



EQUALITY AND DIVERSITY POLICY



**V.K.A. Polymers Private Limited
9/939 Chinna Andan Kovil Street,
Karur-639002
Tamil Nadu, India.**

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We, at V.K.A. Polymers Private Limited implemented this policy to reaffirm our unwavering dedication to promoting equality and diversity and preventing all forms of discrimination. We place special emphasis on upholding equality and diversity in various areas, including:

- **Workplace:** We are committed to ensuring a fair and inclusive working environment where all employees are treated with respect and provided equal opportunities for growth and advancement.
- **Client Services:** We strive to deliver services to our clients in a manner that is free from bias and discrimination, valuing diversity and treating all clients with fairness, regardless of their background or characteristics.
- **Third-Party Interactions:** We extend our commitment to equality and diversity in our dealings with external parties, such as laboratories and suppliers. We expect them to adhere to the same principles and maintain inclusive practices.

This policy also outlines our approach to handling complaints related to discrimination, the potential consequences of non-compliance, our monitoring procedures to ensure adherence, and the provision of comprehensive training to all employees to foster a culture of equality and diversity.

Statement of principle

We are committed to a policy of treating all our employees, workers and job applicants equally. No employee or potential employee will receive less favourable treatment because of any “protected characteristic”, namely:

- Age (or perceived age)
- Disability (past or present)
- Gender
- Marriage or civil partnership status
- Race, colour, nationality or ethnic or national origins
- Religion or belief
- Trade union membership (or non-membership)
- Part-time or full-term status

Promoting Equality, Diversity, and Accountability in Employment and Beyond

Any conditions of employment that cannot be justified as required on operational reasons will not be used to disadvantage any employee or potential employee.

We are committed to equality for every member of staff and endeavour to promote, value, and manage diversity. A workforce that is representative of the communities from which it is drawn is what we aim for.

These values of equality and diversity also govern how we interact with customers, business partners, and site users.

We expect our employees to collaborate with us to achieve these goals. An employee may, under certain conditions, be held personally accountable for discriminating against a co-worker or a candidate for employment.

Inclusive Policy for Workplace and Work-Related Contexts

This policy extends its principles to both the workplace and work-related contexts beyond the physical workplace. The principles encompass various scenarios, including business trips, customer or supplier events, and work-related social events. It is crucial to uphold equality and diversity standards in these settings to ensure fairness and inclusivity.

The Senior Management team demonstrates unwavering commitment to promoting effective equality and diversity throughout the organization. They recognize the significance of this commitment and ensure that sufficient resources are allocated to meet the needs associated with equality and diversity. This ensures that the organization has the necessary tools, support, and infrastructure to foster an inclusive environment for all.

Policy Statement Display and Accessibility

This policy statement shall be displayed on all notice boards and posted on our website. A copy of this policy is available from the Human resources department.

Policy Review

This policy will be reviewed and modified on a regular basis to account for any modifications to trade restrictions, regulatory measures, or legal requirements.

10 Jan 2020

Managing Director