

VA TECH WABAG LIMITED

Equal Opportunity Policy

Prepared by	HR Department
Recommended by	Mr. S Varadarajan WTD & CGO
Approved by	Board of Directors
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Revision History

Version	Date of Revision	Author	Description of Changes
1.0	-	HR Department	Initial Version

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1. Objective

VA TECH WABAG LIMITED (“the Company”) is committed to provide equal opportunities in employment and growth, and to create an inclusive work environment.

2. Guiding Principles

- Treat everyone with respect and dignity, which includes all employees & workers, contractors & employees, vendors, suppliers, clients and their representatives, people in the communities in which it operates and anyone with whom it engages;
- Ensure zero tolerance towards any form of bullying, harassment and behaviour that is discriminatory or victimizes any individual or group in its workplaces including zero tolerance towards sexual harassment;
- Have a robust framework to attract, engage and retain talent of all genders, nationalities and abilities;
- Based on skill, experience, qualifications and fitment, provide employment opportunities on merit without any discrimination based on gender, sexual orientation, disability, marital status, pregnancy & maternity, caste, social-economic status, religion, faith, nationality, ethnicity, race, colour, age, religious or political views;
- Ensure equal opportunities with respect to recruitment, learning & development, promotion, employment benefits, separation and other aspects of employment relationship based solely upon merit, performance, potential and qualifications required for the job;
- Provide, subject to job requirements and merit, fair and equitable opportunities to all persons including those with disabilities, while considering them for positions, where they can be suitably employed and take appropriate measures to ensure a conducive environment for persons with disabilities to perform and excel in their role;
- Encourage and support its partners to adopt the said guiding principles.

This Equal Opportunity Policy is in accordance with the relevant statutory provisions, including the provisions of the Rights of Persons with Disabilities Act, 2016 along with the Rights of Persons with Disability Rules, 2017 including any amendment from time to time. The Company will abide by the principles of the Policy in both letter and spirit. The Company will uphold the highest standards of ethics, values and governance across all its people practices.