



Diversity & Inclusion Policy

Humanity Welfare Council

About-

Humanity Welfare Council (HWC) is a Section 8 Company, duly registered with ROC Delhi vide with CIN - U74999DL2017NPL325791 dated 8th Nov 2017 and is operating from C/O Stirring Minds, 2 A/3 Kundan Mansion, Asaf Ali Road, and Delhi, India - 110002. The company is a national level, non-profit organization instituted with the primary mission to make India a developed nation. We are currently engaged in healthcare, education, livelihoods, social protection, emergency relief, and rural development.

We are working diligently towards our mission through our various projects and programs. Humanity Welfare Council (HWC) aims to make India a global leader by building a new nation that can lead the world and define modern elements of the human race globally. We work across different causes and goals ranging from charity for children to charity for education, health, employment, elderly, disability, human rights, environment, youth, and women empowerment. We are transparent in our operations and transactions.

Diversity & Inclusion Policy

Humanity Welfare Council (HWC) is committed to creating a safe work environment where all employees are included, treated with dignity and respect, and placed in positions to contribute to our future success.

The talent and skills needed to conduct a project successfully are not limited to any particular group of people. Company has a long-standing commitment to a meaningful policy of equal employment opportunity. The Company's policy is to ensure equal employment and advancement opportunity for all qualified individuals without distinction or discrimination because of race, color, religion, gender, sexual orientation, age, national origin, disability, covered veteran status, marital status or any other unlawful basis. As part of this commitment, the Company will make reasonable accommodations for applicants and qualified employees.

Our approach to diversity and inclusion is supported by a range of project practices, including:

- We are committed to attracting and retaining employees from diverse backgrounds and fostering an inclusive, supportive environment.
- We are committed to creating an environment that is free from bullying, harassment, and discrimination and supporting and maintaining a healthy and safe workplace.

HUMANITY WELFARE COUNCIL

Head Office - Humanity Welfare Council C/O Stirring Minds, Room - 204, 2-A/3, Kundan Mansion, Asaf Ali Road, Turkman Gate, Delhi, New Delhi - 110002. India

Corporate Office - 602, A Block, Naurang House, 21 KG Marg, New Delhi – 110001, India.

Niti Aayog Unique Id: dl/2018/0196074

CIN: U74999DL2017NPL325791 | **Website:** www.hwcindia.org | **E-mail:** connect@hwcindia.org



- We are committed to not only complying with its legal obligations, but also acting ethically and responsibly. Our Code of Conduct sets out the standards of behavior and conduct expected of all our employees, contractors, and consultants.
- We are committed to maintaining a supportive, healthy, and productive work environment free from discrimination, harassment, or bullying, and complying with all legislative requirements.
- We believe in assisting employees to maintain a healthy balance between work; domestic responsibilities; and other commitments. We offer flexible work arrangements to accommodate varying employee needs.
- A range of leave options are available to our employees to ensure they have appropriate options for taking time off work; this includes family and medical leave, personal leave, and parental leave. Options vary by our project unit.
- To Know More about Inclusion and Diversity at HWC, please connect with HR Team at hr@hwcindia.org



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