

Equal Employment Opportunity Policy

of Baazar Style Retail Limited

Control Summary

Version	Approving Authority	Date of Approval
1	Board of Directors	August 1, 2025

1. Purpose

Baazar Style Retail Limited (hereinafter referred to as "the Company") is committed to creating a workplace that upholds the principles of equality, inclusivity, and non-discrimination. The Company provides equal employment opportunities to all individuals, regardless of race, colour, religion, sex, sexual orientation, gender identity, pregnancy, age, national origin, disability, or any other legally protected characteristic. This policy aligns with the Rights of Persons with Disabilities Act, 2016, and reflects the Company's dedication to maintaining an equitable and inclusive work environment.

2. Scope and Applicability

This policy applies to all aspects of the employment relationship, including but not limited to:

- Recruitment and selection
- Employment terms and conditions
- Training and development
- Promotions and transfers
- Compensation and benefits
- Workplace policies and practices

It is applicable to all employees, contractors, job applicants, and other individuals engaged in business dealings with the Company.

3. Definitions

- **Specially Abled Person:** An individual with long-term physical, mental, intellectual, or sensory impairments that hinder their full and effective participation in society on an equal basis with others.
- **Reasonable Accommodation:** Modifications or adjustments to a job, work environment, or application process to enable persons with disabilities to have equal employment opportunities.
- **Disability:** As defined under the Rights of Persons with Disabilities Act, 2016.

4. Policy Statement

Baazar Style Retail Limited is dedicated to fostering a culture that promotes diversity, equity, and inclusion. The objectives of this policy are:

- To ensure equal opportunities for all qualified candidates based on their skills and qualifications.
- To make employment decisions that are free from biases and discriminatory practices.
- To provide reasonable accommodations for employees and applicants with disabilities.

- To promote a workplace culture of respect, dignity, and professionalism.
- To comply with all applicable equal opportunity and non-discrimination laws.

5. Implementation and Dissemination

- The Human Resources (HR) Department is responsible for disseminating this policy across all levels of the organisation.
- Department managers and supervisors are accountable for ensuring compliance with the policy within their respective teams.
- Regular training sessions will be conducted to educate employees on the principles and practices of equal employment opportunity.

6. Non-Discrimination

The Company prohibits any form of discrimination based on race, colour, religion, gender, disability, age, marital status, sexual orientation, or any other protected characteristic. Any act of discrimination or harassment will result in disciplinary action, including potential termination of employment.

7. Bullying and Harassment

The Company is committed to providing a safe and respectful workplace. Any form of bullying, intimidation, or harassment is strictly prohibited and will be addressed with immediate and appropriate action.

8. Employment of Persons with Disabilities

- The Company ensures that specially abled employees have access to the necessary facilities and infrastructure to perform their job effectively.
- All recruitment, training, working conditions, compensation, and career advancement processes are designed to accommodate employees with disabilities.
- Buildings, furniture, services, and other physical infrastructure on Company premises will be made accessible to employees with disabilities.
- Reasonable accommodations will be provided, including assistive technologies and workplace modifications, to ensure equal participation and performance.

9. Diversity and Inclusion Commitment

The Company recognises the value of a diverse workforce and strives to create an inclusive environment where every employee feels valued and empowered. The Company's policies and practices are aimed at enhancing diversity, promoting inclusivity, and eliminating barriers to equal opportunities.

10. Reporting Concerns

10.1. Raising Concerns:

- Employees and stakeholders are encouraged to report any violations of this policy to their immediate supervisor or the HR Department.
- Concerns can be raised via email at abinash.singh@stylebaazar.com or through the Company's whistle-blowing platform.
- The Company ensures confidentiality and prohibits retaliation against individuals who report concerns in good faith.

10.2. **Contact Information:** For any queries or to report concerns, individuals may contact the Compliance Officer at abinash.singh@stylebaazar.com

11. Review and Amendments

This policy will be reviewed periodically to ensure alignment with legal requirements and the evolving needs of the workforce. Amendments will be made as necessary to uphold the principles of equal opportunity and inclusivity.
