

EQUAL EMPLOYMENT POLICY - EARTH FOCUS FOUNDATION

Earth Focus Foundation (EFF) is committed to providing equal employment opportunities to all eligible individuals and administering personnel policies and practices in accordance with applicable laws and regulations. We embrace diversity and do not discriminate based on race, ancestry, creed, religion, colour, personal appearance, national origin, citizenship, age, sex, sexual orientation, gender identity, marital status, parental status, family responsibilities, disabilities, learning disabilities, matriculation, membership in any labour organisation, lawful source of income, political affiliation, or political ideology.

Our commitment to equal employment extends to all aspects of our organisation, including recruitment, hiring, training, promotion, compensation, benefits, and all other terms and conditions of employment. We ensure that our recruitment and selection processes are fair, transparent, and based on qualifications, competency, and enthusiasm for the role. All employees, whether permanent, probationary, or on contract, are entitled to equal opportunities for personal and professional growth within EFF.

We maintain strict confidentiality regarding personal information provided by candidates during the recruitment process and do not discriminate based on background, culture, religion, gender, or economic circumstances. Our goal is to build a workforce that reflects the diverse communities we engage with, both internally and externally, and fosters a culture of inclusivity and respect.

Efforts to prevent child and forced labour are integral to our employment policies, and we are committed to complying with all relevant national and international labour regulations. We have well-defined recruitment procedures in place, ensuring that positions are filled based on merit, qualifications, and competency. Background verification is conducted transparently to ensure the suitability of candidates for specific roles.

Employees are encouraged to report any violations of our equal employment policy, and we promptly investigate and take appropriate action in response to any alleged violations. We are dedicated to creating a workplace where all employees can work together with dignity, self-respect, and equal opportunities for personal and professional development.

At Earth Focus Foundation, we believe that our diverse and inclusive workforce is key to our success and our ability to bring positive change to the communities we serve. We expect all employees to uphold the principles of equal employment and contribute to our mission of empowering people and nature to thrive together.

Vipul Gupta
Founder
Earth Focus Foundation