

PROFESSIONAL DEVELOPMENT AND NON-DISCRIMINATION POLICY

Our Commitment

At **DLF International Movers**, we believe that everyone should have access to professional development opportunities under fair, transparent and equitable conditions. We promote a culture based on merit, continuous learning, respect and equal opportunities to support the growth of talent across the organisation.

1. Equal Opportunities

We ensure that opportunities for training, development, promotion and participation are based on objective criteria related to skills, performance and role requirements.

2. Merit-Based Professional Development

We encourage professional growth through learning opportunities, expanded responsibilities and competency development. Decisions related to career development are made fairly, transparently and consistently.

3. Non-Discrimination

We maintain a zero-tolerance approach to discrimination, unequal treatment or any conduct that limits access to professional opportunities for reasons unrelated to performance, qualifications or professional capability.

4. Training and Continuous Learning

We promote training and capability development as key drivers of individual growth, innovation and continuous improvement throughout the organisation.

5. Inclusive and Respectful Workplace

We foster a culture of respect, collaboration and inclusion that enables individuals to develop their potential in a positive, safe and supportive environment.

6. Communication and Participation

We encourage open communication and active employee participation, providing appropriate channels through which concerns, suggestions or issues related to equal opportunities may be raised.

7. Continuous Improvement

We regularly review our professional development practices to identify opportunities for improvement and strengthen the fair and equitable growth of talent across the organisation.

8. Our Objective

To create an environment where all individuals can develop their professional potential on an equal basis, contributing to sustainable organisational growth and employee wellbeing.

