

EQUAL OPPORTUNITY POLICY
OF
CITY UNION BANK LIMITED
(Approved on 26.06.2023)

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Introduction and Objective:

City Union Bank (CUB) 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 objectives of this Equal Opportunity Policy are to ensure that all:

1. CUB's employees do not suffer unfair discrimination in the workplace.
2. Employees work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit.
3. Application of labour laws to be uniformly applied in the organization.

Scope and Applicability:

This policy applies to all employees.

Anti-discrimination:

1. CUB will not adversely discriminate, and prohibits other adverse discrimination at the workplace, on the basis of religion, race, caste, sex etc. ("Discrimination Characteristics").
2. CUB will not condone any adverse discrimination in its premises by any employee.
3. Any employee who believes himself or herself to have been subjected to adverse discrimination on the basis of the Discrimination Characteristics, is encouraged to bring the matter to the attention of their supervisor and / or HR head at the earliest practical opportunity.

Equal Opportunities:

CUB provides equal opportunities to its employment without regard for the Discrimination Characteristics.

Policy Statement:

CUB is committed to complying with all applicable laws regarding equal employment opportunity. We will not discriminate against any employee on the basis of any protected characteristic.

All employment decisions will be based on job-related qualifications, skills, and abilities.

CUB is committed to providing a workplace free from discrimination of any kind and it will take appropriate action against any employee who engages in such conduct.

Monitoring and Review:

The Bank's Human Resource Department will review the policy from time to time based on requirements / any statutory obligations 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 they experience or witness to their supervisor and / or HR head. All complaints will be promptly addressed.

Conclusion:

City Union Bank Limited (CUB) is committed to fostering a diverse and inclusive workplace, where all employees are treated with respect and dignity. By promoting equal opportunity, it is believed the Bank can create a more successful and productive workforce.
