

Equal Opportunities Policy:

Objective:

This policy highlights Metro Brands Ltd's commitment to providing equal employment opportunities and fostering an equitable and inclusive workplace.

Scope:

The policy covers job applicants, full-time and part-time employees, interns, trainees, and contractual employees, including temporary employees. It also covers employees who acquire any disability during their work tenure applies to all aspects of employment, including recruitment, training, working conditions, salaries, transfers, employee benefits, and career advancement of

Policy Statement:

At Metro Brands Ltd., we are committed to eliminating all forms of unlawful discrimination, including direct and indirect discrimination, denial of reasonable accommodations or adjustments, as well as bullying and harassment. Our policies and practices are designed to promote an inclusive workplace that respects and values diversity across gender, geographical location, disabilities, and other attributes.

We continually strive to ensure that all our facilities, technologies, information, and privileges are accessible to every employee, fostering an environment where everyone has equal opportunities to thrive and contribute.

If an employee acquires a disability during their employment tenure, they can return to work at the same rank as before. If the employee is unable to perform their current job, the organization will invest in re-skilling the employee.

List of Positions Identified and the Manner of Selection:

At Metro Brands Ltd, all positions are open to everyone. The hiring process is purely based on merit. Job applicants are evaluated based on their skills and competence.

a) Vacancy Advertisement and Application:

Most of the open positions are published on social media, job portals and through Corporate communication.

Our key focus is to:

Ensure that all our existing sourcing channels and methods are inclusive.

b) Selection Process:

The selection process is conducted uniformly for all job applicants, regardless of gender, geographical location, disabilities, or other attributes. Accommodations or adjustments will be provided to applicants with disabilities upon request. Interested candidates are encouraged to contact their recruiter to facilitate these arrangements.

Employee Engagement and Social Inclusion:

Metro Brands Ltd. will endeavour to make all company events and meetings inclusive by ensuring they are conducted at accessible venues and that reasonable accommodations or adjustments are provided to all employees. This commitment applies universally, regardless of employees' gender, geographical location, disabilities, or other attributes, to promote an environment of equality and inclusivity.