

Diversity Agenda

Sai Life Sciences Limited

PREFACE

Sai Life Sciences Limited (Sai) with its global presence where we are always interconnected with diversity shaped by globalization and technological advances are forming the fabric of the modern corporate world. Our workplace tend to mirror the socio cultural dynamics at play in general. Diversity in workplace is an asset for both, business and their employees in its capacity to foster innovation, creativity and empathy in ways that homogeneous environment seldom do. It takes a careful nurturing and conscious orchestration to unleash the true potential of this invaluable asset.

In this era of globalization, diversity for Sai's business environment is about more than gender, race and ethnicity. It includes employees with diverse religious and political beliefs, education, socioeconomic backgrounds, sexual orientation, cultures and even disabilities and go beyond the optics.

APPROACH

Sai endeavors to embed the Diversity in the workplace consciously with the below mentioned approaches:

- 1) Create an Empathetic Leadership: For change to happen every individual leader needs to buy into the value of Belongingness. Sai endeavors to create an environment for each individual to bring their best self forward and a sense of belonging must first be established. Sensitization workshops and sessions will be held for the Leadership Team and the same shall be percolated across the organization
- 2) The intent is to increase the number of female employees by 500 basis points by Fy'21. This however, shall be done completely on the basis on meritocracy. We will not adopt a Quota based approach nor we would hire only to promote diversity. Meritocracy shall be paramount and underlying principle to drive the Diversity Agenda
- 3) Sai endeavors to drive inclusivity by providing the right environment and constant conversations on the subject
- 4) Sai will also promote, in parallel, diversity with respect to physical disabilities. Sai will identify and work closely with a partner organization to drive this and identify areas where such people can be employed. Sai will also take a close look at the current infrastructure to promote ease of movement

-----End of the Policy-----



K Krishnam Raju
Managing Director