



***Diversity, Equity & Inclusion (DEI)  
Policy***

***Corporate Office***

***Arkade House, Next to Children's Academy,  
A.S. Marg, Ashok Nagar, Kandivali (E),  
Mumbai 40 0101***



## 1. Purpose

Arkade Developers Limited (“Arkade”) is committed to foster a **diverse, equitable, and inclusive workplace** that drives innovation, belonging, and organizational growth.

## 2. Scope

Applies to:

- Employees, Management and workers
- Contractors, Consultants
- Job Applicants
- Suppliers and Business Partners

## 3. Policy Statement

Arkade is committed to:

- Diversity across gender, age, background, and abilities
- Equity in opportunities and outcomes
- Inclusion and respect for all individuals

## 4. Inclusive Workplace

Arkade will:

- Promote respectful and inclusive culture
- Encourage diverse perspectives
- Ensure psychological safety

## 5. Accessibility & Accommodation

- Provide **reasonable accommodation** for persons with disabilities
- Strive to build **accessible infrastructure and workplace practices**

## 6. Diversity Metrics & Disclosure

- Track diversity metrics including:
  - Gender diversity
  - Age profile
  - Representation across levels
- Disclosures may be included in **annual / BRSR reporting**

## 7. Training & Awareness

Conduct periodic programs on:

- Diversity & inclusion
- Unconscious bias
- Workplace sensitivity

## 8. Supplier Inclusion

- Policy shall be **shared with suppliers and partners**
- Encourage alignment with DEI principles

## 9. Prevention of Discrimination

Any discrimination or harassment will be addressed under:

- POSH Policy
- Grievance Redressal Mechanism

## 10. Responsibilities

- **Leaders:** Drive inclusive practices
- **Employees:** Respect diversity and uphold values

## 11. Review

Policy will be periodically reviewed and strengthened.