



EQUAL OPPORTUNITY POLICY

THE PURPOSE

The purpose of the Equal Opportunity Policy (referred to hereafter as the “Policy”) is a means to secure the prohibition of any form of discrimination and harassment of any type towards any employee or candidate. This policy will also encompass our commitment towards Inclusion, Diversity and Equity at the workplace, with the provisions taken to this effect listed accordingly. The Evaco Group is committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and employees, and which allows them to work together as equally valued contributors. We believe that diversity and inclusion among our team members is critical to our success as a global company, and we seek to recruit, develop, and retain the most talented people from a diverse pool of candidates.

THE SCOPE

This policy applies to all the employees of the Evaco Group and its business units, and the term “employee” refers to employees, temporary employees and directors. This policy applies while in employment with and/or being appointed by the Company. All employees have a responsibility to treat others with dignity, fairness and respect at all times.

Definitions

- **Inclusion**

Creating a work environment where each stakeholder’s input is valued, respected and taken into consideration without feeling marginalized.

- **Diversity**

Promoting and nurturing a work environment where no stakeholder is discriminated in any way, on the basis of race, colour, religion, sex, sexual orientation, gender identity or expression, family and marital status, pregnancy, age, national origin, disability status, genetic information, or any other characteristic protected by law or by our own values, be it at recruitment or employment stages.



- **Equity**

The application of equity at the workplace refers to the equal access to opportunities and benefits, the removal of systemic barriers and the accommodation of differences to allow all employees to benefit equally.

- **Discrimination**

Discrimination will refer to any practice or behaviour which treats people unequally or make a distinction based on prohibited grounds (See definition below) resulting in an obligation, a burden or a disadvantage that does not apply to other employees.

- **Prohibited grounds**

The present policy prohibits discrimination on the following grounds: basis of race, colour, religion, sex, sexual orientation, gender identity or expression, family and marital status, pregnancy, age, national origin, disability status, genetic information, or any other characteristic protected by law or by our own values, be it at recruitment or employment stages.

- **Harassment**

Workplace harassment can include physical, verbal, sexual and emotional harassment. We will not condone a work environment that is intimidating, hostile, or offensive to reasonable people. Harassment may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

- **Accountabilities**

- Management & HR Team

The Group Head of HR has the responsibility to oversee compliance with this Policy by the Management and HR Teams. Any member of Management (Group CEO, Country CEO, Cluster COO, COO, Executive Director, Group Head of Department, General Manager, Head of Business Unit, Head of Department, Senior Manager and Manager) has the responsibility to adhere to the present policy and ensure compliance by their teams.



- **Employees**

The current policy applies to all employees. Each employee has the responsibility to report occurrences which are in contradiction with the present Policy through the following channels. You may contact:

- Your direct supervisor
- Your HR Representative
- A member of the Whistleblowing committee of the Evaco Group *
- Transparency Mauritius *

** Please refer to the Code of Ethics and to the Whistleblowing Policy.*

Implementation of the Policy

At the Evaco Group, the Management team will endeavour to:

- Create and nurture a work environment where all employees feel at ease to express themselves, do not feel threatened and which is conducive to the mental and physical wellbeing of everyone.
- Create a sense of belonging to the Evaco Group and promoting a culture of open communication, without personal retaliation.
- Use inclusive language that respects and promotes all employees as equal members of the professional network.
- Create policies and procedures which are geared towards promoting diversity and inclusion in all actions taken by the Evaco Group and its business units.
- Create procedures that protect employees of the Evaco Group and its business units, from any sort of harassment and discrimination.
- Nurturing an empathetic leadership style where employees can feel free to communicate and to encourage & celebrate successes.
- Recruitment – We will strive to set up and enforce the relevant Policy to ensure that our recruitment process is discrimination free.
- Employment – All our employees will be treated with fairly and equally.
- Promotion – The process is clearly defined to avoid risks of biased and uninformed decisions.



- Transfers – Transfers will only be based on the voluntary move of employees from one company to another, through agreed and discussed promotions, or through the incorporation of new companies with no impact on any earned benefits by the employee.
- Training – Training opportunities will be provided to all employees equally, based on operational and growth needs.
- Working conditions – The company will always strive to provide all employees with the optimum working environment and all relevant amenities.
- Wages and salary administration – Salaries will be as per validated scales with no discrimination based on gender. All benefits will be applied similarly.
- Actually, all salary scales and grids are purely based on the position and we confirm that employees, whatever their gender is, are paid equally for similarly levelled positions.
- Application of policies – All the policies will apply equally to all employees, whatever their status within the company.

AMENDMENTS

Management reserves the right to amend the present policy without prior notice.

FAILURE TO COMPLY

All employees should be aware that a failure to comply with the above policies, including any arrangements which are put in place under it, will be investigated and may lead to disciplinary action being taken.