

from the **ESG DESK**



Dear Colleagues,

To recap our last week's discussion on Diversity & Inclusion - it is important to have Diversity for an organization to be resilient and adaptive and, as part of ESG adherence and protocols Tanla Platforms Limited has formulated a D&I policy. While Diversity is like being invited to a party, Inclusion is being asked to dance.

Achieving Diversity might be a numbers game, but achieving Inclusion is a game of care, empathy and sharing. Every employee has a role to play in achieving an Inclusive organisation - while setting the direction is the leadership call.

To achieve Inclusion, Tanla Platforms has put in place a STEPIn - Steering Team Enabling Proactive Inclusion. This team will work with Champions from every vertical and devise activities and report on strengthening Diversity through seamless Inclusion.

With your commitment and support, the Steering Team, the Champions and the Sponsors will work towards Inclusion of the range of Diversity - gender, cultural, age and so on.

Nominate yourselves or your colleagues to be part of the STEPIn or a Champion. Write in your interest to esg@tanla.com with one activity that you would like to take up or see implemented.

With your active participation, together we will build a culture of Inclusion that upholds the ESG objective of a fair & equitable workplace

Regards,
ESG Desk