

Agreement for Gender Equality

This Agreement for Gender Equality ("Agreement") is made on this 22nd day of July, **2025**, by and between:

[DIATOMS SCIENTIFIC SOLUTIONS LLP], located at **MCRR17, MANIMALA CROSS ROAD, EDAPALLY, ERNAKULAM, KERALA, INDIA-628024**

and

1. DEEPULAL P.M., located at 19/87J, Krishnalayam, Mattavzhi lane, MLA Road, Puthiyakavu, Ernakulam, Kerala, India-682307

2. MARTIN G.D., located at Gopurathingal House, Angamaly south P O, Ernakulam, Kerala, India-683573

3. LEKSHMI RAMABHADHAN, located at 4D, Abad Knightbridge, Pandarachira road, Kadavanthra P O, Ernakulam, Kerala, India-682020

1. Purpose

The purpose of this Agreement is to affirm a shared commitment to promoting gender equality, eliminating discrimination based on gender, and fostering an inclusive environment that values diversity, equity, and respect for all individuals.

2. Principles

The Organization and the Signatory agree to uphold the following principles:

- **Equal Opportunity:** Ensure that all individuals, regardless of gender, have equal access to employment, leadership roles, professional development, and compensation.
- **Non-Discrimination:** Prohibit discrimination, harassment, and bias in all forms based on gender identity, expression, or biological sex.
- **Inclusive Environment:** Promote respectful language, behaviour, and policies that support gender diversity and inclusion.
- **Accountability:** Encourage transparency and responsibility in addressing gender-based disparities or complaints.

3. Commitments by the Organization

The Organization agrees to:

- Implement policies that promote gender equity in recruitment, hiring, promotion, and compensation.
- Provide regular training and awareness programs on gender sensitivity, unconscious bias, and harassment prevention.
- Establish a clear mechanism for reporting and addressing gender-related concerns or complaints.
- Monitor and report on progress toward gender equality goals.

4. Commitments by the Signatory

The Signatory agrees to:

- Treat all colleagues, clients, and stakeholders with respect, fairness, and dignity regardless of gender.
- Challenge and report discriminatory behaviour or language when witnessed.
- Participate in organizational training and awareness initiatives.
- Support a culture of equity, diversity, and inclusion.

5. Term and Termination

This Agreement shall remain in effect for the duration of the Signatory's engagement with the Organization unless terminated earlier by mutual agreement or by law.

6. Miscellaneous

This Agreement is a statement of mutual commitment and is not intended to create legal obligations unless incorporated into an enforceable policy. It reflects the values and expectations of both parties.

The parties have executed this Agreement as of the day and year first written above.

[DEEPULAL P.M.]

Title: Managing Partner

Date: 22-07-2025