

Creative Graphics Group

Diversity, Equity & Inclusion (DE&I) Policy

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6th August, 2025	1.0	Senior Management	Board of Directors

Table of Contents

Purpose.....	3
Scope & Applicability	3
Policy Statement	3
Accessibility and Support	4
Zero-Tolerance for Discrimination & Harassment	4
Roles & Responsibilities	4
Review & Continuous Improvement	5
Conclusion	5

Purpose

Creative Graphics Group recognises that diversity of background, thought and experience is a strategic driver of innovation, quality and growth. Through this Policy we reaffirm our commitment to create and sustain a workplace that is inclusive, equitable and respectful, where every individual feels valued and empowered to thrive.

Scope & Applicability

This Policy applies to all employees, officers, directors, interns, and contract personnel of the Company across all business units and locations.

Policy Statement

We strive to create a work environment that:

- Respects individual identity, expression, and lived experience;
- Fosters equal opportunity without discrimination or bias;
- Encourages collaboration across diverse perspectives and capabilities;
- Ensures that all employees feel a sense of belonging and dignity.

The Company is an equal opportunity employer. We do not tolerate discrimination based on gender, age, religion, caste, ethnicity, disability, marital status, sexual orientation, gender identity or expression, cultural background, socio-economic background, or any other protected characteristic.

Building a Diverse and Inclusive Workforce

We aim to:

- Attract, hire, and retain employees from varied backgrounds and experiences;
- Encourage representation across departments, levels, and leadership positions;
- Promote an environment that welcomes and celebrates differences.

We recognize that diversity strengthens teams, broadens perspectives, and enhances decision-making.

Inclusive Culture

We foster a workplace culture where:

- Every employee feels valued and respected;
- Open dialogue is encouraged, and differing viewpoints are welcomed;
- Collaboration, empathy, and fairness guide our interactions.

We promote open communication and mutual respect among all employees.

Training & Awareness

To enhance understanding and inclusive behavior, the Company will:

- Conduct periodic awareness sessions on diversity, equity, respect, and cultural sensitivity;
- Include topics such as non-discrimination, unconscious bias, and inclusive communication;
- Encourage employees to participate in diversity-oriented learning, dialogue, and team engagement activities.

Equal Opportunity in Career Growth

We ensure that opportunities for learning, development, advancement, and recognition are based on merit and capability. All recruitment, promotions, assignments, and rewards must remain fair, transparent, and free from bias.

Accessibility and Support

We are committed to ensuring that our workplace supports individuals with differing needs. Where appropriate and feasible, reasonable accommodations may be provided to enable employees to perform their roles effectively.

Zero-Tolerance for Discrimination & Harassment

The Company has a zero-tolerance policy toward any form of discrimination, harassment, or retaliation. Employees are encouraged to raise concerns without fear.

For concerns related to gender-based or sexual harassment, employees may refer to the POSH Policy (Prevention of Sexual Harassment). Appropriate action will be taken in case of any violation.

Roles & Responsibilities

Leadership

- Demonstrate commitment to Diversity, Equity and Inclusion (DE&I) and set an example through behavior and decision-making.
- Support the development of diverse and inclusive teams.

Managers / Supervisors

- Ensure fair treatment within teams;

- Prevent and address discriminatory or exclusionary behavior.

Employees

- Support and uphold the principles of this Policy;
- Treat colleagues with dignity, respect, and empathy;
- Contribute positively to an inclusive workplace culture.

Review & Continuous Improvement

This Policy will be reviewed periodically to ensure its relevance and effectiveness. The Company remains committed to continuously improving inclusion efforts and strengthening a culture that welcomes diversity.

Conclusion

Creative Graphics Group believes that diversity inspires creativity, equity ensures fairness, and inclusion enables everyone to thrive.

Our shared commitment to Diversity, Equity and Inclusion (DE&I) strengthens our organization and supports our mission of long-term, sustainable success.
