

POLICY NO : BEIL/HR/10/2018

SUBJECT : **EQUAL OPPORTUNITY POLICY**

EFFECTIVE : 1st January 2018

AMENDED: 1st September 2025

Objective

The objective of this Equal Opportunity Policy is to promote and ensure a work environment where all employees and applicants are treated fairly and equitably. This policy aims to foster diversity and inclusion, prevent discrimination, and guarantee that employment decisions—such as hiring, promotion, compensation, and other conditions of employment—are made based on individual merit and qualifications, rather than on irrelevant or discriminatory factors.

Purpose

BEIL Group is committed to promoting equality of opportunity in all aspects of employment. We believe that every individual should be treated with dignity and respect, and that all employees have the right to work in an environment that is free from discrimination, harassment, and victimization.

The purpose of this policy is to ensure that all employees, job applicants, and contractors are treated fairly and equitably regardless of their race, gender, sexual orientation, disability, age, religion, nationality, or any other status protected by law.

Applicability

Under this policy, “BEIL Group” refers to BEIL Infrastructure Limited, Enviro Technology Limited, Kerala Enviro Infrastructure Limited, Shivalik Solid Waste Management Limited, Coimbatore Integrated Waste Management Company Private Limited, Gharpure Engineering Vasai Virar STP Private Limited and Tatva Global Water Technologies Private Limited.

BEIL Group Companies provide equal opportunities to all employees and all qualified applicants for employment regardless of their race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability. The company maintains a zero-tolerance policy for discrimination in any form.

Employees of the company shall be treated with dignity and in accordance with the policy of maintaining a work environment free of all forms of harassment, whether physical, verbal or psychological, sexual or non-sexual. Employee policies and practices shall be administered in compliance with applicable laws and other provisions of the Code, with respect for the right to privacy and the right to be heard, and in all matters, equal opportunity is provided to those eligible and decisions are based on merit.

Trainings shall be conducted for all employees on identifying and preventing discrimination and harassment in the workplace. A defined escalation process is in place for reporting incidents specific to discrimination and/or harassment, and corrective or disciplinary action is taken in case of any confirmed misconduct.

The company shall ensure equal remuneration for male and female employees based on job roles, experience levels, and responsibilities.

Accountability

Accountability for ensuring the implementation and success of this Equal Opportunity Policy lies with all employees, but specific responsibility rests with key personnel:

- **Human Resources Department:** HR is responsible for ensuring that the policy is actively communicated to all employees, incorporated into all training programs, and that recruitment, promotion, and employment decisions are made in line with the policy. HR will also monitor any complaints or grievances related to discrimination or harassment and ensure they are addressed appropriately.

- **Managers and Supervisors:** All managers and supervisors are responsible for leading by example, ensuring that their teams are aware of and adhere to the Equal Opportunity Policy. They must also be proactive in promoting a fair and respectful work environment and addressing any concerns related to discrimination or harassment.
- **Employees:** All employees are expected to comply with the principles outlined in this policy and contribute to an inclusive work environment. Employees have the responsibility to report any behavior that they believe violates the policy, whether it is experienced directly or observed in others.

The policy is reviewed and approved by the Management to ensure alignment with BEIL's strategic objectives. The policy, objectives, and performance shall be reviewed periodically by the Management and communicated to all employees and interested parties.

Date: 01/09/2025
Place: Ankleshwar


B.D. Dalwadi
C.E.O


A.A. Panjwani
Director