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Equal Employment Opportunity (EEO) Policy

Policy Statement:

We Care 24x7 Ltd is committed to providing equal employment opportunities to all employees and applicants for employment. We value diversity and inclusion and believe that a diverse workforce enhances our ability to provide exceptional healthcare staffing services. Our commitment to equal employment opportunity encompasses all personnel actions, including recruitment, hiring, training, promotion, compensation, benefits, and termination.

Policy Objectives:

1. Non-Discrimination:

- We Care 24x7 Ltd prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected status under applicable laws.

2. Recruitment and Hiring:

- Recruitment and hiring decisions will be based on qualifications, skills, and abilities, ensuring fair and equitable consideration of all applicants.

3. Diversity and Inclusion:

- We are committed to fostering a workplace that is inclusive and reflects the diverse communities we serve. Diversity is seen as a strength, and we encourage a culture that respects and values differences.

4. Reasonable Accommodation:

- We Care 24x7 Ltd will provide reasonable accommodations for qualified individuals with disabilities to enable them to perform essential job functions. Employees or applicants in need of accommodations should contact the Human Resources Department.

5. Harassment-Free Workplace:

- Harassment based on any protected characteristic is strictly prohibited. We are committed to maintaining a workplace free from harassment, intimidation, and retaliation.

6. Training and Awareness:

- We provide training and education programs to employees to raise awareness about EEO principles, anti-discrimination policies, and the importance of creating an inclusive work environment.

Responsibility for Implementation:

The Human Resources Department is responsible for the implementation, dissemination, and enforcement of this EEO Policy. All employees, including managers and supervisors, are expected to comply with the policy and actively contribute to maintaining an inclusive workplace.

Reporting Violations:

Employees who believe they have been subjected to discrimination, harassment, or retaliation or who become aware of such behavior are encouraged to report the incident promptly to their supervisor, manager, or the Human Resources Department. All reports will be treated with confidentiality to the extent permitted by law, and appropriate measures will be taken to investigate and address any violations of this policy.

Review and Revision:

This EEO Policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws. We Care 24x7 Ltd reserves the right to revise, modify, or amend the policy at any time and will communicate any changes to employees accordingly.

Commitment to Diversity and Inclusion:

We Care 24x7 Ltd believes that diversity in our workforce enriches our organization and contributes to our success. We are committed to creating an environment where all employees are treated with dignity and respect, fostering a workplace culture that values diversity and inclusion.