



Diversity, Equity, and Inclusion (DEI) Policy

At IFIN Global Group, we believe that diversity drives innovation, equity builds trust, and inclusion creates belonging. This policy underscores our commitment to embracing all differences and treating everyone fairly. Our goal is to foster a workplace where individuals feel valued, respected, and empowered to reach their full potential.

Scope

This policy applies to all employees, contractors, suppliers, and stakeholders engaged with IFIN Global Group. It covers hiring, promotions, pay practices, workplace conduct, and business partnerships. Everyone associated with us must uphold these values to maintain a respectful and inclusive environment.

Definitions

- **Diversity:** Recognizing and celebrating differences in gender, age, ethnicity, abilities, experiences, and perspectives.
 - **Equity:** Ensuring fair access, opportunities, and resources while addressing barriers to inclusion.
 - **Inclusion:** Creating a culture where everyone feels welcomed, heard, and empowered to succeed.
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Policy Statement

We are committed to promoting diversity by actively seeking individuals from underrepresented groups. Equity is ensured by removing barriers and providing fair opportunities for everyone. Inclusion is at the heart of our culture, fostering collaboration and innovation.

Responsibilities

- **Leadership:** Set an example by championing DEI initiatives and fostering accountability at all levels.



- **Employees:** Embrace differences, collaborate respectfully, and avoid discriminatory behaviors.
 - **HR Department:** Develop policies, organize DEI training, and address grievances promptly and effectively.
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Initiatives and Programs

1. **Inclusive Hiring:** Prioritize hiring women, individuals with disabilities, and talent from rural areas to promote diversity.
 2. **Leadership Development:** Offer mentorship programs and growth opportunities for underrepresented groups.
 3. **Accessibility Improvements:** Ensure all workplaces are physically and digitally accessible to everyone.
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Grievance Mechanism

We encourage employees to report any DEI concerns confidentially through [Insert Mechanism]. Reports are investigated promptly, and strict action is taken against violations. Whistleblowers are protected, ensuring a safe platform for raising concerns.

Monitoring and Evaluation

We will measure diversity through workforce demographics and survey employee satisfaction regularly. Hiring, promotions, and pay practices will be reviewed to ensure equity. Progress on DEI initiatives will be monitored through annual assessments and shared with stakeholders.

Legal Compliance

Our DEI policy aligns with key laws, including the Equal Remuneration Act, 1976, and the Rights of Persons with Disabilities Act, 2016. It also complies with the Sexual Harassment of Women at Workplace Act, 2013, ensuring a safe and fair environment.

Review and Approval



This policy will be reviewed annually by the HR team and approved by senior leadership. Updates will reflect changing needs, compliance requirements, and employee feedback. The latest review date will be noted in official company records.