

## **Agreement for Gender Equality**

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

**[DIATOMS SCIENTIFIC SOLUTIONS LLP]**, located at **MCRRA17, 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 RAMABHADRAN**, 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