

Policy on Equal Employment, Diversity & Inclusion

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1. OBJECTIVE

This document summarizes the employment policies and procedures applicable to personnel at Enviro Recyclean. Enviro Recyclean. (here in after referred to as Company) is an Equal Opportunity Employer. The company promotes and supports a diverse workforce at all levels of the company. We believe that Diversity and Inclusivity (D&I) at workplace is an instrument for growth and we value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment. Towards this we also ensure all our policies and practices are compliant and aligned to all applicable laws and regulations specific to Diversity and Inclusion.

2. INTRODUCTION

The Company considers its employees to be its most important resource and is committed to treating all employees with dignity and respect. The Company complies with local laws governing the employment relationship. Additionally, the Company is committed to creating and executing policies and processes in compliance with the spirit and scope of Diversity and Inclusion throughout its global organization.

3. DIVERSITY AND INCLUSION - SCOPE

The Company believes that creating a work environment that enables us to attract, retain and fully engage diverse talents leads to enhanced innovation and creativity in our service and a better understanding of our diverse client base. The Company ensures that its employees or potential hires, third-party support staff and suppliers are not unlawfully discriminated against, directly or indirectly, as a result of their caste, colour, creed, race, nationality, ethnic or national origin, connections with a national minority, marital or civil partnership status, pregnancy, age,

disability, religion, or similar philosophical belief, sexual orientation, gender or gender reassignment or trade union membership etc. and will never tolerate harassment in any form.

POLICY STATEMENT

The Company' philosophy is to build Inclusion and implement the Diversity policy to encourage and embrace our employees' differences.

The Company is committed to providing a Diverse workforce and Inclusive workplace.

- a) Creating a safe and secure work environment that is free from any discrimination which includes but is not limited to our policy of zero tolerance to sexual harassment.
- b) Having a robust framework to attract, engage and retain talent of all ages, genders, and abilities.
- c) Building and fostering Diversity of:
 - i) **Gender** - Focused initiatives that help us attract and retain talented women professionals through efforts spanning workplace practices, flex time practices, safe travelling, zero Tolerance on Sexual Harassment, and other support geared to facilitate smooth onboarding / re-absorption of women after career breaks.
 - ii) **Generational**- targeted to ensure for associates of multiple generations co-exist and develop as per individual aspirations and expectations
 - iii) **Differently abled**- enable equal opportunities for differently abled professionals (also known as Persons with Disabilities) with initiatives aimed at an inclusive approach and ensuring equal opportunity.
 - iv) **LGBTQ** - We are inclusive and supportive to colleagues across the broad spectrum of sexuality and gender identity.

4. DIFFERENTLY ABLED (PERSONS WITH DISABILITIES)

Enviro Recyclean is an Equal Opportunity Employer and strongly endorses the right of equal opportunity for associates who are differently abled. In particular, the Company commits to carrying out the provisions of the recently enacted Rights of Persons with Disabilities Act, 2016 ("Act") in letter and spirit including providing specific opportunities in identified positions where they could be employed. Company would also provide to them necessary facilities, amenities, and training to support them as appropriate and enable them to effectively discharge their duties for which they are employed. The disabilities under consideration for employees are as specified by applicable Acts.

The Company adopts a transparent selection process based on merit and without any bias to disabilities of the prospective candidate. Infrastructure will be enabled to the extent feasible to provide a barrier-free access to common facilities and the physical environment to employees with disabilities.

5. HUMAN RIGHTS

Company is committed to compliance with the requirements of all applicable employment, labour, and human rights laws to ensure fair and ethical employment practices are followed. The company demonstrates its commitment in employment practices, including non-discrimination, minimum age requirement policies, and

through policies on health, safety, and security for employees. The company goal is to conduct business with those who share our commitment to these same principles. *The company rejects any form of slavery, forced or child labour.* In line with this the Company does not employ people below the age of 18 years.

Company recognizes the legal obligations towards employees, clients, suppliers, competitors and the community as a whole. The protection of our reputation is fundamentally important to us and therefore any breach of this policy by our people, suppliers, subcontractors, vendors etc. results in grounds for disciplinary and legal action.

6. ABOLITION OF MODERN SLAVERY

6.1 Definition

Slavery and Servitude Slavery, in accordance with the 1926 Slavery Convention and Article 4 of the European Convention on Human Rights, is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised which deprives the victim their freedom.

Forced or Compulsory Labour is defined under the International Labour Organization's Forced Labour Convention 29 and Article 4 of the European Convention on Human Rights. As per the definition, the term forced, or compulsory labour shall mean all work or service which is extracted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

Human Trafficking requires that a person arranges or facilitates the travel of another person with a view to exploit the person. The offence can be committed even where the victim consents to the travel.

6.2 Policy Statement

Enviro Recyclean considers its employees as a pivotal part of the Company and is committed to treat all associates with dignity and respect.

The Company is dedicated to creating a working environment with highest degree of ethical and virtuous work practices. Company holds in high regard the guidelines laid down under the international conventions and laws relating to slavery and aims at maintaining a safe and harmonious working environment for every individual, irrespective of the work, designation, ethnicity, race, caste, gender, religion and other such parameters.

6.3 Complying With Legal Requirements

A focus on modern slavery ensures protection of vulnerable workers and helps in preventing and remedying severe human rights violations in various supply chain and within the organization. Company upholds and encourages strict adherence to human rights and not hire any employees against their free-will or below the legal age. Forced or Compulsory Labour is not practiced in the Company.

6.4 Failure To Comply

Failure to comply with the provisions of this policy will be considered as violation of policy and will be subject to disciplinary action which may even extend to termination of services or contract.