

# Religious Policy at Our Company

**STAMENS**  
SOFTWARE PVT LTD

At Stamens Software Pvt. Ltd., we are committed to maintaining a respectful and inclusive environment where all employees and stakeholders are treated with dignity, irrespective of their religious beliefs or practices. We recognize that India is a diverse country with a rich tapestry of religious traditions, and we celebrate this diversity as an essential part of our organizational culture.

## 1. Respect for All Faiths

We believe in fostering an atmosphere of mutual respect and understanding, where everyone is free to practice their religion or spiritual beliefs without fear of discrimination or bias. We do not tolerate any form of religious intolerance or harassment in our workplace.

## 2. Non-Discriminatory Practices

We ensure that our hiring practices, career development, and workplace policies are free from any religious bias. Employment decisions are made based on skills, qualifications, and experience, not on an individual's religious affiliation.

## 3. Workplace Flexibility

We understand the importance of religious observances and encourage employees to observe their religious practices. Employees are welcome to request flexible working hours, time off, or alternate arrangements to accommodate religious holidays, festivals, or practices, subject to operational requirements.

## 4. Promoting Inclusivity

Our workplace is designed to be inclusive, where all employees can thrive regardless of their religious background. We strive to maintain an environment that allows for open communication, cultural exchange, and the celebration of various religious holidays and events.

## 5. Equal Opportunities for All

We are committed to creating a work culture that upholds the principles of equality and non-discrimination. Religious beliefs will never impact career growth or opportunities within our company. Every employee at Stamens Software Pvt. Ltd. is treated equally, ensuring that all have the opportunity to succeed and grow professionally.

## 6. Celebration of Festivals

As a diverse organization, we encourage employees to share and celebrate their cultural and religious festivals. This provides an opportunity for us to learn from each other's traditions and further strengthens the bond of unity and respect within our team.

## 7. Conflict Resolution

In case of any religious conflicts, we encourage employees to approach their supervisors or the HR department for resolution. We have a fair and transparent process to address concerns and ensure that all employees feel heard and respected.

Signed:

Date: