

WORK PLACE DIVERSITY

- In keeping with its fundamental principle of being an Equal Employment Opportunity Company, Pepperfry is committed to employment diversity with respect to all aspects of employment.
- Every effort will be made to make the employee workforce representative and reflective of the communities in which the Organisation's services are provided.
- All decisions regarding recruitment, hiring, promotion, compensation, employee development decisions such as training, and all other terms and conditions of employment, will be made without regard to race, religious beliefs, colour, gender, sexual orientation, marital status, physical and mental disability, age, ancestry or place of origin.
- Each employee, regardless of position, will be responsible for applying the Workplace Diversity Policy on an ongoing basis. Each employee is expected to treat all other employees with dignity and respect and in a fair and non-discriminatory manner in all employment-related dealings.
- In order to discharge its obligations under this policy, the Organization will make all reasonable efforts to accommodate the particular needs of employees, subject to operational constraints. Such initiatives may include, but are not limited to:
 - The modification of job tasks and/or the physical workplace to accommodate for temporary and permanent physical disabilities.
 - The modification of work hours.
 - Religious Holiday Exchange: An employee may be permitted to exchange a religious holiday with any current non-statutory public holiday where appropriate work accommodations can be arranged.
 - Education and workshops aimed at improving employees' understanding of diversity and social justice.

