

# EQUAL OPPORTUNITY POLICY

## INTRODUCTION

Re Sustainability Limited and all its subsidiaries (collectively referred herein as “ReSL”) are committed to providing equal opportunities to all individuals. This Equal Opportunity Policy (the “Policy”) is applicable to all the directors, officers, employees, agents, representatives, interns/trainees, and other associated persons of ReSL (which includes but are not limited to consultants, advisors and temporary employees) (collectively referred to as “Company Personnel”).

ReSL expects all Company Personnel to act in accordance with all applicable laws, regulations, and Company policies, and to observe the highest standards of business and personal ethics in conducting their duties and responsibilities. ReSL therefore expects and requires any Company Personnel who has the knowledge of, or reason to suspect, any violation of law or the Company Policies to report such concerns to a member of the Human Resource Team.

The Equal Opportunity Policy is in compliance with the provisions of The Rights of Persons with Disabilities (RPwD) Act, 2016, The Rights of Persons with Disabilities Rules, 2017, The Transgender Persons (Protection of Rights) Act, 2019 and The Transgender Persons (Protection of Rights) Rules, 2020, as amended from time to time.

## POLICY STATEMENT

The primary goal of this Policy is to foster an environment that guarantees fair treatment for transgender individuals and persons with disabilities, free from discrimination, harassment, and bias, while also implementing a strong grievance redressal system.

ReSL is committed to promoting diversity and inclusion within the workforce and will not discriminate on any basis, including gender, sexual orientation, or physical or mental disability. We are dedicated to eradicating all forms of discrimination, bullying, and harassment of employees.

ReSL strives to ensure that its facilities, information, and privileges are accessible to persons with disabilities and transgender persons.

## DEFINITIONS

- **“Reasonable Accommodation”** means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others. Reasonable accommodation may be considered for anyone with a unique need.
- **“Person with Disability”** means a person with long term physical, mental, intellectual, or sensory

impairment which, in interaction with barriers, hinders his/her/their full and effective participation in society equally with others.

- **“Discrimination”** means practice of unfairly treating a person or group differently from other people or groups of people.
- **“Harassment”** is a form of discrimination; it includes any unwanted physical, verbal and/or online conduct that offends or humiliates an individual. Harassment can take many forms, such as mental/sexual/psychological harassment, bullying, cyber-bullying etc.
- **“Transgender person”** means a person whose gender does not match with the gender assigned to that person at birth and includes trans-man or trans-woman (whether or not such person has undergone Sex Reassignment Surgery or hormone therapy or laser therapy or such other therapy), person with intersex variations, genderqueer and person having such socio-cultural identities as kinner, hijra, aravani and jogta.

**RECRUITMENT AND ADVANCEMENT IN OPPORTUNITIES**

- ReSL is dedicated to ensuring fair and inclusive hiring practices. Job opportunities shall be open to candidates, including persons with disabilities and transgender persons, the selection criteria shall be based solely on merit. Throughout the hiring process, ReSL encourages applicants to request any necessary support or assistance, and will make reasonable accommodations accordingly, without imposing any costs on individuals with disabilities and transgender persons.
- Job Applicants will only be evaluated based on these criteria and will not face discrimination during the hiring process. No individual will be denied an opportunity solely due to their disability and gender identity.
- Developmental and advancement opportunities at ReSL will be determined by performance, ability, and potential, taking into account the provision of work enablers to support all employees in delivering their maximum potential.

**WORKPLACE HARASSMENT AND BULLYING**

ReSL unequivocally condemns all forms of discrimination, victimization, bullying, and harassment. Equal opportunities are provided to individuals with disabilities and transgender persons in accordance with legal provisions, encompassing both current employees and prospective applicants for addressing the concerns (if any) raised.

**ACCESSIBILITY**

ReSL endeavours to provide an inclusive environment and infrastructure that allows employees with disabilities and transgender employees to access common facilities, information, and communication technologies and systems without any inconvenience. ReSL endeavors to provide provisions for barrier-free accessibility, and other accommodations at locations typically accessed by individuals with disabilities and transgender persons. ReSL is committed to taking all necessary actions to ensure that a supportive environment is available to employees with disabilities and transgender persons, enabling them to perform their roles and responsibilities effectively.

## **PRIVACY AND CONFIDENTIALITY**

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Any information related to gender identity will be treated with utmost confidentiality. Employees shall be briefed to respect the privacy of their colleagues and refrain from disclosing any such information without explicit consent.

## **SENSITIVITY TRAINING AND AWARENESS**

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ReSL is committed to ensuring that all Company Personnel understand and adhere to the principles of this Policy and raise awareness about issues related to transgender and persons with disabilities.

## **MONITORING AND REVIEW**

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ReSL will regularly review and update this Policy to ensure its effectiveness and compliance with applicable laws and feedback received.

## **COMPLIANCE**

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This Policy is made accessible to all Company Personnel through ReSL's website and HRMS [Human Resource Management System]. It is expected that all Company Personnel adhere to this Policy, and failure to comply may lead to appropriate disciplinary action.

## **INTERPRETATION**

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In any circumstance where the terms of this Policy are inconsistent with any existing or newly enacted law, rule, regulation or standard governing ReSL, the said law, rule, regulation or standard will take precedence over this Policy.

## **GRIEVANCE REDRESSAL MECHANISM**

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Any Company Personnel, or any Job Applicant who believe that they have experienced discrimination or harassment based on gender identity or disability; is encouraged to report the incident to the respective HR Business Partner

All reports will be handled with utmost confidentiality. ReSL will promptly conduct a thorough and impartial investigation upon receiving any concerns. Upon completion of the investigation, appropriate corrective actions will be taken to address the issue. This may involve counseling, training, disciplinary measures, or any other necessary actions to rectify the situation.