



**Brakes India**

**Diversity, Equity & Inclusion Policy**

**Purpose:**

To cultivate a fair, inclusive, and respectful workplace where every individual is valued and treated with dignity. Brakes India is committed to eliminating discrimination, embracing diversity in all its forms, and fostering a culture of belonging by enabling conscious inclusion and mutual respect across the organization.

**Objective:**

The primary objective of this policy is to promote equitable and unbiased practices across the organization. Company is committed to:

- Providing equal employment opportunities
- Promoting a diverse workforce
- Ensuring an inclusive workplace free from discrimination and harassment.

**Scope:**

This policy covers all stakeholders, including but not limited to, contract workers, interns, trainees, consultants and service providers who are engaged with the organization regardless of their backgrounds, experiences, or personal affiliations.

**General Principles:**

**1. Policies and Procedures:** The people policies and processes are designed to be inclusive, fair, equitable, and balanced across a diverse workforce, while aligning with applicable statutory requirements.

**2. Communication and Awareness**

The Company shall promote DEI awareness through structured communication channels such as leadership townhalls, team meetings, awareness programs and mailers, fostering an inclusive and accessible workplace. Globally recognized observation days, like women's day and local festivals, will be observed to foster inclusivity and minimise stereotypical behaviours

**3. Equal Employment Opportunity**

Brakes India is an equal opportunity employer committed to a merit-based hiring process. This applies to all employees and extends to clients, vendors, and third parties.

**4. Accessibility**

The environment in Brakes India promote accessibility to create a barrier-free environment where all employees can thrive. Our approach includes accessible digital and physical

**Brakes India Private Limited**

 (044) 2625 8161 / (044) 2625 7010  MTH Road, Padi, Chennai - 600 050, India.  [www.brakesindia.com](http://www.brakesindia.com)

Registered Office: No.21, Patullos Road, Chennai - 600002. [sales@brakesindia.co.in](mailto:sales@brakesindia.co.in) CIN: U35999TN1962PTC004928



**Brakes India**

infrastructure aligned with statutory guidelines along with reasonable accommodations are in place wherever required.

#### **5. Disability and Accommodation**

Brakes India provides permissible accommodations (Job modifications) to qualified applicants and employees with disabilities, keeping in mind organisation expectations and outcomes.

#### **6. Sexual Harassment**

Brakes India enforces a zero-tolerance policy against sexual harassment, and the policy, process and procedures are in line with the POSH Act of 2013.

#### **7. Grievance Redressal**

Our internal grievance redressal system, enables employees, contract employees, retainers, consultants, trainees, and interns to raise grievances or complaints across various categories like harassment, discrimination, health & safety, unfair employment practices, among others. For complaints employees can also write to [bivigil@brakesindia.co.in](mailto:bivigil@brakesindia.co.in)

#### **8. Protection Against Retaliation**

Any report of violations or suspected misconduct, is treated with due diligence, assessed, and investigated where necessary, with utmost confidentiality. Good-faith reporting will not result in retaliation.

#### **Policy Review**

This policy will be reviewed periodically and updated in line with legal requirements and organizational priorities.

#### **Training and Awareness**

The Company communicates transparently all necessary and relevant information with all the relevant stakeholders regarding policies and procedures by displaying it on internal portal and/or on the website of the Company.

**R. Madhusudhan**  
(Director-Corp. affairs & HR)  
Jun 2026

**Brakes India Private Limited**

☎ (044) 2625 8161 / (044) 2625 7010    📍 MTH Road, Padi, Chennai - 600 050, India.    🌐 [www.brakesindia.com](http://www.brakesindia.com)

Registered Office: No.21, Patullos Road, Chennai - 600002.    [sales@brakesindia.co.in](mailto:sales@brakesindia.co.in)    CIN: U35999TN1962PTC004928