

Equal Opportunity Policy

This policy covers job applicants, apprentices, contract workers, full time / part time employees, interns of any nationality, race, colour, religion, caste, gender identity/ expression, disability, pregnancy, age and any other personal characteristics or status.

This policy ensures to,

- Provide Equal Opportunity for persons with disability / disabilities.
- Preparation of a list of posts suitable for persons with disabilities in the establishment and shall notify such posts during the recruitment process;
- Equal Opportunity of Growth and Development including promotions shall be given to every employees.
- There will be no discrimination on remuneration based on nationality, race, colour, religion, caste, gender, disability, age or any other personal characteristic or status. We will enable smooth transitions of employees into and back to their growing path.
- Enverdant aims to revamp its existing buildings by March 2027, to ensure strict compliance to facilitate amenities, conformation with accessibility. Any new facility that is built or renovated or leased or rented will be evaluated for compliance with accessibility standards. Any employee facing accessibility issues should report to the facilities team at their location or write to the Liaison Officer.
- Enverdant views very seriously any acts of discriminatory conduct committed by an employee (which includes harassment, vilification and victimization). It constitutes a disciplinary offence in respect of which you may, in appropriate circumstances, be dismissed. Certain discriminatory conduct is also unlawful. For more information about harassment please refer to the employee handbook. If the issue is not resolved you can report to the Liaison Officer or your immediate supervisor.

Rev: 00

Uothi Iswariya
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Managing Director

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