



AQUARIUS VISION WORKS LLP

Diversity and Inclusion Policy

1. Purpose

At Aquarius Vision Works, we are committed to fostering a diverse and inclusive environment where every individual feels respected, valued, and empowered. We believe that embracing differences in age, gender, race, ethnicity, sexual orientation, disability, religion, and background enhances our culture and drives innovation, creativity, and success.

2. Scope

This policy applies to all employees, contractors, volunteers, and stakeholders of Aquarius Vision Works, at all levels and in all locations where the organization operates.

3. Policy Statement

Aquarius Vision Works values diversity and aims to create a workplace that reflects the diverse communities we serve. We are dedicated to promoting equality of opportunity and prohibiting discrimination or harassment in any form.

4. Core Principles

We are guided by the following principles:

- **Equal Opportunity:** We provide equal employment opportunities to all employees and applicants based on merit, qualifications, and abilities.
- **Inclusive Culture:** We promote an inclusive environment where everyone can contribute and thrive, free from discrimination or harassment.
- **Respect and Dignity:** We treat all individuals with dignity, ensuring that differences are respected, and fostering a culture of mutual understanding.
- **Education and Awareness:** We are committed to ongoing education and awareness to prevent discrimination and foster an inclusive environment.

5. Commitment to Diversity and Inclusion

- **Recruitment and Hiring:** We strive to attract a diverse range of candidates by implementing inclusive hiring practices.
- **Professional Development:** We encourage growth through mentoring, coaching, and training programs that promote diverse talent.
- **Pay Equity:** We are committed to closing any pay gaps and ensuring fair compensation regardless of gender, race, or background.
- **Inclusive Leadership:** We ensure that our leadership reflects the diversity of our workforce and empowers voices from all backgrounds.



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- Accessible Workplace: We will make accommodation to support individuals with disabilities and ensure accessibility in all aspects of our work.

6. Reporting and Accountability

We encourage employees to report any behavior that contradicts our Diversity and Inclusion Policy. Complaints will be taken seriously and handled confidentially, with appropriate action taken to address any violations.

7. Monitoring and Evaluation

Aquarius Vision Works will continuously monitor our diversity and inclusion efforts. We will review this policy regularly to ensure it remains effective and aligned with best practices.

8. Responsibility

All employees share the responsibility to uphold this policy. Managers are expected to lead by example and ensure that diversity and inclusion principles are integrated into their teams and operations.

9. Non-Retaliation

Retaliation against individuals who report discriminatory practices or participate in investigations related to diversity and inclusion is strictly prohibited.

10. Conclusion

At Aquarius Vision Works, diversity and inclusion are essential to our mission. We are committed to creating an environment where everyone can succeed, feel valued, and contribute meaningfully to our success.

N. Sharma