

**AXIS BANK LTD.
CORPORATE OFFICE, MUMBAI**

Equal Employment Opportunity Policy for Axis Bank

As one of the largest banks in the country Axis Bank is committed in creating an equal opportunity workplace where diversity & inclusion is recognised and valued. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, we believe that we are able to deliver the best solutions and sustainable value for our customers and stakeholders.

What being an Equal Opportunity Employer means at Axis Bank:

- 1- Embracing workforce diversity and not differentiating basis age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability.
- 2- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders.
- 3- Building a flexible organisation – providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.
- 4- Respecting stakeholder diversity – developing strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and suppliers.

We believe that being a diverse and inclusive organisation improves business outcomes and will help Axis Bank to achieve its vision to become the preferred financial institution of the country.

Specifically it helps us to:

- Make good decisions about how we organise and optimise resources and work by eliminating structural and cultural barriers to working together effectively;
- Deliver strong performance and growth by being able to attract, engage and retain diverse talent;
- Innovate by drawing on the diverse perspectives, skills and experience of our employees and other stakeholders;
- Adapt and respond effectively to changing societal expectations.

Our commitment to diversity and inclusion aligns with our values of accountability, respect, teamwork and integrity and is reflected in our code of

business conduct, the way we work, in Group policies, including the Human rights policy, Employment policy and Communities policy and in our People strategy. Diversity and inclusion are sponsored at the highest levels in the Group, by the Board and the Executive committee. The board has established this policy and, together with the Executive committee, guides the development of diversity and inclusion strategy and reviews progress against measurable objectives and key programmes of work.

Leaders across Axis bank are expected to build diversity into their teams and to demonstrate, through their behaviours and actions, commitment to fostering workplaces where people feel included, valued and able to contribute their best. In accordance with our values, all of our employees are expected to demonstrate respect for their colleagues and teamwork. We work to educate employees about the benefits that diversity and inclusion bring to our business and we sponsor and participate in research that aims to further understanding of and improve diversity and inclusion in the workplace. We employ people on the basis of role requirements, and select people for roles based on their qualifications, skills and experience.

We do not discriminate on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability. Our recruitment, deployment, reward and development practices, and our approach to working arrangements, are designed to attract and retain diverse talent and to accommodate individual needs at different career and life stages.

Wherever we operate we are committed to developing productive, mutually beneficial and long-term relationships with diverse groups of stakeholders. We work to accommodate the different cultures, lifestyles, heritage and preferences of local communities.

Employee Sensitization:

Axis bank recognises its responsibilities and legal obligations in ensuring, as far as is reasonably possible, that people with disability are afforded equal opportunities with respect to employment and are not discriminated against for a reason relating to their disability. In order to ensure this we follow a sensitization workshop model when we hire any candidate with disability in the Access program (The Axis disability hiring program).

Following aspects are covered during the sensitization work:

- Creating awareness on various kinds of disability and how that may impact work;
- How as a colleague and manager, employees can guide the person with disability during the initial days;
- The Acceptable/Non Acceptable communication with them
- Explaining the update Right to person with disability act

These sensitization workshop are a key ingredients in making Axis bank a warm and inclusive place.

Creating channels for Equal opportunity

Axis bank is committed in creating and facilitating opportunities that help people with disabilities to succeed. This is done through

- Providing disability friendly access to the workplace
- Being aware to their needs and comfort
- Welcoming them to the Axis banks culture
- Creating and guiding them through their Axis bank journey

Grievance Handling

As a one the premier banks of the country, Axis bank is committed at implementing the uniformity of opportunity. Incase of any irregularity observed, it can reported to our Diversity officer Mr. Apurva Nimbalkar email id – Apurva.nimbalkar@axisbank.com. All queries directed shall be personally addressed and would to be resolved within 48 hours of query being raised