

**SOFTVAN LIMITED**  
**Equal Opportunity Policy**

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The Company is committed to providing equal opportunities in employment and growth, and to creating an inclusive work environment.

**Guiding Principles**

Towards this, we will:

- Treat everyone with respect and dignity. This includes all employees and workers, contractors and their employees, vendors, suppliers, clients and their representatives, people in the communities in which we operate and anyone with whom we engage.
- Ensure no tolerance toward any form of bullying, harassment and behaviour that is discriminatory or victimizes any individual or group in our workplaces including no tolerance towards sexual harassment.
- Have a framework to attract, engage and retain talent of all genders, nationalities and abilities.
- Provide employment opportunities on merit without any discrimination based on gender, sexual orientation, disability, marital status, pregnancy & maternity, caste, socio-economic status, religion, faith, nationality, ethnicity, race, colour, age, religious or political views.
- Ensure equal opportunities with respect to recruitment, learning, development, promotion, remuneration, employee benefits, separation and other aspects of employment relationship based solely upon merit, performance, potential and qualifications 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.

This Equal Opportunity Policy is in accordance with the relevant statutory provisions including the provisions of the Equal Remuneration Act, 1976 and the Rights of Persons with Disabilities Act, 2016 and rules framed there under. The Company will abide by the principles of the Policy in letter and in spirit. The Company will uphold the highest standards of ethics, values and governance across all our people practices.

The Policy was approved by the Board of Directors of the Company vide Circular dated 30<sup>th</sup> March, 2025 and it will be effective from the date of listing on stock exchange. The Policy will be reviewed as and when required to meets the objectives of the relevant legislation.