

## Diversity Policy

### **Samabhavana policy on Diversity:**

Diversity is one of our key intervention process and the intervention areas within Diversity are working with Gender, Disability, Gen Y and Sexuality.

Diversity studies have shown that Diversity does contribute to productivity, to staff morale and to team spirit in the workplace as a whole and it is now realized that Diversity in work space does make valuable contribution to business and to the national economy.

Having a policy on Diversity further emphasize Samabhavanas commitment as an organisation.

- † Samabhavana adheres with a formal diversity policy to ensure equal opportunities by offering employment for people at par with others on the basis of their skills and ability to perform the job.
- † Samabhavana will work with relevant employment services in matching jobseekers who promote diversity and who are an “Equal Opportunity Employers”.
- † Samabhavana will provide a working environment in which all of its employees are treated with dignity and respect.
- † Samabhavana will raise awareness of its employees, partners and associates on the range of issues of diversity.
- † Samabhavana will train and educate people on the meaning of diversity, the company’s policy and their responsibility to ensure enforcement.
- † Samabhavana will act as advocates for the promotion of employment opportunities for diversity

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