



## Equal Opportunity Policy

*Committed to an inclusive, respectful and equitable workplace*

Monitra Healthcare Private Limited is committed to providing an inclusive, respectful and equitable workplace. We provide equal opportunities in recruitment, employment, training, career development, promotion, compensation and other employment-related decisions.

Monitra does not discriminate on the grounds of sex, gender, gender identity, sexual orientation, age, religion, caste, creed, race, ethnicity, marital status, pregnancy, disability, medical condition, HIV status, nationality or any other status protected under applicable law.

Employment decisions are based on merit, qualifications, skills, experience, performance and legitimate business requirements.

In accordance with the Rights of Persons with Disabilities Act, 2016 and applicable rules, Monitra is committed to:

- Providing equal employment opportunities to persons with disabilities.
- Ensuring accessible and non-discriminatory recruitment practices.
- Providing reasonable accommodation, wherever required and reasonably practicable.
- Improving physical, digital and communication accessibility.
- Protecting the confidentiality of disability-related and medical information.
- Preventing harassment, victimisation and retaliation.
- Conducting awareness and sensitisation programmes.

Employees and applicants requiring reasonable accommodation or wishing to report a concern may contact the designated Liaison Officer:

**Liaison Officer:** Head – HR

**Email:** zeba [DOT] parveen [AT] monitrahealth [DOT] com

**Company:** Monitra Healthcare Private Limited

**Office:** T-Hub 2.0, Hyderabad Knowledge City, Hyderabad, Telangana

All concerns will be handled promptly, fairly and confidentially. No person will be subjected to retaliation for raising a concern in good faith or requesting reasonable accommodation.

This policy is published in accordance with applicable equal-opportunity and disability-inclusion requirements.