
LetsEndorse's Policy on Non-Discrimination and Equal Opportunities

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Background & Objective

This Non-Discrimination and Equal Opportunities Policy ("Policy") states the internal policy of LetsEndorse Development Pvt. Ltd. ("LetsEndorse") with regard to non-discrimination at the workplace and equal opportunities during recruitment.

This Policy is internal to LetsEndorse and is meant to provide a safe, diverse and comfortable workplace at the organization. This Policy is not legally mandated and, therefore, is not judicially enforceable in India. This Policy is without prejudice to any anti-discrimination provisions of applicable law including, but not restricted to, the provisions of:

- Article 17 of the Constitution of India;
- The Protection of Civil Rights Act, 1955,
- The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989;
- The Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013;
- Sections 354 and 509 of the Indian Penal Code, 1860; and,
- The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

LetsEndorse is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, LetsEndorse expects that all relationships among persons in the office will be business-like and free of explicit bias, prejudice and harassment. LetsEndorse has developed this policy to ensure that all its employees can work in an environment free from unlawful harassment, discrimination and retaliation. LetsEndorse will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately. Any employee who has questions or concerns about these policies should contact the management team directly.

These policies should not, and may not, be used as a basis for excluding or separating individuals of a particular gender, or any other protected characteristic, from participating in business or work-related social activities or discussions. In other words, no one should make the mistake of engaging in discrimination or exclusion to avoid allegations of harassment. The law and the policies of LetsEndorse prohibit disparate treatment on the basis of sex or any other protected characteristic, with regard to terms, conditions, privileges and perquisites of employment. The prohibitions against harassment, discrimination and retaliation are intended to complement and further those policies, not to form the basis of an exception to them.

Policy Statement

At LetsEndorse, we value all employees and job candidates as unique individuals, and we welcome the variety of experiences they bring to our company. As such, we have a strict non-discrimination policy. We believe everyone should be treated equally regardless of race, sex, gender identity or expression, color, sexual orientation, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy, veteran status, HIV/AIDS status, or any other characteristic protected by law. Every employee has the right to work in a professional environment where their knowledge, skills, and abilities are the critical factors in their success. LetsEndorse expects all employees to maintain standards of propriety, promote equal opportunity, treat everyone professionally, and act without bias.

Non-discrimination

- LetsEndorse will not adversely discriminate, and prohibit other adverse discrimination at the workplace, on the basis of religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability, age or any of them ("Discrimination Characteristics"). LetsEndorse will not condone any adverse discrimination against any person on its premises, whether that person is in its employment or otherwise.
- Any person who believes themselves to have been subjected to adverse discrimination, or impermissible positive discrimination on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Management team of the organization at the earliest practical opportunity.
- No person will be punished, retaliated against, or limited in employment or other opportunity for exercising anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy. Any adverse discrimination or other action or behaviour that constitutes a violation of law will be reported to the police.

Equal Opportunities

- LetsEndorse provides equal opportunities to its employment, consultancy or otherwise without regard for the Discrimination Characteristics.
- All actions of LetsEndorse with regard to its employees, consultants, advisors, interns and staff, including but not limited to those relating to compensation, benefits, transfers, leave, layoffs, training, education, and assistance, will be made without regard for the Discrimination Characteristics.
- Notwithstanding anything contained in the previous paragraph, if LetsEndorse reasonably believes that its employment, workplace or premises do not adequately represent the balance of diversity of persons who share one or more of the Discrimination Characteristics, it may, with the aim only of redressing that imbalance, take positive discriminatory action in respect of persons who share that aspect, or those aspects, of the Discrimination Characteristics that are sought to be adequately represented.