



## **iSpatialTec Diversity and inclusiveness Policy**

iSpatialTec strongly believes that valuing diversity and inclusiveness is a competitive differentiator enabling us to achieve our vision to create unmatched value for our clients, customers, employees, business partners and shareholders.

iSpatialTec embraces and support our employees' differences in age, ethnicity, gender, gender identity or expression, language differences, nationality or national origin, family or marital status, physical, mental and development abilities, race, religion or belief, sexual orientation, skin color, social or economic class, education, work and behavioral styles, political affiliation, military service, caste, and other characteristics that make our employees unique.

iSpatialTec is committed to recruiting, retaining and promoting highly talented individuals to further the company's strategic goals. This includes:

- Communication is respectful between all employees regardless of title or level
- Employing best practices of Diversity & Inclusiveness initiatives, striving to benchmark with globally reputed companies and institutes;
- Providing an environment of equality and respect for all employees, consultants, vendors and contractors;
- Not discriminating against any individuals on the basis of their gender, age, disability, ethnicity, sexual orientation, family status, religious beliefs and abilities;
- Flexible working practices are available where appropriate, as there is an appreciation that not everyone can and will work the same hours or in the same way
- Ensuring fairness and avoiding unlawful discrimination in matters including remuneration, employment terms and conditions, promotions, training and development opportunities
- Promptly and fairly dealing with complaints of harassment, bullying, or unlawful discrimination by employees, customers, suppliers and other stakeholders in the course of the Company's activities;
- Reviewing our employment policies and practices to promote fairness and address gender bias and underlying barriers to achieving gender balance;
- Building leadership capability by providing equal opportunities for training and development of staff, as required, to harness their full potential; and
- Providing equal opportunities for all employees in respect of career progression
- Operating in accordance with all relevant legislation in the jurisdictions we operate in, including the Equality Act or Right to Equality under Article 14 of the Constitution of India
- Management Responsibility promptly recognize any unacceptable behavior and take immediate appropriate action
- Employees Responsibility includes notifying their line manager or senior management of any concerns with regard to the conduct of other employees without fear or favor

In addition, we are always looking forward to work with key stakeholders such as communities, governments and special interest groups to further iSpatialTec D&I agenda. This policy covers all employees, consultants and contractors within iSpatialTec organization.



**V. Narendra Babu**  
(CEO)

**iSpatial Techno Solutions Pvt Ltd**