AGI INFRA LIMITED

Equal Opportunity Policy

I. Introduction

With a 'People First' philosophy that has respect as the core value, AGI Infra Limited (hereinafter referred to as "AGIIL" or "the Company") is committed to being an equal opportunity employer.

Company believes that its success is based on its people, and it endeavours to treat each employee with respect and dignity, and it also encourages personal responsibility towards the same.

Its objective is to attract best possible candidates who will respect its values, integrate into its culture and evolve as professionals with it. To this aim, it provides equal opportunities for their selection, learning, development, growth and advancement, protect their privacy and prohibit any form of harassment or discrimination.

AGIIL respects the privacy, personal dignity and rights of every employee and does not discriminate on the basis of origin, region, religion or religious beliefs, caste, gender, disability, age, orientation, education, and/or marital status.

II. Scope

The Equal Opportunity Policy is applicable for all job applicants and employees of the Company and its subsidiaries.

III. Policy Framework

AGIIL is committed to providing equal opportunities without any discrimination on the grounds of origin, region, religion or religious beliefs, caste, gender, disability, age, orientation, education, and/or marital status.

To this end:

a. Its employees will be personally responsible for treating each other with respect and dignity, which includes respecting the rights and differences of others.
b. Employment with AGIIL will be based on merit and other criteria that includes specific skills, knowledge and abilities regarded as essential for performing the functions of the job.
c. Learning, development and promotion opportunities will be based on performance, ability and potential, and will be consistent with the needs of the business.
d. In lieu of the Rights of Persons with Disabilities Act 2016 and Rules, AGIIL as per specific requirement, shall ensure that proper infrastructure and facilities like ramp, wheelchair/s and disable friendly washrooms will be provided within the premises to persons with disability to enable them to effectively discharge their duties at the establishment. Company commits that no opportunity will be denied to Persons with Disabilities and there will be no discrimination of any manner whatsoever.

IV. Company discourages hiring of employee's relatives, especially blood relatives and spouse anywhere within the Company (despite being recruitable on merit) to avoid potential conflict of interest. Any concealment by any employee of such a relationship being a violation of this Policy, consciously or otherwise, could lead to termination of the employment, notwithstanding any of the terms & conditions mentioned in the employment contract. Roles and Responsibilities for Ensuring Equal Opportunity

a. Employee Responsibilities

All AGIIL employees have the responsibility to comply with this Policy and all applicable laws and regulations. Compliance is required whenever an employee is acting in his/her capacity as a representative of the Company.

b. Responsibilities of Managers and Supervisors

All managers and supervisors of AGIIL have the additional responsibility to sensitize their respective team members, take reasonable steps and fair actions to resolve complaints that are brought to their attention and to maintain confidentiality as far as practicable.

c. Human Resources Responsibilities

Human Resources representative have additional responsibility to create a conducive work environment, create awareness and sensitize employees, provide advice and address grievances relating to the employment of persons with disabilities and/or any other complaints regarding discrimination in any other form against any job applicant/employee.

Under circumstances where Human Resources representative is unable to address the employee's concerns, the employee can address the matter through the process laid under Grievance Redressal Policy.

V. Interpretation & Guidance

In the event that any additional guidance and/or further interpretation is required, please contact Human Resources Department.

VI. Communication of Policy

The Policy will be available on relevant mediums of communication like intranet and corporate website www.godfreyphillips.co.in

VII. Review Timelines

The Policy shall be reviewed by the Head of Human Resources Department annually or in compliance with the amendment made to the applicable Act or enactment of any other Act, rules and regulations made thereunder.