



POLICY ON EQUAL OPPORTUNITY

KCP is committed to providing equal opportunities in employment and creating an inclusive work environment. We endeavour to:

- Provide equal and fair opportunities for employment to all qualified applicants. We shall not discriminate directly or indirectly against any employee or job applicant on any grounds including on the grounds of age, colour, physical ability, ethnic origin, nationality, religion, gender, family status, marital status, pre-natal status, gender re-assignment, or sexual orientation
- Maintain a harmonious work environment in which our employees will be treated with dignity and free from harassment based on age, colour, physical ability, marital status, parental status, ethnic origin, religion, sexual orientation, or gender identity. Inform staff of certain behaviour that is unacceptable and measures that the Company may take for deviant behaviour towards employees.
- Make employment relationship decisions solely on the basis of individual ability and qualifications, subject only to occupational requirements, seniority and other appropriate non-discriminatory criteria.
- We are committed to strengthening diversity and inclusion at the workplace through an enabling environment, supportive work life policies for employees and a culture that welcomes differences and creates a sense of belonging. We strive to create a work environment where all employees can develop and grow to achieve their full potential.
- Adhere to applicable law pertaining to equal employment opportunities and fair employment practices and
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, such as Freedom of Association, right to Collective Bargaining and equal remuneration.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.

This policy is in accordance with the relevant statutory provisions including the provisions of the Rights of Person with Disabilities Act 2016 along with the Rights of persons with Disability Rules 2017. We will abide by the principles of the policy in letter and spirit.

A handwritten signature in blue ink, consisting of a stylized, cursive 'A' followed by a horizontal line.

Date: 01st April 2023

CHAIRPERSON & MANAGING DIRECTOR