

# ARCHVISTA

## EQUALITY AND HUMAN RIGHTS POLICY

ARCHVISTA is an architectural consultancy and construction services company delivering Exterior, Interior, fit out, construction and a range of specialist services.

The following Equality And Human Rights Policy Statement (the “Policy”) serves to express ARCHVISTA’s commitment to provide employees a better and friendly workplace in order to improve company performance.

### ▪ **Goals**

- Eliminate and prevent, as far as is reasonably possible, discrimination, victimization, bullying and harassment in the workplace
- Deter employees from participating in discriminatory behavior, victimization, bullying or harassment
- Demonstrate to all employees that they can rely upon the company's full support in cases of discrimination, victimization, bullying or harassment at work.

### ▪ **Responsibilities Management:**

We strives to be an equal opportunities employer. This means that it is company policy that there should be no discrimination, victimization, bullying or harassment of any employee or job applicant, either directly or indirectly, on the grounds of:

- race, color, nationality or national or ethnic origin
- gender or marital status
- disability
- sexual orientation
- religion or philosophical belief
- political belief
- age.

Each worker has an obligation to:

- Be familiar with and promote the policy
- Demonstrate consideration, respect and understanding for all colleagues
- Challenge and report the unacceptable behavior of others
- Recognize the value of social and cultural diversity in the workplace
- Ensure that their own behavior at work does not unfairly discriminate
- Not engage in any behavior which could be considered to be bullying or harassment
- Report immediately if experience any such incident to the corresponding authority.



**ARCHVISTA**

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### Application of this policy

We seek the co-operation of all workers, customers and other persons. We encourage suggestions for realizing our Equality And Human Rights objectives to create a global working environment.

This policy applies to all employees of ARCHVISTA working on site and off site.

### Policy authorized by:



**Mamun Ar Rashid**  
Principal Architect  
ARCHVISTA



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