

Goumi Real Estate Private Limited

Workplace Relationship Policy

1. Purpose

Goumi Real Estate Private Limited values professionalism, respect, and trust — both within the team and with our clients. This policy ensures that personal or romantic relationships between employees (or between employees and clients) do not affect work quality, fairness, or brand reputation.

2. Personal Relationships Within the Company

Employees are free to have personal relationships, provided they remain professional and do not disrupt teamwork, client service, or business decisions. During office hours, client meetings, or field visits, employees are expected to maintain professional behavior at all times. Public displays of affection or personal disputes are not appropriate in the workplace or during client interactions.

3. Reporting Line Conflicts

If a relationship develops between a manager/senior and their direct report, or between a team leader and an agent or developer relationship manager, it must be disclosed privately to management or HR. The company may reassign reporting structures to maintain fairness and avoid any conflict of interest.

4. Relationships with Clients or Developers

Employees are strictly prohibited from forming romantic or financial relationships with active clients, developers, or partners during an ongoing business engagement. Such relationships can lead to conflicts of interest or reputational risk. Any such situation must be disclosed to management immediately.

5. Professional Conduct

All employees, regardless of personal relationships, must maintain confidentiality of client and company data, avoid favoritism or bias, and keep personal matters out of sales, lead allocation, client service, or negotiation decisions.

6. If the Relationship Affects Work

If a relationship starts affecting work performance, client handling, or team coordination, management will first hold a private discussion. If issues persist, the company may consider reassignment, counselling, or disciplinary action.

7. Respect and Discretion

Gossip, teasing, or spreading personal information about colleagues will not be tolerated. All team members are expected to maintain discretion and respect others' privacy.

8. Our Approach

We understand that personal connections can naturally form in a collaborative environment. Our goal is not to restrict relationships — only to ensure that our work, clients, and company reputation are always handled with integrity and professionalism.