SEPTEMBER 1, 2026

PINKVILLA

EQUAL OPPORTUNITY POLICY

VERSION 1

Pinkvilla Media Private Limited
302,3rd floor,Idea Square,Off Link Road,Andheri (west),Mumbai- 400053.

1. BRIEF

Pinkvilla is an equal opportunity employer and is committed to equal employment opportunities such that all employees feel included, that they belong, and can innovate and excel every day.
Pinkvilla takes pride in its high-performing, inclusive teams, where everyone has a voice at the table and diversity of thoughts, styles and actions is celebrated. In this, Pinkvilla is guided by its value of Inclusion and has a dedicated Equality Charter that focuses on inclusive talent attraction, talent development and retention, and culture and policies, supported by strong leadership commitment.

2. PURPOSE

This policy aims to create a fair and accessible workplace for everyone. It also focuses on ensuring an equitable workplace where everyone is given the dignity and respect they deserve and where their differences are celebrated.

3. SCOPE

The Equal Opportunity Policy applies to all employees and job applicants at Pinkvilla.
The policy guarantees that all persons will be treated with dignity and respect and provided with the standards of accessibility (including infrastructure and facilities) and grievance redressal mechanisms provided under this policy.
This policy is in addition to the Global Discrimination and Harassment Prevention Policy.
The scope includes ensuring equal opportunity to Persons with Disabilities as mandated under the Rights of Persons with Disabilities (RPWD) Act, 2016.

4. ELIGIBILITY AND EXCLUSIONS

Note: This policy covers processes that are within the scope of Pinkvilla. Processes that are not under the control of Pinkvilla, including recruitment, pay and designation of contractors deployed by third-party agencies, are excluded from the scope of this policy.

5. DEFINITIONS

Reasonable Accommodation: According to the RPWD Act, 2016, reasonable accommodation means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure that persons with disabilities enjoy or exercise their rights equally with others. Reasonable accommodation may be considered for anyone with a unique need.

Person with Disability: A person with a long-term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders their full and effective participation in society equally with others.

Discrimination: The practice of unfairly treating a person or group differently from other people or groups of people.

Harassment: A form of discrimination that includes any unwanted physical, verbal and/or online conduct that offends or humiliates an individual. Harassment can take many forms, such as mental, sexual or psychological harassment, bullying and cyberbullying.

Job Applicant: An individual who applies for a position of employment at Pinkvilla Group and its entities through the defined hiring process.

6. EQUAL OPPORTUNITY STATEMENT

We are committed to fostering an environment that provides equal opportunity without any discrimination on the basis of sex, gender identity or expression, sexual orientation, disability status, age, veteran status, HIV/AIDS status, pregnancy or any other status protected by law.
Employment here is based solely upon individual merit and qualifications directly related to professional competence.
We provide reasonable accommodation to qualified employees or applicants for employment.

7. PROCEDURE

1. The Equal Opportunity and Anti-Discrimination Policy applies to all aspects of the relationship between Pinkvilla and its employees, including:
   a) Compensation and benefits
   b) Performance development
   c) Promotions
   d) Role changes / internal transfers
   e) Opportunities for visibility, growth and Learning & Development (L&D)
   f) Working conditions
   g) Application of policies, procedures and rules

2. Pinkvilla will not tolerate any discrimination, victimization, bullying or harassment of any type and affords equal opportunities to Persons with Disabilities in accordance with applicable law. This applies to both employees and applicants.

Job Roles for Persons with Disabilities

3. Jobs will be open to all candidates, and the hiring process and practices will be fair to all job applicants, including Persons with Disabilities. Selection criteria will be solely merit-based. Job applicants are requested to inform Pinkvilla if they require any support or assistance at the hiring stage, and Pinkvilla will make reasonably feasible arrangements to accommodate the request. Pinkvilla shall not compel a Person with Disability to partly or fully pay the costs incurred for reasonable accommodation.

4. All posts in the company will be deemed suitable for Persons with Disabilities, and selection of employees at Pinkvilla will be based strictly on the job requirements and the qualifications and competencies of the candidate to satisfactorily fulfil them. Candidates shall only be assessed on these parameters and shall not be discriminated against at the time of hiring. No opportunity will be denied to any person solely on account of their disability.

Post Recruitment & Training:

5. Specific training required for persons with disabilities to fulfil their role and any post recruitment training is provided based on nature and business role.

6. Developmental and advancement opportunities will be based on performance, ability and potential, factoring in work enablers being provided to all Pinkvilla employees to deliver to their fullest potential.

8 GENERAL GUIDELINES

- The Policy will be displayed on the intranet, corporate website as well as office notice boards.
- This policy requires all employees, and particularly managers and leaders, to actively contribute towards an environment of respect, inclusion and fair practices.
- Human Resources is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.
- For clarification regarding any provision, reach out to the HR team. This Policy is subject to change at any given point of time by Pinkvilla. The decision of the company shall be final and binding. Any amendments or additions to this policy would be communicated in writing and shall form a part of this policy.
- Pinkvilla facility is disability-friendly and accessible to people with disabilities.

PINKVILLA

EQUAL OPPORTUNITY POLICY

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