

Equal Employment Opportunity

Scope:

Kquantum's Equal Opportunity Policy is applicable for all job applicants and employees alike including Persons with Disabilities (PWDs).

Purpose:

We at Kquantum, are committed to providing equal opportunities in employment and growth, and to create an inclusive work environment; And shall:

- Treat each other with respect and dignity and expect everyone to promote a sense of personal responsibility. We recruit competent and motivated people who respect our values, provide equal opportunities for their development and advancement, protect their privacy and do not tolerate any form of harassment or discrimination.
- Embrace diversity and respect the personal dignity of our fellow employees. Kquantum respects the personal dignity, privacy and personal rights of every employee and is committed to maintaining a workplace free from discrimination and harassment and ensuring Zero Tolerance in this regard.
- Strengthen its robust framework to attract, engage and retain talent of all genders, nationalities and abilities.
- Ensure equal opportunities w.r.t recruitment, learning and development, promotion, employee benefits, separations and other aspects of employment relationships based solely upon merit, potential, qualifications and experience required for the job.
- Provide, subject to job requirements and merit, fair and equitable opportunity to all persons including those with disabilities, while considering them for positions where they can be suitably employed and take appropriate measures to ensure a conducive environment for persons with disabilities to perform and excel in their role.

Accessibility:

- The Company is always committed to providing easy accessibility and barrier free environment for PWDs as per the provisions of the RPWD Act, 2016. The company ensures that the PWD employees are having easy access to basic facilities and amenities at their workplace and are provided with various assistive devices/aids, software sets wherever possible, to enable them to effectively discharge their duty. The company also provides suitable infrastructure subject to practical feasibility to enable employees with disability to have access to common facilities including physical environment, information and technologies and systems without any inconvenience.

Stake-holder responsibility:

- All Employees to comply with this policy and all applicable laws and regulations. Compliance is required whenever an employee is acting in their capacity as a representative of the Company.
- Those in Managerial capacities to take relevant steps to resolve complaints that are brought to their notice and maintain confidentiality as far as practicable.
- Our Human Resource vertical to provide responsible sourcing for advisory and address grievance relating to the employment of persons with disabilities and /or any other complaints regarding discrimination in any other form against any job applicant/employee.
- We also Encourage and support our partners to adopt the guiding principles/purpose being mentioned herein.

Review Mechanism:

- This policy shall be reviewed basis changes in regulatory and other internal guiding principles as and when applicable from time to time and shall accord applicable communicative mechanism for dissemination to concerned stakeholders.

Note :

(This Equal Opportunity Policy is in accordance with the relevant statutory provisions including the provisions of the Rights of Persons with Disabilities Act, 2016 along with the Rights of Persons with Disabilities Rules 2017.)