



Allied Blenders & Distillers

**ALLIED BLENDERS AND
DISTILLERS LIMITED**

(CIN: L15511MH2008PLC187368)

EQUAL OPPORTUNITY POLICY

1. PURPOSE

Allied Blenders and Distillers Limited (“ABDL” or “the Company”) is committed to providing a fair, inclusive and respectful work environment for all individuals. In line with Articles 15 and 16 of the Constitution of India, ABDL prohibits discrimination on the basis of religion, race, caste, sex, place of birth, disability, sexual orientation, gender identity, or any other protected characteristic.

As a leading IMFL (Indian-Made Foreign Liquor) manufacturer with diverse operational environments such as distilleries, bottling plants, corporate offices and field sales operations, ABDL recognizes the importance of an equitable culture that embraces diversity, promotes dignity, and ensures equal access to opportunities for all.

Our goal is to create a work environment where employees from all cultural, social and demographic backgrounds feel valued, respected and empowered to contribute their best.

2. SCOPE AND APPLICABILITY

This Policy applies to all employees, workers, trainees, apprentices, contractors, third-party personnel, and any individuals engaged on behalf of ABDL across all operational sites. It covers the full employment life cycle including recruitment, training, promotions, transfers, performance evaluation, compensation, benefits, separation etc.,

ABDL expects its contractors and partners operating at any ABDL facility to uphold these principles.

3. EQUAL OPPORTUNITY COMMITMENT

ABDL ensures that all employment decisions are based solely on merit, qualifications, skills, and performance. The Company is committed to:

- Providing equal opportunity in hiring, training, development, promotions and mobility.
- Maintaining a workplace free from discrimination, harassment, bullying or victimization.
- Ensuring transparent and fair processes in all people-related decisions.
- Applying statutory requirements consistently across all locations and departments.
- Encouraging diversity across functions such as manufacturing, sales, logistics and corporate roles.

4. INCLUSION OF PERSONS WITH DISABILITIES (PwD)

ABDL is committed to providing equal employment opportunities in accordance with the provisions of The Rights of Persons with Disabilities Act, 2016 and the Rules thereunder without any discrimination on the grounds of disability. ABDL promotes equitable employment for Persons with Disabilities and commits to:

- Non-discrimination in hiring, training and career advancement.
- Supporting employees who acquire a disability through redeployment or re-skilling.
- Maintaining confidentiality of disability-related information.
- Identifying suitable job roles for PwD across operational and administrative functions.

5. GRIEVANCE REDRESSAL MECHANISM

Employees who believe they have experienced discrimination or denial of equal opportunity may raise concerns through ABDL’s Grievance Redressal Mechanism.

- Complaints may be submitted to HR or the designated Grievance Officer.
- All complaints will be handled objectively, confidentially, and without retaliation.
- The Grievance Redressal Committee will ensure timely resolution.

Disciplinary action will be taken against individuals found violating this Policy.

6. GOVERNANCE

- This Policy has been approved by the Chief Human Resource Officer (CHRO) of ABDL and will be reviewed annually, or earlier if required by law or business needs.
- This Policy will be communicated during induction and made available to all employees. The Human Resources Department will be responsible for implementation, monitoring, and compliance.
- All the employees are expected to promote and uphold equal opportunity practices in their teams.