

Diversity, Equity & Inclusion Policy

NCC Limited is committed to fostering a diverse, equitable, and inclusive (DEI) workplace that respects the dignity of every individual. As a leading player in the Indian construction sector, we recognize the importance of creating an environment that supports workforce diversity, promotes fair treatment, and provides equal opportunities to all employees, irrespective of their gender, caste, religion, socio-economic background, or physical abilities.

1. SCOPE:

This policy applies to all employees associated with NCC Limited. It extends to hiring, training, promotions, workplace safety, grievance redressal, and overall workplace conduct

2. Diversity

- We encourage hiring from diverse socio-economic backgrounds, particularly underrepresented groups such as women, differently abled individuals, and marginalized communities.
- We recognize and respect cultural, linguistic, and regional diversity within our workforce.

3. Equity

- All employees will be provided with fair opportunities for career growth and skill development.
- Compensation and benefits will be structured without bias and reviewed periodically for fairness.
- Special provisions as applicable will be made for employees with disabilities or unique needs.

4. Inclusion

- We strive to create an inclusive environment where all employees feel valued and respected.
- Workplace policies and facilities will be made accessible to all, including provisions for women and differently abled workers.
- Sensitization programs will be conducted regularly to foster an inclusive culture.

5. Implementation & Responsibility

- NCC Limited Senior leadership is accountable for driving DEI initiatives and setting measurable goals.
- The NCC Limited leadership team, in collaboration with Human Resources and Compliance functions, is responsible for implementing this policy, conduct regular audits, and address concerns.
- HR will integrate DEI principles into hiring, performance management, and training programs.

6. Anti-Discrimination & Grievance Redressal

- NCC Limited has a zero-tolerance policy towards discrimination, harassment, or bias in any form.

- A structured grievance redressal mechanism will be in place for employees to report concerns without fear of retaliation.
- Complaints will be investigated promptly, and appropriate action will be taken.

7. Training & Awareness

- Regular DEI training programs will be conducted for all employees, with special modules for leadership and field supervisors.
- Awareness programmes will focus on gender sensitivity, inclusive hiring, and workplace ethics.

8. Community Engagement & Supplier Diversity

- NCC Limited will support local communities by providing employment opportunities and skill development programs.
- We will encourage supplier diversity by working with small, women-led, and minority-owned businesses.

9. Monitoring & Reporting

- Key DEI metrics will be tracked and reported annually to assess progress.
- Feedback from employees will be actively sought to improve DEI practices.
- Continuous improvements will be made based on best practices and evolving industry standards.

10. Review & Amendments

This policy will be reviewed periodically to ensure alignment with evolving business needs and regulatory requirements. Updates will be communicated to all stakeholders in a timely manner.

At NCC Limited, we believe that a diverse and inclusive workplace drives innovation, productivity, and overall business success. We are committed to making our organization a place where every employee feels valued and empowered to contribute to our collective growth.

11. CLARIFICATION/INTERPRETATION:

All matters requiring Interpretation/Clarification shall be referred to Head HR, whose decision in the matter shall be final.