

Equal Opportunity Policy

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EQUAL OPPORTUNITY POLICY

1. Objective

At CK Birla Healthcare, we are committed to ensuring that every individual has fair and equal access to opportunities — irrespective of gender, age, marital status, religion, caste, sexual orientation, gender identity, disability, nationality, socio-economic background, or any other characteristic protected under applicable law. This policy is aimed at fostering a workplace culture that values **equality, diversity, and inclusion** at every level.

2. Scope and Coverage

This policy applies to all:

- Full-time, part-time, temporary, and contractual employees
- Job applicants
- Interns and trainees
- Third-party vendors, consultants, and service providers operating within our premises

3. Compliance with Applicable Laws

3.1 Being an equal opportunity employer means that we provide the same opportunities for hiring, training and development, evaluating performance, advancement, administering compensation and benefits or termination of employment without discriminating due to protected characteristics such as place of birth, race, color, religion, caste, social origin or status, sex / gender, sexual orientation, disability, age, marital status, pregnancy, political orientation or any other personal characteristics or status.

3.2 This includes equal opportunity in employment in all processes as below:

A. Recruitment and Hiring

Recruitment and hiring decisions will be based solely on job-related qualifications and merit, without regard to any protected characteristic.

B. Training and Development

All employees will have equal access to training and development opportunities, regardless of their protected characteristics. This includes access to training programs, seminars, conferences, and other learning opportunities offered by the company.

C. Career and Development

All employees will be given equal opportunity to apply and get selected for a position (based on minimum qualification and/or required experience for the position).

D. Compensation and Benefits

All employees will receive equal pay for equal work, without regard to any protected characteristic. Any Benefits will be provided equally to all employees who meet the eligibility requirements.

E. Employee engagement and social inclusions

All social events and engagement activities at CK Birla Healthcare will be inclusive by ensuring these are conducted at accessible venues/suitable digital modes and accommodation as per Travel policy.

3.3 It is the responsibility of all employees and job applicants to comply with this policy. Managers are responsible for ensuring that this policy is implemented and followed within their areas of responsibility. They are also responsible for promptly reporting any alleged violations of this policy to the Code of Conduct committee.

4. Reporting Violations

Any individual, who believes that he or she has been discriminated against as per the policy, should raise a complaint as per the Code of Conduct Policy, reporting the concerns at ethicshotline@birlafertility.com.

4.1 Functional Head or Business Head or other Associates will be involved based on case requirements on discretion of Human Resources.

4.2 Any employee who files a complaint will be advised appropriately regarding any investigation, action, or resolution of the problem.

5. Consequences Management

CK Birla Healthcare will not tolerate any form of discrimination. If anyone is found to have violated this policy, appropriate disciplinary action as per the Code of Conduct Policy, including termination of employment or business relationship shall be taken. The Disciplinary Action taken by the Code of Conduct Committee shall be final and binding and shall supersede the terms of Employment/Engagement Letter.

Amendment

CK Birla Healthcare Pvt. Ltd. reserves the right to (at any time) alter, withdraw or delete any of the provisions mentioned in the above policy.