

EQUAL EMPLOYMENT OPPORTUNITY POLICY

This policy applies to all Sammaan Capital Limited (“Company”) employees (“employees”) and operations. Sammaan Capital Limited aims to create employment opportunities such that all employees achieve their full potential.

Policy

- It is the policy of Sammaan Capital Limited to provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation.
- The Company strives to maintain a work environment that is free from any harassment based on above considerations.
- This Equal Employment Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual.
- This Equal Employment Opportunity Policy is consistently applied throughout the life cycle of employee from the recruitment process till separation.

It is Company’s Policy to ensure that the work environment is free from any discrimination against persons on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation. Further, the Company will take all actions to ensure that a conducive environment is provided to all employees irrespective of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation to perform their role and excel in the same. The Company will build systems and processes to ensure:

- That appropriate facilities and amenities are provided to all employees irrespective of their age, color, disability, marital status, nationality, race, religion, sex, sexual orientation to enable them to effectively discharge their duties in the establishment.
- That a Grievance Redressal mechanism for addressing the matters related to the employment of all employees is available.
- That no opportunity is denied to persons on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation.