



Diversity, Equity and Inclusion Policy

Purpose

This Diversity, Equity, and Inclusion (DE&I) Policy aims to guide fair treatment, equal access, and active participation across Swiggy's internal operations and extended value chain, through embedding DE&I principles into culture, governance, and decision-making.

As per the objectives of this Policy, Swiggy will:

- Strive to integrate DE&I into governance, strategy, and day-to-day operations.
- Promote a respectful and inclusive environment, regardless of identity or background.
- Seek to ensure equitable and meritocratic access to opportunities for its workforce.
- Endeavour to enable inclusive economic participation across the value chain.
- Align with global frameworks and relevant Indian Regulations.

Scope

This policy applies to Swiggy, its group companies and their employees, and is encouraged across its wider ecosystem including users, restaurant partners, merchant partners, brand partners, delivery partners and other third-party service providers.

Policy Statement

Swiggy is committed to cultivating a diverse, equitable, and inclusive ecosystem in which every individual within its internal operations and expansive value chain is esteemed and treated with respect, dignity, and fairness.

The DE&I Policy is guided by the following Principles:

- **Equal Employment Opportunity:** Swiggy shall seek to eliminate bias so that employment decisions, such as hiring, promotions, training, compensation are based on merit and organizational needs.
- **Zero Tolerance for Discrimination and Harassment:** Swiggy shall maintain a strict zero-tolerance approach to harassment, bullying, and discrimination within the workforce, supported by a confidential reporting and fair resolution process.
- **Inclusion of Persons with Disabilities:** Swiggy shall endeavour to provide accessible facilities and grievance mechanisms at its facilities in line with the Rights of Persons with Disabilities Act, 2016.
- **LGBTQIA+ Inclusion:** Swiggy shall endeavour to support inclusion through equal opportunity policies, gender-neutral facilities, inclusive benefits, and recognition of self-identified genders for its workforce.
- **Inclusive Systems and Benefits:** Swiggy shall strive to implement systems that address inclusivity in parenting, improved leave policy and inclusive health and wellness benefits.
- **Training, Inclusive Leadership, and Shared Responsibility:** Swiggy shall integrate DE&I into its trainings for managers and leadership to model inclusive behaviours and foster psychological safety, while encouraging all employees to respect diversity, recognise bias, and actively uphold a fair and inclusive workplace.
- **Inclusive Language:** Swiggy encourages the use of respectful, non-discriminatory, and inclusive language across all internal and external communications.
- **Empowering the Value Chain:** Swiggy shall endeavour to promote women's participation and leadership, address systemic barriers, and strive towards safer, more inclusive environments across the extended value chain.
- **Partner and Supplier Inclusion:** Swiggy shall encourage its partners, suppliers, and other ecosystem stakeholders to uphold DE&I principles in line with this Policy.

Swiggy encourages all stakeholders, including workforce, value chain partners and customers to uphold inclusivity in both spirit and practice.

Governance

Swiggy has established a multi-tiered ESG governance framework to ensure robust oversight and integration of environmental, social, and governance priorities across the organization. Oversight is provided by the Board-level Sustainability and CSR Committee with the relevant functions responsible for implementation.

The policy undergoes periodic reviews, with any amendments requiring approval from the Board Committee and being communicated to the appropriate stakeholders.