



EQUAL OPPORTUNITY POLICY

OF

STOVE KRAFT LIMITED



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Introduction and Objective:

Stove Kraft Limited is committed to promoting equal opportunity in employment. Our objective is to provide a workplace free from discrimination, where all employees are treated fairly, with respect and dignity, and have equal access to opportunities for personal and professional growth.

Purpose:

The purpose of this policy is to ensure that all employees and job applicants are afforded equal opportunities in all aspects of employment without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or expression, or any other legally protected status.

Scope and Applicability:

This policy applies to all employees and job applicants, including full-time and part-time employees, temporary employees, interns, and contractors.

Policy Statement:

Stove Kraft Limited is committed to complying with all applicable laws regarding equal employment opportunity. We will not discriminate against any employee or job applicant on the basis of any protected characteristic.

All employment decisions, including recruitment, hiring, promotion, training, compensation, benefits, and termination, will be based on job-related qualifications, skills, and abilities.

We are committed to providing a workplace free from harassment of any kind, including but not limited to, sexual harassment, discrimination, or retaliation. We will take appropriate action against any employee who engages in such conduct.

We will provide reasonable accommodations to individuals with disabilities, as required by law.

Monitoring and Review:

The Company's Human Resource Department will review periodically and monitor the equal opportunity policy to ensure that it is effective and up-to-date.

Reporting and Remedy:

All employees have the right to report any instances of discrimination or harassment they experience or witness. Reports can be made to a supervisor or HR representative. All complaints will be promptly and thoroughly investigated, and appropriate remedial action will be taken.



We will not tolerate retaliation against any employee who reports discrimination or harassment or who participates in an investigation of such a report.

Conclusion:

Stove Kraft Limited is committed to fostering a diverse and inclusive workplace, where all employees are treated with respect and dignity. By promoting equal opportunity, we believe we can create a more successful and productive workforce.

The Board had adopted this Policy at its meeting held on 29th March 2023.