



THIRUMALAI CHEMICALS LIMITED

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Thirumalai Chemicals Limited (TCL) aims to provide equal employment opportunities (EEO) to all employees and applicants irrespective of their race, colour, religion, gender, marital status, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status.

SCOPE

The EEO policy is applicable to all employees and potential talent who seek to join or apply for a career at TCL.

PRINCIPLES OF THE POLICY

TCL expressly prohibits any form of workplace harassment, intimidation, threat, coercion, or discrimination based on race, colour, religion, gender, marital status, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of employees to perform their job duties may result in discipline up to and including discharge.

To promote Equal Opportunity, we:

- Modify structures and facilities to accommodate People With Disabilities.
- Have policies in place for parental leave and flexible work-arrangements.
- Hire, train and evaluate employees based only on job-related criteria.
- Train employees on communication and diversity.
- Implement open door practices so that employees can report discrimination more easily

Directors, managers, and supervisors are responsible for implementing equal employment practices within each department. The HR department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.

GENREAL

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.