

# EQUAL OPPORTUNITY POLICY

Without regard to age, colour, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, or any other factor, C.E. Info Systems Limited (MapmyIndia) and all of its affiliates manage their personnel policies and carry out their employment practises. Furthermore, qualifying persons with impairments shall be provided with reasonable accommodations.

The company's Equal Employment Opportunity Policy is founded on the belief that people should be treated fairly and with dignity, and that citizens in a free society have the right to self-determination without fear of discrimination based on personal preferences or characteristics beyond their control. Experience continues to reinforce our conviction that having personnel policies and practices with a strong commitment to equal opportunity and supporting them is beneficial for business.

The organisation is dedicated to guaranteeing the following in the implementation of our Equal Employment Opportunity Policy:

- Every level and job classification is recruited and placed without respect for an individual's protected attributes, as indicated above.
- Promotion and transfer decisions are made in line with equal opportunity principles and are based on qualifications & skills as they relate to the job requirements for which the individual is being considered.
- Affirmative Action and Equal Employment Opportunity are not preferential treatment and do not imply that unqualified individuals should be employed or promoted.
- All workers are treated equitably in terms of personnel rules, practices, and actions.
- Affirmative Action Plans are executed within the organizational units of the corporation.
- Amenities that are not segregated are maintained, and suitable physical amenities are provided.

Furthermore, managers and non-management employees are held accountable for any sexual harassment-related behaviour towards their subordinates or coworkers, such as sexual advances, requests for sexual favours, or harassing physical or verbal conduct that is intimidating or demeaning, or otherwise creates a hostile work environment. Any such proved wrongdoing is dealt with as per the Company's Anti Sexual Harassment Policy.



MapmyIndia will not tolerate any kind of retribution against personnel who report alleged violations of this policy in good faith or who assist the Company in its investigation of such claims, even if the reports do not disclose any wrongdoing.

This statement is posted by MapmyIndia to notify applicants and employees of the company's commitment to equal employment opportunity.