



# EQUALITY OF OPPORTUNITY POLICY



## **Equality of Opportunity Policy**

This policy defines our approach to ensuring equitable opportunity for advancement within the FosGro family through fair, unbiased, and effective methods. We are committed to creating a space where everyone can reach their full potential and to making it easier for people to look for job possibilities.

### **Introduction:**

Opportunity equality is not only the ethical thing to do, but it also makes good commercial sense. It makes it possible for Fosgro to find, keep, nurture, and inspire the best personnel to drive company success wherever we are active.

An indistinct explanation of the organization's position on unfair treatment is provided in the policy, together with instructions on how employees should be treated at work and how violations of these rules will be handled.

Equality of opportunity means establishing a workplace where every person can achieve their full potential, where HR practices are based on fairness and solid foundations, where there are no barriers to opportunities in employment, development and career progression for any employee due to unlawful or unethical decisions and where people feel safe to speak up when things may appear to be inappropriate.

### **Our Commitment and Application:**

This policy applies to all employees, directors, and officers working for a Fosgro office or industrial asset directly or indirectly controlled or operated by Fosgro worldwide.

With 'Respect for Diversity' being one of our core values, Fosgro been committed to being an equal opportunity employer. The same is reinforced by our Corporate Business Principles and our Code of Business conduct.

Providing equal opportunity to our employees regardless of race, colour, religion, sex, sexual orientation, gender identity or expression, family status, pregnancy, age, national origin or ancestry, disability status, union affiliation, political belief or other characteristic protected by law is or amin agenda.

We respect our employees' right to the freedom of association and the right to collective bargaining and foster transparent and collaborative labour relations.

We use hiring and recruitment procedures that ensure everyone has an equal opportunity to pursue employment opportunities while abiding by local laws and

customs. In accordance with regional standards, we offer our employees fair and equitable working conditions. In order to recruit, retain, and develop the best talent, we implement and oversee performance-based assessment procedures for hiring, selection, development, promotion, and appointments. We are dedicated to creating a workplace with high performance standards that is fair and equal for all employees.

We adhere to the idea that equal remuneration should be given for equally valuable and worthwhile work.

### **Roles and Responsibilities:**

#### **Employee Responsibilities**

All Fosgro India employees have the following responsibilities:

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.

#### **Responsibilities of Managers and supervisors**

Managers and supervisors have the following additional responsibilities:

To take reasonable steps to resolve complaints that are brought to their attention and to maintain confidentiality as far as practicable.

#### **Human Resources Responsibilities**

Human Resources representatives have the following additional responsibilities:

To 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.

#### **Consequences and Termination:**

Fosgro treats violations of our policies and code severely. The severity of the violation will determine the consequences, which may range from a warning to termination of employment. There can also be civil or criminal culpability in some circumstances.



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