



CREDYNOVA SOLUTIONS PRIVATE LIMITED

Credible Solution, Sustainable Solution!
(Also known as “Credynova”)

Diversity Policy



Introduction:

Credynova is committed to fostering a diverse and inclusive workplace. This policy outlines our commitment to diversity, equity, and inclusion (DEI) in all aspects of our operations, ensuring alignment with the Voluntary Carbon Market (VCM) compliance requirements.

Purpose:

The purpose of this policy is to establish a framework that promotes diversity, equity, and inclusion within Credynova. This policy aims to create an environment where all employees, contractors, and stakeholders feel valued and respected.

Scope:

This policy applies to all employees, contractors, and stakeholders involved in Credynova's operations. It covers all activities, including recruitment, project development, carbon and nutrient credit transactions, and collaborations on climate innovation.

Diversity, Equity, and Inclusion Commitments:

To ensure a diverse and inclusive environment, Credynova will implement the following measures:

Equal Opportunity Employment:

Credynova is an equal opportunity employer. We do not discriminate based on race, color, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law.

Inclusive Recruitment Practices:

We will implement inclusive recruitment practices to attract a diverse pool of candidates. This includes

outreach to underrepresented groups and ensuring unbiased selection processes.

Training and Development:

Credynova will provide ongoing DEI training and development opportunities for all employees. This includes workshops, seminars, and resources to promote understanding and respect for diversity.

Inclusive Workplace Culture:

We will foster an inclusive workplace culture where all employees feel valued and respected. This includes promoting open communication, collaboration, and respect for diverse perspectives.

Support for Underrepresented Groups:

Credynova will provide support and resources for underrepresented groups within the organization. This includes mentorship programs, employee resource groups, and initiatives to promote career advancement.

Regular Reviews and Assessments:

Company will regularly review and assess our DEI practices to ensure they remain effective and aligned with our goals. This includes collecting feedback from employees and stakeholders and making necessary adjustments.

Responsibilities

Responsibilities are as mentioned below:

Management:

Ensure that the diversity policy is implemented and adhered to across all levels of the organization.

Employees and Contractors:

Adhere to the diversity policy and promote an inclusive environment.



DEI Committee:

If needed, a DEI committee will be established to oversee the implementation of this policy and address any issues related to diversity, equity, and inclusion.

Reporting Violations:

Credynova encourages employees, contractors, and stakeholders to report any violations of this diversity policy. Reports can be made through the following channels:

Anonymous Reporting:

An anonymous reporting system will be available to ensure confidentiality and protect the identity of the reporter.

Direct Reporting:

Reports can be made directly to the DEI committee, HR department, or any member of management.

Whistleblower Protection:

Credynova will protect whistleblowers from retaliation. Any form of retaliation against individuals who report violations in good faith will not be tolerated.

Consequences for Policy Violations

Credynova takes violations of the diversity policy seriously. Consequences for policy violations may include, but are not limited to:

Verbal or Written Warnings:

Issued for minor infractions or first-time offenses.

Mandatory Training:

Required participation in additional DEI training sessions.

Suspension:

Temporary suspension from duties for more serious or repeated violations.

Termination:

Dismissal from employment for severe or repeated breaches of the policy.

Legal Action:

In cases where violations also breach legal standards, appropriate legal action will be taken.

Monitoring and Review:

Credynova will regularly monitor and review its activities to ensure compliance with the diversity policy. This includes internal audits, feedback from stakeholders, and periodic reviews by the DEI committee.

Conclusion:

Credynova is dedicated to fostering a diverse and inclusive workplace. By adhering to this policy, we aim to create an environment where all employees, contractors, and stakeholders feel valued and respected, thereby enhancing our ability to achieve our mission and goals.