

Equal opportunities policy

Zuventus Healthcare Limited

Zuventus was formed with a vision of "Bringing Joy and Jubilation to People's lives". By people it meant both internal and external stakeholders by providing quality products with superior profile. Also ensuring that through our journey we add value and help achieve aspirations of all our stake holders. In our journey since inception we have indeed created an impact in the Indian Pharmaceutical Market. Our products have healed many patients and the quality appreciated by all our customers. We are a fully integrated pharma company with our own formulation R&D and manufacturing units which consistently deliver quality products.

Zuventus People Philosophy:-

- Our vision clearly states how passionately we take care of our people. Our core values ensured equal opportunity to all. We provide the right environment for people to achieve their dreams.
- Our success and wide presence in the market is due to our employees who have contributed and grown along with the Organisation.

Equal Opportunity -

- We follow a gender neutral hiring process across the organization and stand with strong belief in the talent, skill & merit of the person
- All trainings, conferences, meetups & internal activities are designed to empower employees irrespective of their gender, caste, nationality or religion
- Zuventus has a gender neutral approach towards talent management & development.

Compliance and Values:-

- Zuventus is zero tolerant against any violation of any social conduct established by the company. Everyone in the company is made aware of the policies like POSH and code of conduct at the time of induction.
- An exclusive committee with compulsory women representation for POSH works on preventing, educating, counselling & redressal of any POSH complaint which it may have received.
- Zuventus as an organization not only has driven Diversity and Women Empowerment, it also upholds its values through giving women an equal opportunity at the workplace. Some of the key positions at Zuventus have women at the forefront.
- Zuventus works on a value driven model where Quality & Patient Focus is achieved through Innovation of teams that work together. We take pride that we always strive to work towards creating a safe, health & motivating work environment for all of our employees.



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Implementation of Policy:-

- Our Job Description are Neutral and have no biases based on caste, creed, gender or orientation.
- We are also working on identification of position where we can encourage diversity hiring.
- Diversity and inclusion initiatives are not static, and an ongoing company initiative.
- At Zuventus we are driven by positive intent and have created a four pillar DEI Model.
- DEI Model consist of four Pillar: -
 1. Employer Branding as Diversity Champion
 2. Internal Awareness and Engagement.
 3. Diversity Hiring and related Date Tracking and Presentation.
 4. Building on Inclusion and Sensitivity as a continuous process.
- "Vice President: HR" will be the Liaison Officer as per provisions of Rights of persons with disabilities Rules 2017 published by the central government. He shall oversee the implementation and adherence of this policy.

For Zuventus Healthcare Limited



Managing Director

