



AQUARIUS VISION WORKS LLP

Equal Employment Opportunity (EEO) Policy

Policy Statement

Aquarius Vision Works LLP is committed to creating a diverse and inclusive workplace where all individuals are treated with dignity and respect. We believe in fostering an environment that embraces and encourages the unique contributions of every employee. We are an Equal Employment Opportunity employer and prohibit discrimination or harassment of any kind.

Scope

This policy applies to all employees, applicants for employment, interns (paid or unpaid), contractors, and volunteers.

Equal Employment Opportunity Commitment

Aquarius Vision Works LLP is committed to providing equal employment opportunities to all individuals regardless of:

- Race
- Color
- Religion
- Gender
- Gender Identity or Expression
- Sexual Orientation
- National Origin
- Ancestry
- Age
- Disability (physical or mental)
- Genetic Information
- Marital Status
- Veteran Status
- Pregnancy or any related medical condition
- Any other characteristic protected by applicable local laws.

Employment Practices

Equal employment opportunity will be extended to all employment practices, including but not limited to:

- Recruitment and Hiring
- Job Assignments
- Promotions
- Compensation
- Benefits



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- Transfers
- Termination
- Training and Development
- Leaves of Absence

All employment decisions will be based on merit, qualifications, and business needs.

Reasonable Accommodation

Aquarius Vision Works LLP will provide reasonable accommodations to qualified individuals with disabilities or religious beliefs unless doing so would cause an undue hardship to the company. If you need accommodation, please contact Human Resources.

Anti-Harassment

Harassment or discrimination based on any protected characteristic outlined in this policy is strictly prohibited. Any form of harassment, including sexual harassment, bullying, or hostile work environments, will not be tolerated.

Reporting Violations

If you believe you have been subjected to discrimination or harassment, or if you have witnessed such behavior, you are encouraged to report it immediately to your supervisor, Human Resources, or any designated personnel. All reports will be treated confidentially to the extent possible and will be promptly investigated.

No Retaliation

Aquarius Vision Works LLP prohibits retaliation against any individual who reports discrimination or harassment, participates in an investigation, or opposes any unlawful employment practice. Any form of retaliation will result in disciplinary action, up to and including termination.

Policy Review

This policy will be reviewed and updated periodically to ensure compliance with legal standards and to reflect the company's ongoing commitment to diversity and inclusion.

Contact Information

For any questions or concerns regarding this policy, or to request assistance, please contact HR department.