

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT:

- 1.HFE is an equal opportunity employer and all employees have to carry the same image in their conduct.
2. Employees are expected to undertake their duties in a professional, responsible, and conscientious manner.
- 3.No candidate shall be discouraged /rejected solely on the basis of caste, gender, religion, and disability (under the permissible limit meant for the job).
- 4.HFE recruits competent people with the right attitude who respect and imbibe HFE values. Employment is completely based on merit and not on any irrelevant attributes or characteristics that an individual may possess.
- 5.HFE provides equal opportunities for development and advancement to all employees, protects their privacy, and has Zero tolerance for any form of harassment or discrimination. However, developmental and promotional opportunities will be based on Annual Performance Appraisal, the potential to deliver and align with the future Company objectives, and also the need of the Business.
- 6.HFE values diversity and respects the personal dignity of people associated with us.
- 7.There will be no discrimination based on race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, veteran, marital, or domestic partner status, citizenship, or any other status or characteristic.
- 8.This Policy will be consistently applicable all throughout the period of employment/association of the individual from the recruitment process till superannuation/separation.
- 9.This Policy is subject to applicable regulations, qualifications, and merit of the individual.
- 10.Persons with disabilities shall have equal protection and safety in situations of risk, armed conflict, humanitarian emergencies, and natural disasters. Disability also covers Speech and Language Disabilities, Specific Learning disabilities, Acid Attack Victims, Dwarfism, Muscular Dystrophy, Blood Disorders - Thalassemia, Hemophilia, and Sickle Cell disease.