

1. Objective

The application of the Equal Opportunity Policy aims to eliminate discrimination in employment on the grounds of age, gender, disability, sexual orientation, marital status, race, caste, colour, nationality or religion and promote diversity, equity and inclusion across all levels of the organisation. It also aims to comply with equal opportunity legislations as applicable, and to follow good management practices. Our culture of belonging is about uniting different backgrounds, beliefs and experiences in an environment where everyone feels valued and works together to achieve better outcomes, thereby making us stronger as an organisation.

2. Policy Guidelines

- The company is an equal opportunity employer in all respects in its business including recruitment, training, performance evaluation, remuneration, promotion, transfers, and termination. It expects its employees to treat all genders equally while dealing with them in their respective areas of operations.
- The company does not distinguish between caste, creed, colour or race. It expects all its employees to treat everyone with the same dignity and respect.
- Access to training and upskilling opportunities shall be provided equitably, enabling employees to enhance skills and progress in their careers without bias.
- The company believes in 'equal wages for equal work inclusive for all genders' and it expects its employees to follow the same while doing their operations.
- The company believes in performance and merit. It expects its Managers and Superiors to follow objective assessment of employees in their work performance. Decisions relating to promotion, transfer, role assignment, and termination shall be based solely on merit, performance, and organisational requirements.
- All policies and practices of the company will be applied equally to all employees.

3. Implementation Measures

- **Fair & Merit-Based Selection:** Recruitment and Selection shall be conducted in a fair, unbiased, and merit-based manner. Roles and job identification shall be done with equitable opportunities at all levels

Diversity & Equal Opportunity Policy



- **Equal Remuneration & Benefits:** SPRE ensures equal remuneration for equal work without discrimination. Benefits, incentives, and growth opportunities shall be extended fairly and consistently across employees
- **Employee Engagement & Social Inclusion:** All workplace meetings, social events, and engagement activities shall be inclusive, secular, and accessible to all employees.
- Training sessions shall be conducted to sensitize employees for diversity and inclusion at the workplace.
- Sensitive Information related to employees shall be kept confidential and accessed only by authorized HR or designated personnel.