

**Head Office :** Nilkamal House, 77/88, Road No.13/14, M.I.D.C., Andheri (East), Mumbai - 400 093, INDIA. Tel. : (91-22) 4235 8888

**Material Handling Division : Fax :** (91-22) 2836 1923 ● **E-mail :** marketing@nilkamal.com

**Furniture Division : Fax :** (91-22) 2835 3556 ● **E-mail :** furniture@nilkamal.com

**@home Division : Fax :** (91-22) 2837 2787 ● **E-mail :** connect@at-home.co.in ● **Visit us at :** www.nilkamal.com ● **Visit us at :** www.at-home.co.in

## Equal Opportunities Policy Statement

At Nilkamal, we recognise and respect the value of a diverse workforce. We are committed to providing equal opportunities in employment and nurturing an inclusive workplace, where all employees are treated with respect and dignity. Workforce diversity is imperative for business success.

We will strive to ensure that our workforce is representative of all sections of the society. We believe that, by doing so, we would be better equipped to develop and deliver accessible and inclusive products and services. In this way, we hope to be able to meet the needs of society and customers better, thus being truly customer centric.

Nilkamal is committed to eliminating all forms of unlawful discrimination (which includes direct / indirect discrimination), bullying and harassment of employees. We strictly follow a zero tolerance policy for any such behaviour that is contrary to the values and ways of working at Nilkamal.

We endeavour to:

1. Provide equal and fair opportunities for employment.
2. Strive to ensure that all our facilities, technologies, information and privileges are accessible to all employees.
3. Maintain confidentiality to any information shared by employee on disability/medical condition.

Our decisions on employment, career progression, training or any other benefits are solely based on merit, competence, performance and potential of the individual.

Dated: January 3, 2023

**Hiten V. Parekh**  
**Managing Director**