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DIVERSITY AND INCLUSION POLICY FOR VENDORS

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1. PREFACE

Company is committed to providing opportunities for qualified businesses owned by people of diverse backgrounds to participate as suppliers or vendors of products and services to our Company. This Diversity and Inclusion Policy (“**Policy**”) outlines the principles under which the Company will engage suppliers or vendors who provide the Company with goods or services (“**Vendors**”). Company believes in having an inclusive procurement process that promotes equality and fairness. Company’s aim is to have a dynamic and diverse supply base providing equal opportunities for Vendors. The Policy is designed to encourage the development of minority-owned, women-owned, veteran-owned, LGBTQ-owned businesses, as well as, small businesses. We view Vendor diversity as a strategic business advantage and a component of our diversity and inclusion strategy. Company’s commitment to this mission reinforces our corporate values while visibly demonstrating support for equal business opportunity.

2. SCOPE

Company recognizes the value diversity brings to our stakeholders. We aim at promoting the inclusion of small and diverse businesses in our purchasing process and to help diverse Vendors at varying stages of their journey. We promote this diversity by providing such companies a platform to gain a larger voice in promoting their business models towards both parties’ mutual goal of success.

3. WHAT IS VENDOR DIVERSITY?

Vendor diversity is about adopting a fair and inclusive procurement process, ensuring all businesses, regardless of their size, location, and the background of their workforce, have the same opportunities to compete for the supply of goods and services to the Company. Vendor diversity is not about positive discrimination; it is about providing a platform of opportunity for businesses into Company’s supply chain. Company’s procurement process strives to acquire goods and services that meet the Company’s service, quality, cost, innovation, risk and sustainability standards, and these criteria must continue to be delivered by all Vendors.

4. OUR VISION

4.1. Inclusion of Varied Perspectives

To integrate Vendor diversity and inclusion in the procurement process and establish and maintain excellent supplier relationships with diverse Vendors in the communities the Company serves.

4.2. Collaboration and Unity

To highlight the importance of working together. Company highlights that when diverse

individuals collaborate, they can combine their strengths as well as abilities in ways that are more powerful and impactful. Company recognizes that a strong, diverse Vendor community is essential to economic vitality, and Company actively seeks opportunities to conduct business with a competitive, diverse set of Vendors.

4.3. Focus and Solutions

Company applies proactive approach to problem-solving and innovation, which implies that the Company seeks to address challenges and improve conditions through creative as well as effective solutions. Company supports policies and practices that promote fairness and inclusion with a motto to encourage diverse Vendors to identify themselves and seek certification from a nationally- or regionally-recognized third-party agency because certification authenticates diversity attributes, driving credibility.

4.4. Creating a Better, Healthier Environment

Company believes in having a broader and positive impact and emphasizes on contributing to the well-being around the globe and not just the Company's success with a commitment to social responsibility and the desire to make a meaningful difference beyond the Company itself. Company aims at fostering collaborative Vendor relationships designed to strengthen our communities and the diverse-owned businesses within it.

5. OUR MISSION

Company's mission is to imbibe diversity and inclusion for Vendors as the core operations and culture of the Company. Diversity and inclusion are the fundamental part of how the Company conducts its activities, aligns its goals, and measures the success. Company aims at creating an environment where Vendors feel they have a place and are encouraged to contribute fully. The Company values empathy and understanding as essential components of its culture and directs towards genuine connections among Vendors.

6. OUR APPROACH

- 6.1.** Company aims at building trust which acts as a cornerstone of any effective relationship. Open communication helps in building trust. Company believes in effectively identifying and engaging diverse suppliers that align with Company's service requirements.
- 6.2.** Vendors need to be inclusive in their daily business decisions while selecting the best supplier to meet the Company's business needs.
- 6.3.** The Company believes that these kinds of practices help in creating a more cohesive, innovative, and supportive environment within an organization. Collaborating with other organizations within the industry may lead to shared innovations, best practices as well as resources.

7. IMPERATIVE DIVERSITY AND INCLUSION

- 7.1. Company is committed to creating a workplace culture that values inclusivity as well as individual dignity, which it sees as crucial to its success. Emphasizing on diversity and inclusion enhances organizational performance and creates a competitive edge by promoting productivity, innovation and loyalty in the workplace.
- 7.2. Company is dedicated to meet both short as well as long-term diversity, equity, and inclusion goals by ensuring equal employment opportunities, actively managing and valuing workforce diversity, maintaining a safe work environment, and cultivating a culture of belonging. This environment ensures that all Vendors are respected and given opportunities to our future success.
- 7.3. Company assists diverse Vendors in their business development and providing opportunities to help them reach their goals.

8. FOSTERING GENDER PARITY

- 8.1. As Asia's Largest Rated 4 Datacenter, Company has long held the belief that a vibrant, diverse workforce and an inclusive culture are fundamental to Company's identity as well as success, which in turn, brings more creativity and distinctive ideas to the table. One of the Company's primary objectives is to address the gender gap. Women are the key managerial force behind the Company and help in the smooth functioning of the Company and are be actively involved in the day-to-day management of the business.
- 8.2. Company takes appropriate action, as deemed to be fit, to ensure that an inclusive environment is maintained and provided to women Vendors so that they can perform their roles and excel in their field and achieve highest potential.
- 8.3. No opportunity would be denied to any women Vendors on ground of gender. Furthermore, women vendors/suppliers will be encouraged to attend trainings, workshops, seminars as and when required to enhance their capabilities as well as be competent enough to enable them to effectively discharge their duties in the Company similar to their counterparts.
- 8.4. Company strives to initiate and implement Women/Female centric reforms to improve the work environment for women Vendors.

9. LGBTQ+ EQUITY

- 9.1. Company's leadership actively supports the workplace programs as in overall workplace diversity and inclusion practices include gender-neutral job descriptions, specialized counselling, various inclusion dialogues and much more.
- 9.2. Equality is non-negotiable as inclusion and diversity are critical aspects for the Company.

9.3. Company is making focused efforts to ensure we adapt to the culture of LGBTQ+ inclusion by having an open mindset and embracing all diversities at workplace.

9.4. Company does not discriminate against vendors/suppliers who come out to the Company as LGBTQ+ community in day-to-day operations.

10. ACKNOWLEDGING ABILITIES

10.1. Company shall not be discriminating against any specially abled Vendors in any matter relating to their engagement with the Company;

10.2. Company makes sure that no opportunity is denied to any Vendors merely on the ground of disability.

10.3. Company identifies 'Acknowledging Abilities' as a business opportunity and not only to be limited to Company's social responsibility.

11. CULTURALLY DIVERSE COMMUNITY

11.1. Culturally Diverse Community is a concept wherein multiple groups of cultures exists within one society. This concept has been shaped by India's long history and diverse demography. Company believes in hiring Vendors from a truly diverse mix of cultures and ethnicities.

11.2. Company does not deny any opportunity to the Vendors merely on the basis of religion/ caste or any other basis prohibited by law.

12. DISCRETION TO ALTER OR REVOKE POLICIES

The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with applicable law. This Policy does not create any contractual rights or obligations, whether expressed or implied.

13. REPORTING METHODS

13.1. If any Vendor believes that they or another individual has been treated unfairly or has been discriminated against on account of any of the parameters mentioned in this policy or its intent, the employee is urged to bring this to the notice of Chief Compliance Officer and General Counsel at cco@ctrls.in of the Company to make a formal complaint regarding any instance of discrimination.

13.2. If any aspect of the Policy is unclear or is not precise enough; the Vendors may approach the **Legal and Compliance Department** by contacting sending an email to the Chief Compliance Officer and General Counsel at cco@ctrls.in of the Company to understand how to handle a particular situation.