

Diageo India Announces Enhanced Wellness Policy For Employees

The policy covers all employees regardless of sexual orientation and gender identity and will provide equal medical and leave benefits to same sex and live-in partners

Bengaluru, July XX 2020: Diageo India today announced the roll-out of an enhanced wellness policy for all employees effective July 2020, as part of its commitment to promote an inclusive and diverse working environment. The policy will apply to all employees regardless of sexual orientation, gender identity or expression including LGBT+. With the enhanced policy we are revising and expanding the definition of 'family' to include 'same sex' and 'live in' partners.

As part of the wellness policy, medical coverage and leave benefits will be extended to both same sex and opposite-sex domestic partners. Moreover, the policy will provide medical coverage for gender confirmation procedures. Similarly, surrogacy and fertility treatment medical benefits will be made available for all employees.

Commenting on the wellness policy, **Anand Kripalu, Managing Director and CEO, Diageo India** said, "At Diageo, championing inclusion and diversity is central to our purpose of celebrating life, every day, everywhere. Our strength lies in our diversity, with each person bringing their distinct experience, talent and culture, that is integral to our business success. Through the enhanced policy we are committed to providing a workplace that is equal and provides dignity and respect to all, and is reflective of our values and who we are."

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About Diageo India

Diageo India is the country's leading beverage alcohol company and a subsidiary of global leader Diageo plc. The company manufactures, sells and distributes an outstanding portfolio of premium brands such as Johnnie Walker, Black Dog, Black & White, VAT 69, Antiquity, Signature, Royal Challenge, McDowell's No.1, Smirnoff and Captain Morgan.

Headquartered in Bengaluru, our wide footprint is supported by a committed team of over 3200 employees, 48 manufacturing facilities across states and union territories in India, a strong distribution network and a state-of-the-art Technical Centre.

Incorporated in India as United Spirits Limited (USL), the company is listed on both the National Stock Exchange (NSE) and Bombay Stock Exchange (BSE) in India. For more information about Diageo India, our people, our brands, and performance, visit us at www.diageoindia.com. Visit Diageo's global responsible drinking resource, <http://www.DRINKiQ.com>, for information, initiatives, and ways to share best practices.

Celebrating life, every day, everywhere.