

## **EQUITY AND DIVERSITY POLICY**

### **A. PURPOSE**

IPE Global Centre for Knowledge and Development (CKD) (hereinafter referred to as “the Organisation”) 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 Organisation does not discriminate against any of its employees/clients/ any other third party, individual or organisation. The organisation ensures equity and diversity in our practices and is ethically guided by the principles aligned to abide by 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 the growth and development of the country.
- › We affirm the recognition that diversity to reflect socially disadvantaged sections of society in the workplace positively impacts business.
- › We will not practice or support conscious discrimination/ harassment in any form.
- › We explicitly prohibit employing child labour or the use of forced labour in the workplace.
- › We have a 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 Organisation or in any of our suppliers with whom the Organisation conducts business.

### **C. NO DISCRIMINATION**

The organisation is an equal opportunities employer. The organisation does not unlawfully discriminate based on age, gender, colour, race, religion/faith, ethnicity, language, caste, national origin, disability, sexual orientation, marital status, political opinion or any biases. All associates and applicants are treated equally according to their individual qualifications, abilities, experiences and other employment standards. This policy applies to our advisors, employees, 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 Organisation believes that inclusive growth is the key to balanced development, and as such, 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 the Organisation to support gender diversity, including maternity and paternity leave, flexible working hours, late-night transportation and much more. Specific categories of jobs have been identified as suitable for differently-abled individuals, and there are also provisions for accommodations and assistance on request.