



# Paragon Engineering Consultancy and Research Centre Pvt. Ltd.

## Equality and Diversity Policy Statement of Paragon

**Paragon Engineering Consultancy and Research Centre Pvt. Ltd.** Equality & Diversity Policy applies to all of its employees, temporary workers and consultants. Any third-party suppliers and contractors are also required to adhere to the provisions of the policy while engaged by the **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.**

**Paragon Engineering Consultancy and Research Centre Pvt. Ltd.** believes in the values and benefits diversity can bring to its workforce and it seeks to maintain a workforce comprised of talented and dedicated individuals whose skills and backgrounds reflect the diverse nature of the business environment in which it operates. Accordingly, the composition of **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.**'s workforce is intended to reflect a diverse mix of skills, experience, knowledge and backgrounds. Additionally, **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.** is fully committed to being an equal opportunities employer and is opposed to all forms of unlawful and unfair discrimination.

The commitment to diversity and equality in the workplace is good management practice and makes sound business sense. Workforce diversity promotes, among other things, the inclusion of different perspectives and ideas, and ensures **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.** has the opportunity to benefit from all available talent. Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.**'s recruitment and selection practices aim to hire the kind of people who support these aims.

All employees, whether part time, full time or temporary, will be treated fairly and equally and with respect. Selection for employment, promotion, training or any other practice will be made on criteria free from unlawful bias.

As an inclusive employer, **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.** recognizes that promoting a culture of equality and diversity is crucial to demonstrating not only how it values its people, but in maintaining each employee's engagement and ensuring the continued success of it. To promote these principals, we aims to break down some of the barriers that have traditionally existed in the workplace, such as, for example, the stigma surrounding mental health by promoting mental health awareness among its workforce through counseling and providing educational materials on the subject. We respects, and expects the entire workforce to respect, each employee and the contributions and value each employee adds. **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.**'s aim, which is made evident through its policies and practices, is to enable every employee to reach his or her full potential.

**Paragon Engineering Consultancy and Research Centre Pvt. Ltd.** recognizes that people have live outside of work and has policies in place to support employees with commitments such as caring for family members, undertaking study and just having some balance between work and life. **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.**'s Personal Interest Allowance (PIA), for example encourages employees taking up new interests completely outside of work.

Even those who do not yet work for **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.** will be treated in this same way. **Paragon Engineering Consultancy and Research Centre Pvt. Ltd.**'s recruitment and selection policy and practices evidence its approach to equality and diversity.

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