



***Equal Employment Opportunity (EEO)
Policy***

Corporate Office

***Arkade House, Next to Children's Academy,
A.S. Marg, Ashok Nagar, Kandivali (E),
Mumbai 40 0101***



1. Purpose

Arkade Developers Limited (“Arkade”) is committed to ensure **fair, merit-based, and non-discriminatory employment practices.**

2. Scope

Covers all employment practices:

- Hiring, compensation, promotion
- Training, transfers, termination

3. Policy Statement

Decisions are based on:

- Merit
- Skills
- Performance
- Business needs

No discrimination based on legally protected characteristics.

4. Fair Remuneration

- Arkade shall strive for equitable compensation practices
- Periodic reviews to identify and address disparities

5. Recruitment & Career Development

- Transparent hiring practices
- Equal access to training and growth opportunities

6. Training & Awareness

Programs on:

- Equal opportunity
- Non-discrimination
- Unconscious bias

7. Business Partner Alignment

Encourage partners to adopt inclusive employment practices

8. Harassment & Discrimination

- Strictly prohibited
- Addressed under POSH and grievance mechanisms

9. Complaint Mechanism

Confidential reporting through HR; all complaints investigated fairly.

10. Responsibilities

Managers accountable for implementation.

11. Review

Periodic policy review for compliance and effectiveness.