective regions.