



Equality, diversity and inclusion policy

Diverse Patterns Pvt Ltd. commits to encouraging equality, diversity and inclusion in our activities and among our workforce and eliminating unlawful discrimination.

The aim is for our work to represent all sections of society and our clients, and for each personnel of the company to feel respected and able to give their best.

The company - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of clients or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our work
- not unlawfully discriminate because of characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The company commits to:

- Encourage equality, diversity and inclusion in the all activities as they are excellent practice and make business sense
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all team members are recognised and valued.

This commitment includes training all members about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include personnel's conducting themselves to help the organisation provide equal opportunities in all activities, and prevent bullying, harassment, victimisation and unlawful discrimination.

All personnel should understand the employees and the company management, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work, against fellow employees, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and

any others in the organisation's course's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations.

- Make opportunities for training, development and progress available to all personnel, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review employment practices and procedures when necessary to ensure fairness and update them and the policy to consider changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by senior management.