

Equal Opportunity Policy for Transgender Persons

(In Compliance with the Transgender Persons (Protection of Rights) Act, 2019 and the Transgender Persons (Protection of Rights) Rules, 2020)

Page | 1

1. Purpose

This Equal Opportunity Policy (“Policy”) is formulated to ensure that **Whilter Technologies Private Limited** provides a safe, inclusive, and non-discriminatory workplace to all employees, irrespective of their gender identity or expression, and in compliance with the *Transgender Persons (Protection of Rights) Act, 2019* and *Transgender Persons (Protection of Rights) Rules, 2020*.

The Company is committed to promoting diversity, inclusion, and respect for the rights of transgender persons in all aspects of employment and service.

2. Scope

This Policy applies to:

- All employees (permanent, temporary, contractual, interns, trainees, and consultants) of **Whilter Technologies Private Limited**.
- All locations, branches, and offices of the Company.
- All stages of employment — recruitment, promotion, transfer, training, benefits, and separation.

3. Definitions

As per Section 2 of the *Transgender Persons (Protection of Rights) Act, 2019*:

- “**Transgender person**” means a person whose gender does not match with the gender assigned at birth and includes trans-men, trans-women (whether or not they have undergone sex reassignment surgery or hormone therapy), persons with intersex variations, genderqueer, and persons having socio-cultural identities such as kinner, hijra, aravani, and jogta.

4. Commitment of the Company

Whilter Technologies Private Limited undertakes to:

- a) provide equal opportunities to transgender persons without discrimination in recruitment, training, promotion, or any other employment-related matter;
- b) maintain a work environment that is free from harassment, stigma, or abuse.
- c) ensure confidentiality of gender identity information;
- d) provide reasonable accommodation and facilities, including gender-neutral washrooms wherever feasible; and
- e) respect the self-identified gender of each employee.

WHILTER TECHNOLOGIES PRIVATE LIMITED

Registered Office: B-18, 2nd Floor, Institutional Area, Sector-32, Gurugram, Haryana – 122001
Office: 4TH Floor, Unit No 42, Sushma Infinium, NH 22 Zirakpur, Mohali, SAS Nagar, Punjab-140603
CIN: U62099HR2023PTC109793 **Email:** connect@whilter.ai **Mobile:** +91 9711998000

5. Prohibition of Discrimination

No employee, job applicant, or service user shall be discriminated against on the grounds of gender identity, including but not limited to:

Page | 2

- denial or termination of employment;
- unequal pay or benefits;
- restriction from participation in training or career development; and
- bullying, harassment, or exclusion.

6. Facilities & Amenities

The Company will:

- provide safe and accessible washrooms for transgender employees (including gender-neutral facilities where possible);
- allow transgender persons to dress in accordance with their gender identity; and
- ensure inclusion of transgender employees in all workplace welfare schemes.

7. Grievance Redressal Mechanism

- A designated **Complaints Officer** shall be appointed to handle complaints relating to violation of this Policy.
- Complaints can be made in writing or via email to the Complaints Officer.
- The Complaints Officer shall investigate complaints promptly and maintain confidentiality.
- Disciplinary action shall be taken against anyone found guilty of violating the Policy.

8. Complaints Officer Details

- 1. Name** : Priti Bhimsariya
Designation : Solution Architect
Email : Priti.bhimsariya@whilter.ai
Contact No. : 9864453260
Office Address : Plot Number B-18, Institutional Sector-32, Gurgaon, Sadar Bazar, Haryana-122001
- 2. Name** : Sunil Bansal
Designation : Sr. Manager Solution Engineering
Email : Sunil.Bansal@whilter.ai
Contact No. : 9872447319
Office Address : 4th Floor, Unit No.42, Sushma Infinium, Zirakpur, Punjab-140603

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9. Display & Accessibility

This Policy and the details of the Complaints Officer shall be:

- Displayed on the Company's website.
- Displayed at conspicuous places in all offices.
- Included in employee induction programs.

Page | 3

10. Monitoring & Review

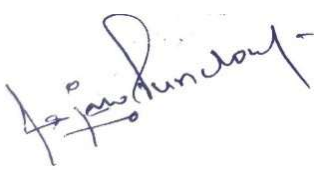
The Company shall:

- Review this Policy annually or as required by law.
- Maintain records of complaints and actions taken.
- Submit reports as per statutory requirements.

11. Effective Date

This Policy is effective from **1st April 2025** and will remain in force until amended or repealed by the Company.

Approved By:



Mr. Rajan Punchouty

CEO & Founder

Whilter Technologies Private Limited

Date: 01-04-2025

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