



RASHTRIYA CHEMICALS AND FERTILIZERS LIMITED

POLICY ON GENDER EQUALITY

Scope: This policy shall apply to all Persons employed at workplace for any work of regular, temporary, supervisory, managerial nature and also to Apprentices & Trainees.

Objective:: To promote gender responsive organizational culture by initiating good, internal practices and related support systems for active gender mainstreaming, thereby facilitating gender equality.

Policy: To strive for making the organisation a gender-responsive by instilling Gender Mainstreaming and the concern for equality among female and male employees during the process of achieving organizational goals.

The Policy on Gender Equality will encompass the following HR Dimensions:

1) Recruitment, 2) Education, Training and Development, 3) Performance Appraisal, 4) Career growth and promotion, 5) Mentoring, 6) Functional and geographic mobility, 7) Maternity and Paternity benefits, 8) Prevention of sexual harassment, 9) work-home life balance, 10) Pay /Remuneration parity.

The Company Intends to achieve the objective of advancing Gender Equality through:

- Adopting such measures which will facilitate correction of imbalance between men and women in sharing of power and decision-making at various levels.
- Studying various dimensions of gender mainstreaming, especially paying attention if men and women have different needs.
- Adopting different capacity building measures and improving physical facilities and work arrangements to enhance security and safety, especially for women employees to bring them at par with male employees.
- Arranging training programmes to reinforce learning on gender mainstreaming.
- Gender Audit for verifying existent facilities *and* identifying requirements that are gender specific.
- Facilitating Gender budgeting by making provision for gender specific expenditure.
- Mainstreaming a gender perspective in all policies and programmes.

We, as a Company, will make endeavours for adopting such gender-responsive initiatives which are necessary to promote Gender equality.

Dated : 13th February, 2026

Place: Mumbai

Signature: Sd/-

Name: (S. Shivakumar)

Designation: Chairman & Managing Director