

Employee Well-being Policy

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1.0	Approved	20 th March 2025
Author	Reviewer	Approver
Team – Talent Management, Performance and Total Rewards	Head - Talent Management, Performance and Total Rewards	Navneet Kaushik – Authorized Signatory

A healthy and motivated workforce is the key to achieving STL Networks Ltd.'s purpose of Transforming billions of lives by connecting the world. STL Networks Ltd. considers its employees as its most treasured assets and believes in fostering a Culture that supports performance. STL Networks Ltd. has consistently tried to create and promote an inclusive work environment for employees with diverse backgrounds to help them realise their full potential.

STL Networks Ltd. aims to achieve the following:

- To respect employee's right to freedom of association, participation and access to appropriate grievance redressal mechanism.
- To provide & maintain equal opportunities at the time of recruitment as well as during the course of employment without discrimination on the basis of location, caste, creed, gender, race, religion, disability or sexual orientation.
- To promote zero tolerance on usage of child labour, forced labour or any form of involuntary labour, paid or unpaid.
- To promote the work-like balance of the employees.
- To provide adequate facilities for the well-being of employees including those with special needs.
- To provide a workplace environment that is safe, hygienic, and humane.
- To promote & influence various aspects of employee life, including physical, mental and emotional well-being. Employee well-being is ensured through regular medical check-ups and other benefits provided in accordance with medical needs.
- To ensure continuous skill and competence up-gradation of all employees by providing access to various training & development opportunities, on an equal and non-

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STL Networks Limited

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discriminatory basis and promote employee morale and career development through enlightened human resource interventions.

- To implement necessary systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
- To institute processes and mechanisms to ensure that issues relating to sexual harassment are effectively addressed.
- To create awareness of these provisions amongst employees.

Employee well-being is also governed & protected directly/indirectly under various HR policies like Recruitment Policy, Employee Benefits Policy, Leave Policy, Prevention of Sexual Harassment Policy, Anti-Discrimination/Equal Opportunities Policy, Human Rights Policy, Reward & Recognition Policy, Employee Health & Safety Policy and Business Ethics & Code of Conduct.

The content and robustness of implementation of this policy will be reviewed periodically and shall be revised accordingly.

Approved by


NAVNEET KAUSHIK
Authorized Signatory
Date: 20 th March 2025

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