



LE TRAVENUES TECHNOLOGY LIMITED

EQUAL EMPLOYMENT OPPORTUNITY POLICY

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Le Travenues Technology Limited

Equal Employment Opportunity Policy

1. Introduction

Le Travenues Technology Limited, along with its affiliates and subsidiaries (“**ixigo**” or the “**Company**”), is committed to fostering a workplace culture that values diversity, inclusion, and equal opportunity. This Policy outlines our principles and approach to ensuring fair and equitable treatment in all aspects of employment.

2. Policy Statement

ixigo is an equal opportunity employer and prohibits any form of discrimination or harassment in the workplace. Employment decisions at ixigo are based solely on merit, qualifications, performance, and business needs.

We are committed to providing equal employment opportunities to all employees and applicants without regard to:

- Race or color
- Religion, caste, or creed
- Gender, gender identity, or gender expression
- Sexual orientation
- National origin, ancestry, or ethnicity
- Age
- Physical or mental disability
- Marital status
- Pregnancy or parental status
- Genetic information
- Veteran status
- Any other status or basis protected by applicable laws and regulations.

3. Scope

This Policy applies to all stages of the employment lifecycle, including but not limited to:

- Recruitment and hiring
- Training and professional development
- Compensation and benefits
- Promotions, transfers, and career advancement
- Work assignments and job duties
- Performance evaluation
- Disciplinary action and termination

- Workplace facilities and working conditions.

4. Prohibition of Harassment and Retaliation

ixigo has zero tolerance for workplace harassment, whether verbal, physical, or visual, based on any protected characteristic.

Employees who raise concerns or complaints in good faith regarding discrimination or harassment will be protected from retaliation or adverse treatment.

5. Responsibilities

Management is responsible for implementing this Policy, leading by example, and ensuring a fair and inclusive workplace.

Employees are expected to treat colleagues, clients, and partners with respect and professionalism at all times, upholding the values of equality and inclusion.

Human Resources (HR) department will monitor compliance, handle complaints, and take corrective action where necessary.

6. Reporting Concerns

Employees who believe they have experienced or witnessed discrimination, harassment, or retaliation should promptly report the matter to the HR Department through the designated grievance channels. Reports will be handled sensitively, confidentially, and investigated in a fair and timely manner.

7. Compliance and Disciplinary Action

Any employee found to be engaging in discriminatory practices, harassment, or retaliation will be subject to disciplinary action, up to and including termination of employment, in accordance with Company policies and applicable laws.

8. Review of Policy

This Policy will be reviewed periodically to ensure continued alignment with legal requirements and best practices for diversity, equity, and inclusion. The Policy (as amended from time to time), shall be published on the website of the Company at www.ixigo.com.