

EQUITY AND DIVERSITY POLICY

A. PURPOSE

IPE Global Center for Knowledge and Development (IPE CKD) (hereinafter referred to as “the Company”) is committed to providing a workplace that embraces diversity, inclusion and equal employment opportunity and is free from harassment and discrimination on any ground. The Company does not discriminate against any of its employees/clients/ any other third party either individual or an organisation. As an international consulting entity, we ensure equity and diversity in our practices and are ethically guided by the principals aligned to abide with international employment regulations of Equity and Diversity.

B. OUR COMMITMENT

- ☺ We believe that equal opportunity in employment for all sections of society is a component of its growth and competitiveness. It further believes that inclusive growth is a component of growth and development of the country.
- ☺ We affirm the recognition that diversity to reflect socially disadvantaged sections of the society in the workplace has a positive impact on business.
- ☺ We will not practice or support conscious discrimination/ harassment in any form.
- ☺ We explicitly prohibit employing child labour or use of forced labour in workplace.
- ☺ We have zero tolerance approach against slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings & relationships, and to implementing & enforcing effective systems and controls to ensure trafficking in persons and modern slavery is not taking place anywhere in the Company or in any of our suppliers with whom the Company conducts business.

C. NO DISCRIMINATION

IPE CKD is an equal opportunities employer. We do not unlawfully discriminate on the basis of age, gender, colour, race, religion/faith, ethnicity, language, caste, national origin, disability, sexual orientation, marital status, political opinion or any biases and all associates and applicants shall be treated equally according to their individual qualifications, abilities, experiences and other employment standards. This policy applies to our directors, staff, consultants, applicants, clients and business partners (including independent contractors, vendors and suppliers).

D. HARASSMENT

This policy prohibits employees from harassing any other employees for any reason including, but not limited to the ones listed above. This policy applies to all terms and conditions of employment, including but not limited to recruitment, hiring, job assignment, compensation, promotion, discipline, termination, layoffs and access to benefits and training. The Company believes that inclusive growth is the key for balanced development and as such, IPE CKD values diversity and considers individuals for employment or promotion according to their skills, abilities, experience, performance and merit only. This includes all the staff members, including but not limited to, minorities and women.

E. AFFIRMATIVE ACTIONS

A number of affirmative actions have been undertaken by IPE CKD to support gender diversity including maternity and paternity leave, flexible working hours, late night transportation and much more. Certain categories of job have been identified as suitable for differently abled individuals and there are also provisions for accommodations and assistance on request.