



Commitment, Reliability & Quality

## Policy on Equal Opportunity

It is the policy of ITD Cementation India Limited to provide employment opportunities without regard to race, color, religion, caste, national origin, age, disability, veteran or military status, pregnancy status, gender, sexual orientation or genetic information.

The Company seeks to maintain a highly productive Organization of men and women who represent differences in viewpoints, cultures, races and gender and appreciate good ideas produced by that diversity. This will be accomplished through selection and training of qualified people and will provide them with compensation, benefits and opportunities for advancement without discrimination.

This policy is subject to the requirements of local laws and regulations. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at ITD Cementation will be based on merit, qualifications, abilities and performance.

ITD Cementation India Limited does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, gender identity, sexual orientation, national origin, age, veteran or military status, marital status, pregnancy status, disability, genetic information or any other characteristic protected by applicable law.

### Procedure

If you have a concern that you may have violated this policy or you have a good faith suspicion that another employee is in violation of this policy, you should report this to your manager, your Human Resources representative, a member of Legal cell who shall refer the report for investigation and resolution.

### Redressal Mechanism

The redressal committee shall consist of Reporting Manager, Human Resources Head, Legal Head and Compliance Officer. The redressal committee shall look into any violation of the said diversity. The aggrieved party shall report the matter in writing to the redressal committee. On receipt of such complaints, the redressal committee shall discuss and investigate any act of violation in respect of equal opportunity / diversity and shall hand out the decision as per the findings to the aggrieved party.

## Redressal Committee

Head - Human Resources
Reporting Manager
Legal Officer
Compliance Officer