

PADMA

Diversity Equity and Inclusion Policy (Anti-discrimination)

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Owner: Padma Textiles Sustainability Department

Scope: This policy applies to all Padma Textile's Supply chain employees, customers, and guests.

Purpose: Padma Textiles is committed to providing a workplace free from discrimination also creating a diverse, equitable, and inclusive workplace where everyone feels valued and respected. This policy prohibits all forms of discrimination, including discrimination on the basis of race, religion, skin colour, sex, gender identity, sexual orientation, national origin, disability, age, marital status, or any other protected characteristic. We believe that a diverse workforce is a stronger workforce, and we are committed to creating an environment where everyone can reach their full potential.

Definitions

- **Discrimination:** The unfair or unequal treatment of people on the basis of their race, religion, skin colour, sex, gender identity, sexual orientation, national origin, disability, age, marital status, or any other protected characteristic.
- **Harassment:** Any unwelcome conduct that is based on a protected characteristic and that creates an intimidating, hostile, or offensive work environment.
- **Diversity:** The variety of differences that exist among people, such as race, ethnicity, gender, sexual orientation, religion, age, disability, and socioeconomic status.
- **Equity:** The fair and just treatment of all people, regardless of their differences.

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- Inclusion: The active and intentional welcoming of all people into a group or community.

Our Commitment

Padma Textile is committed to the following principles:

- We will not discriminate against any employee, customer, or guest.
- We will create a workplace free from harassment.
- We will take all necessary steps to prevent and address discrimination and harassment.
- Padma Textiles is committed to creating a workplace where everyone feels welcome, valued, and respected.
- Padma Textiles is committed to providing equal opportunities for all employees, regardless of their differences.
- Padma Textiles is committed to creating an environment where everyone can reach their full potential.

Policy

- Padma Textiles employees are prohibited from engaging in any form of discrimination or harassment.
- Padma Textiles will not tolerate discrimination or harassment in any form.
- Any employee who believes that they have been discriminated against or harassed should report the incident to their manager, the Human Resources Department, or another appropriate person.
- Padma Textiles will investigate all complaints of discrimination or harassment promptly and thoroughly.
- Padma Textiles will take appropriate action to address any discrimination or harassment that is found to have occurred.
- Padma Textiles will provide equal opportunities for all employees, regardless of their differences.

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Implementation

- Padma Textiles will provide training to all employees on the principles of non-discrimination and harassment prevention.
- Padma Textiles will have a process in place for employees to report complaints of discrimination or harassment.
- Padma Textiles will investigate all complaints promptly and thoroughly.
- Padma Textiles will take appropriate action to address any discrimination or harassment that is found to have occurred