onesource

ONESOURCE DIVERSITY, EQUITY AND INCLUSION POLICY

The purpose of this Diversity[1], Equity[2], and Inclusion[3] (**DEI)** policy ("**Policy**") is to establish and maintain a workplace culture at OneSource Specialty Pharma Limited ("**OneSource**" or "**We**") to actively promote diversity, equity, and inclusion across all levels of the organisation. This Policy is aimed at aligning with OneSource's commitment to responsible business practices including human rights, labour standards, and stakeholder engagement.

Scope

OneSource maintains a zero-tolerance approach toward discrimination, retaliation, and harassment including sexual harassment, workplace misconduct, and inappropriate behaviour. Harassment also includes non-sexual harassment such as bullying, intimidation, verbal abuse, exclusion, threats and any conduct creating a hostile or unsafe workplace. This Policy applies to all employees (including part-time, temporary, contractual), workers, consultants, interns, and anyone working on behalf of OneSource in India and internationally (where applicable). It covers all aspects of employment, i.e., recruitment, hiring, onboarding, retention, development, promotion, compensation, benefits, organisational culture, and exit.

Policy Commitments

Equal Opportunity: OneSource is an equal opportunity employer. All employment and career related decisions are made solely on the basis of merit, individual qualifications, and legitimate business needs. Discrimination or harassment of any kind will not be tolerated.

Workforce Diversity: OneSource is committed to building and sustaining a diverse workforce. The organisation actively promotes representation across gender, age, ability, geography, and background.

Equity in Practices: OneSource is committed to ensuring fairness, transparency and consistency in all people-related processes. This Policy establishes standards that promote equity and accountability across the employee lifecycle.

Inclusive Work Environment: We are committed to fostering a workplace where every individual feels safe, heard, and valued. OneSource promotes an environment of openness, respect, and collaboration encouraging employees to share ideas freely and embrace diverse

[1] **Diversity** means the mix of visible and invisible differences (such as gender identity, age, race/ethnicity, nationality, disability, sexual orientation, religion, socio-economic background, veteran status, education, cultural background, language, neurodiversity, and other dimensions)
[2] **Equity** means ensuring fair treatment, access, opportunity and advancement for all people, while identifying and eliminating barriers that have prevented full participation of some groups.
[3] **Inclusion** means creating a culture and environment in which all individuals feel respected, connected, safe to bring their authentic selves and able to participate fully

perspectives. OneSource is dedicated to eliminating all forms of discrimination, including discrimination based on disability, within the workplace.

Learning and Development: OneSource is committed to strengthening its organisational capability for inclusion and diversity. OneSource recognises that building awareness, through regular training courses on unconscious bias[4], offering development programs for underrepresented groups, providing equitable opportunities, and fostering inclusive practices are essential to sustaining a respectful and innovative workplace.

Safe and Respectful Workplace: OneSource is committed to providing a safe and respectful workplace for everyone. Individuals may anonymously report concerns of discrimination, bias, and/or harassment confidentially to the organisation through the SEEK app. Every case will be investigated fairly and with respect for all parties involved. OneSource is committed to maintaining a zero-tolerance policy against retaliation or reprisals towards individuals who report concerns in good faith or contribute relevant information during an investigation. All reports are treated with utmost seriousness, investigated thoroughly, and addressed through appropriate corrective actions.

Governance and Accountability

- Oversight of DEI at OneSource is jointly ensured by the Human Resources (HR) team and the Environmental, Social, and Governance (ESG) Committee.
- All employees of OneSource share collective responsibility for upholding DEI principles in their daily conduct.

Communication and Awareness

This Policy is available to all employees through internal communication channels and is included as part of onboarding materials for new hires.

Violations of this policy may result in corrective and disciplinary action, up to and including termination of employment or business relationships, as appropriate.

Policy Review

This Policy will be reviewed annually by HR, with any amendments subject to approval by the Board of Directors. Updates will reflect evolving laws, stakeholder expectations, and best practices.

[4] **Bias (including unconscious/implicit bias)** means attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner, which may hinder DEI outcomes.