



EQUAL OPPORTUNITY EMPLOYMENT POLICY V1
JULY 2024 –RATIFIED BY THE BOARD 23 JULY 2024

EQUAL OPPORTUNITY EMPLOYMENT POLICY

1. PURPOSE

Loinette Capital is committed to fostering a diverse, inclusive, and respectful workplace. This policy outlines our commitment to providing equal employment opportunities to all individuals and ensuring that our workplace is free from discrimination and harassment.

2. SCOPE

This policy applies to all aspects of employment at Loinette Capital including recruitment, hiring, training, promotion, compensation, benefits, and termination. It covers all employees, contractors, and job applicants.

3. POLICY STATEMENT

Loinette Capital is an equal opportunity employer. We do not discriminate on the basis of race, colour, religion, sex, gender identity, sexual orientation, national origin, age, disability, marital status, genetic information, or any other characteristic protected by Mauritian law.

4. RECRUITMENT AND HIRING

Our recruitment and hiring practices are designed to attract and retain the best talent.

We are committed to:

- Ensuring that job advertisements, descriptions, and recruitment processes are free from bias.
- Providing equal opportunities for all applicants regardless of their background.
- Making reasonable accommodations for applicants with disabilities.

5. COMPENSATION AND BENEFITS

We strive to ensure fairness and equity in our compensation and benefits practices by:

- Conducting regular reviews of compensation and benefits to ensure they are competitive and equitable.
- Making compensation decisions based on job performance, skills, and experience without discrimination.

6. ANTI-DISCRIMINATION AND ANTI-HARASSMENT

Loinette Capital has zero tolerance for discrimination and harassment.

We are committed to:

- Providing a workplace that is free from discrimination, harassment, and retaliation.
- Ensuring that all employees are treated with dignity and respect.
- Taking prompt and effective action to investigate and address any complaints of discrimination or harassment.

7. REASONABLE ACCOMMODATIONS

We are committed to providing reasonable accommodations to employees with disabilities to enable them to perform their job duties. Employees needing accommodations should contact Human Resources to discuss their needs.

8. REPORTING AND GRIEVANCE PROCEDURES

Employees who believe they have been subjected to discrimination or harassment are encouraged to report their concerns to:

- Their immediate supervisor
- Make use of anonymous reporting channels as set out in the Internal and External Grievance / Whistle Blower Policy of the company.

All reports will be taken seriously and investigated promptly. Confidentiality will be maintained to the extent possible, and no employee will face retaliation for making a good-faith report.

9. MONITORING AND REVIEW

This policy will be reviewed regularly to ensure compliance with legal requirements and to incorporate best practices. Feedback from employees will be considered in policy updates.

10. CONCLUSION

Loinette Capital provides equal employment opportunities and creating a work environment where all employees can thrive. We believe that diversity and inclusion are key to our success and growth.