

# Equal Opportunity Policy

**L&T is committed to providing equal opportunities in employment and growth, and to creating an inclusive work environment.**

## **Guiding Principles**

Towards this, we will:

- Treat everyone with respect and dignity. This includes all employees and workers, contractors and their employees, vendors, suppliers, clients and their representatives, people in the communities in which we operate and anyone with whom we engage.
- Ensure zero tolerance toward any form of bullying, harassment and behaviour that is discriminatory or victimises any individual or group in our workplaces, including zero tolerance towards sexual harassment.
- Have a robust framework to attract, engage and retain talent of all genders, nationalities and abilities.
- Provide employment opportunities on merit without any discrimination based on gender, sexual orientation, disability, marital status, pregnancy & maternity, caste, socio-economic status, religion, faith, nationality, ethnicity, race, colour, age, religious or political views.
- Ensure equal opportunities with respect to recruitment, learning, development, promotion, employee benefits, separation and other aspects of employment relationship based solely upon merit, performance, potential and qualifications required for the job.
- Provide, subject to job requirements and merit, fair and equitable opportunity to all persons including those with disabilities, while considering them for positions where they can be suitably employed and take appropriate measures to ensure a conducive environment for persons with disabilities to perform and excel in their role.
- Encourage and support our partners to adopt the above said guiding principles.

This Equal Opportunity Policy is in accordance with the relevant statutory provisions including the provisions of the Rights of Persons with Disabilities Act, 2016 along with the Rights of Persons with Disability Rules, 2017. We will abide by the principles of the Policy in letter and in spirit. We will uphold the highest standards of ethics, values and governance across all our people practices.

1<sup>st</sup> September, 2024

  
**S. N. Subrahmanyam**  
Chairman & Managing Director



**LARSEN & TOUBRO**