Classification: Public

Policy For Equal Employment Opportunities

Adoption Date and Effective Date : March 25, 2024

1.0 OBJECTIVE:

CUMI is committed to a work environment that is free from discrimination in any form. This means that employees are treated fairly and equally when employment decisions are made and that unlawful discrimination does not take place. This policy is consistent with CUMI's Code of Conduct and our core values to protect and advance human dignity and human rights in our business practices.

All decisions relating to employment, promotion and training are equitable and based on merit. CUMI employees, contractors, subcontractors, vendors, suppliers, partners and others through whom CUMI conducts business must avoid complicity in any practice that promotes or falls under the category of discrimination in any form.

2.0 EFFECTIVE DATE:

This Policy shall be implemented with effect from 1st February 2024.

3.0 APPLICABILITY:

This policy would be applicable to all CUMI Business including Associate Companies and Joint Ventures employees of the CUMI Group.

This policy also applies to all aspects of employment, be it recruitment, training, working conditions, salary, transfers, employee benefits and career advancement etc. This Equal Opportunity Policy will be consistently applied throughout the period of employment of the individual right from the recruitment process till superannuation.

4.0 POLICY STATEMENT:

CUMI prohibits discrimination in any form. CUMI employees, contractors, subcontractors, vendors, suppliers, partners and others through whom CUMI conducts business must not engage in any practice that constitutes discrimination in any form. This includes, but is not limited to, the following activities:

4.1 Discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, caste, place of birth, marital status, ancestry or veteran status. CUMI shall foster an environment which encourages diversity and inclusivity, being sensitive to cultural differences of various nationalities and ensure equality in the workplace.

4.2 Any person who believes himself or herself to have been subjected to adverse discrimination on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Appropriate officer who shall include the reporting manager or Head of Human Resources (HR) or Compliance Officer or any other officer as defined from time to time at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for exercising anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.

4.3 Notwithstanding anything contained in the previous paragraph, if CUMI reasonably believes that its employment, workplace or premises do not adequately represent the balance of diversity of persons it may, with the aim only of redressing that imbalance, take positive discriminatory

action in respect of persons who share that aspect example: employment of women in case of a gender imbalance.

CUMI is committed to maintaining and improving its systems and processes, in order to prevent discrimination in any form.

Reporting and Remedy

a) Any questions or concerns on matters of human rights shall be reported to the Appropriate Officer.

b) The Company through this policy that any adverse human rights impacts resulting from or caused by the Company's business activities shall be appropriately and adequately remedied in a time-bound manner.

CUMI prohibits retaliation against anyone who files a complaint or reports a suspected violation of this policy. An employee or other party who violates this policy will be subject to appropriate disciplinary proceedings by CUMI, including, but not limited to, disclosure of the violation to Government officials, when required by law or contract, and termination.

Any suspected violation should be reported immediately through Appropriate Officer.