

Equal Opportunity Policy

1.0 Purpose and Scope

Reinforce Sony Research India's commitment to be an equal opportunity, diverse and inclusive workplace notwithstanding race, caste, religion, ethnicity, marital status, gender/gender identity/expression, sexual orientation, age, nationality, physical disability or any personal characteristic. These guidelines are applicable to all members of Sony Research India and the applicants for employment.

2.0 Diverse and Inclusive workplace:

1. Sony Research India is committed to building a diverse and inclusive workplace—where people can be who they are and be their best, professionally and personally. This in turn fosters an innovative, mutually respectful and positive work environment.

2. Employees are expected to:

a) Create and sustain a diverse and inclusive work environment based on the principles of respect, dignity, fairness, equality, and human rights

b) Ensure there is no bias and all members have equal access to information and opportunity irrespective of their gender, race, caste, sexual orientation, physical disabilities or any other personal characteristic

c) Appreciate and encourage diverse points of view, new ideas or contrarian opinions leading to enhanced creativity, innovation and high performance

d) Maintain corporate etiquette and professional demeanour on all occasions, while exercising freedom of expressing views and thoughts

3.0 Discrimination and Harassment free workplace:

1. Sony Research India is committed to recruiting, selecting, developing, promoting and treating applicants without discrimination basis our principle of meritocracy which considers the performance, potential, competence of the member along with the requirements of the role and business.

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2. We have zero tolerance for any discrimination and/or harassment caused to employees at the workplace. and aware of behaviours and actions that can cause discomfort to others and abstain from the same.