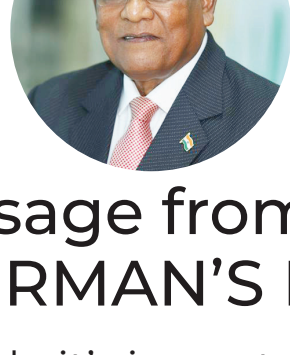


LIVE WITH PRIDE 2025

This year, our Pride Month theme, #LiveWithPride was at the heart of all our communications, celebrating authenticity, acceptance, and unity.



Message from the CHAIRMAN'S DESK

As we observe Pride Month, it's important to go beyond celebration and commit ourselves to something deeper: building a truly inclusive culture.

Pride reminds us that inclusion is not optional, it's essential. It means actively creating a space where our LGBTQIA+ colleagues, clients, and communities feel safe, respected, and empowered to be themselves. At Jio-bp we believe that inclusivity is the foundation of innovation, collaboration, and trust. When people feel they belong, they thrive and so do we as an organization.

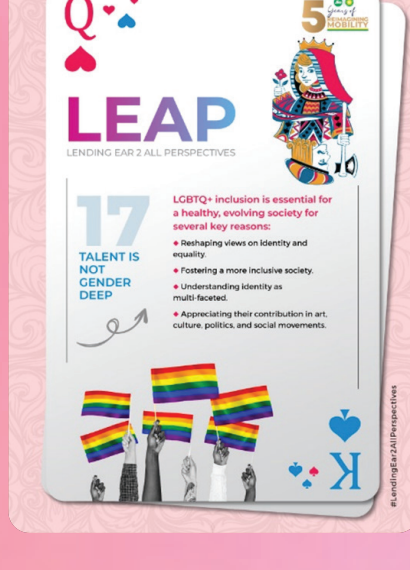
This month and every month, we reaffirm our commitment to listening, learning, and removing barriers that prevent full participation. Inclusion is not a box we check; it's a mindset we practice every day, in every interaction.

Let's continue to stand up, speak out, and show up for each other.

Regards,
Sarthak Behuria



HIGHLIGHTS OF THE MONTH



LEADERSHIP REFLECTIONS



Rajeev Jaiswal
Project Director

As an individual and as an organization as well, Pride month should not remain like a celebration, rather it must become a reminder for all of us in our personal and professional life, towards inclusion, equality, empathy, visibility, dignity and respect for everyone irrespective of gender, religion, age, position etc.

It is our duty as an individual and as a team too, to create a workplace where everyone feels respected, supported and empowered to bring their best to both work and life. Let's commit to create a culture of Inclusive workplace, where all voices are heard and everyone is respected so that we all can proudly say that we are proud of our Jio-bp family where "diversity is not just welcomed but valued" and where "inclusion is not just a policy but a living experience"



Sagar Vira
Chief Marketing Officer

Pride is not just a celebration it's a reminder of the courage it takes to be seen. It began with resistance, but those who refused to fit in. Every flag waved, every voice heard, is a step toward inclusion and belonging. As leaders, our duty is not to speak for others, but to ensure they are heard. Let's lead with empathy, act with intention, and build an organization where everyone thrives, every choice is respected and every uniqueness is celebrated.



Sanil Naik
Chief of staff, CEO's office

Love happens to Anyone, Anywhere, Anyhow, Age No Bar, Gender No bar. And to me, Love is the most real and purest form of emotion. To quote the meaning of love from the famous movie, Bridges of Madison County, "In a universe of ambiguity, this kind ("love") of certainty comes only once, and never again, no matter how many lifetimes you live". So, to everyone who is afraid to come out of the closet and own your identity "You can hold my hand if you want to breathe, I will support". And to all young ones. Please add this old school movie to your bucket list.



Ujjal Biswas
Chief of staff, Chairman's office

Mangal- A true story
Mangal moved through the world like everyone else, jeans, hoodie, a crooked smile but beneath it all lived a truth too fragile for the world to hold. He was born a boy, but confided in me, quietly, that he wasn't. His heartbeat differently. He longed for boys, not in defiance, but in the most natural way.

We, a motley gang of twenty, never questioned him. There were no labels, no judgments only friendship, fierce and unspoken. But outside our cocoon, the world sharpened its words. The whispers, the glances, the jokes never aimed but always felt they added up.

One morning, he was gone. He had hanged himself by the window, standing. No grand gesture, just surrender. Not to who he was, but to what the world refused to understand. Mangal didn't take his life. Society took it slowly, every day.

And we were left holding his truth, too late.



Vinod Tahiliani
Chief Financial Officer

Everyone is unique. While we seek to emulate role models, let us also acknowledge that each one of us have our own special qualities. #LivewithPride reminds us to value and celebrate this diversity and to treat each individual with **#Respect**.

Let us work together to create an environment where people put aside their biases and prejudices allowing us to express ourselves. As Tagore so beautifully puts it lets ensure that all of us can live with a mind without fear and our heads held high!

PRIDE LEARNING CORNER

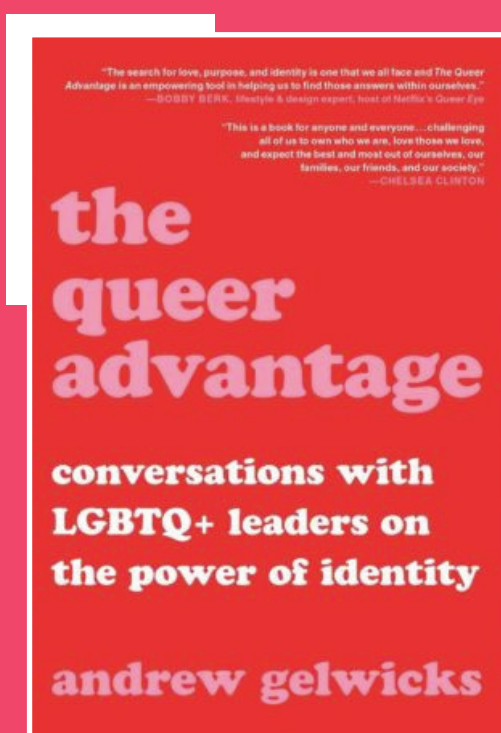
Understand inclusion through stories that matter

Here are some must-watch movies and books that offer powerful perspectives on Pride.

MOVIES



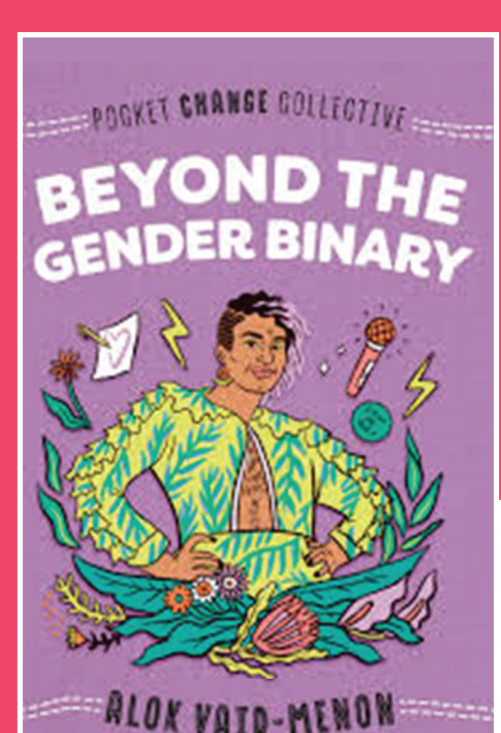
BOOKS



The queer advantage
by Andrew Gelwicks



We are everywhere
by Matthew Riemer & Leighton Brown



Beyond the gender binary
by Alok Vaid-Menon



As Pride Month ends, let it be a springboard for our ongoing journey of inclusion. 'Live with Pride' is more than a theme, it's a daily reminder to celebrate authenticity and create Jio-bp a workplace where everyone truly belongs

#LiveWithPride



Both society and organization are built on a foundation of diverse perspectives