



EQUAL OPPORTUNITY POLICY

Purpose:

To provide equal employment opportunities to every individual, without any discrimination on any grounds.

Objective:

The objective of the Equal Opportunity Policy is to ensure that all people have the right to work and advancement on the basis of merit and ability.

Applicability: This Policy applies to all units and project sites of the Phoenix Mills Ltd.

Statement Of Policy:

- Phoenix provides equal opportunities to all our employees and to all eligible applicants for employment in our company. We do not discriminate on any grounds, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.
- When recruiting, developing and promoting our employees, decisions are based solely on performance, merit, competence and potential.
- We have fair, transparent and clear employee policies which promote diversity and equality, in accordance with applicable law and other provisions of this Code. These policies shall provide for clear terms of employment, training, development and performance management
- We are responsible for creating a conducive work environment built on tolerance, understanding, mutual cooperation and respect for individual privacy.
- Everyone at work shall be treated with dignity and respect. The Company strives to maintain a work environment that is free from any harassment based on above considerations. We do not tolerate any form of harassment, whether sexual, physical, verbal or psychological.

- We have clear and fair disciplinary procedures, which necessarily include an employee's right to be heard.

Implementation:

The Company adopts a transparent Recruitment & Selection process based on merit and without bias on any ground, including disabilities of the prospective candidate. All applications received for various positions shall be reviewed on merit & the recruitment process shall be followed as per policy. This Equal Opportunities Policy is subject to applicable regulations, qualifications, and merit of the individual.

Compliance:

The Head of the respective location/ unit along with the HR Head will be responsible for implementation of the Rights of Persons with Disabilities Act 2016 and rules framed thereunder.

Communication of Policy:

This Policy is available to all online via HR Connect and normal communication vehicles within the business



Haresh Morajkar
Group Director & CHRO