



## Finolex Industries Limited

### **Equal Opportunities Policy Statement**

**Finolex Industries Limited** (“the Company”) believes that ‘people’ are the most important resource in our organization. Human Resources Development at the Company is a continuous process to ensure ongoing development of employee skills, motivation and effectiveness in a systematic and planned manner. The Company is committed to eliminating all forms of unlawful discrimination (which includes direct discrimination, indirect discrimination and denial of reasonable accommodation), bullying and harassment of the Employees. The Equal Opportunity Policy is applicable for all job applicants and employees.

The Company is an equal opportunity employer and employs to all individuals without regard to race, religion, colour, sex (including pregnancy, sexual orientation, and gender identity), national origin, disability, age, genetic information, disability or any other category protected by applicable law and will not engage in any kind of verbal or physical harassment based on any of the above or any other reason.

The Company aims to create inclusive workplace where diversity, equity and inclusion is at our core which helps us to serve our customer better and community we cater. We encourage following practices at our workplace to support this approach:

1. **Recruitment & Selection** - The mode of selection of candidate is based on HR Screening, Final Interview etc. During an interview process the candidate is evaluated based on his/her qualification, family background, personality, job knowledge, leadership qualities, etc. that rules out any kind of discrimination in selection process.
2. **Fair & Transparent Policies** - We have fair, transparent and clear employee policies which promote diversity and equality, in accordance with applicable law.
3. **Gender Discrimination** - We provide equal opportunity to all employees for the role(s) irrespective of their sexual orientation.
4. **Access to Facilities & Information** – We strive to ensure that all our facilities, technologies, information and privileges are accessible to all employees and shall ensure that proper infrastructure and reasonable accommodation is provided to persons with disability to enable them to effectively discharge their duties at the establishment. No opportunity will be denied to persons with disabilities and there will be no discrimination of any manner
5. **Training** - Our employees are imparted training on multiple topics/subject such as code of conduct, POSH, discriminatory behavior, Business ethics, skill development etc. considering their work profile & value addition skills, helping them career development & personal growth.
6. **Disabilities** - We ensure equal opportunity in employment for persons with disabilities.

The Company will not tolerate harassment, behaviour that is discriminatory or behaviour that victimizes any individual or group in our workplaces. Appropriate action basis investigation will be taken if employees breach this policy either through discrimination, harassment, bullying or victimizing other employees or by making false claims. If an employee feels he or she is being subjected to discrimination, harassment, bullying or victimization, he or she can complaint in writing at [myconcern@finolexind.com](mailto:myconcern@finolexind.com) / in person with the HR department. Any employee who files a complaint will be advised appropriately regarding any investigation, action, or resolution of the grievance. For further disciplinary/complaint procedure, you can also refer to [myconcern@finolexind.com](mailto:myconcern@finolexind.com). All grievances and complaints will be taken seriously and treated with sensitivity and fairness.

This Equal Opportunity Policy Statement is in accordance with the relevant statutory provisions including the provisions of the Right of Persons with Disabilities Act, 2016 along with the Rights of Persons with Disability Rules, 2017. We will abide by the principles of the Policy in letter and in spirit. We will uphold the highest standards of ethics, values and governance across all our practices.