

ANTI DISCRIMINATION POLICY

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment.

We work to maintain workplaces that are free from discrimination or harassment on the basis of race, gender, color, national or social origin, ethnicity, religion, age, special ability, sexual orientation, gender expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Organization is navigated by qualifications, performance, skills, competence, and experience.

This document defines the policy of the Company to promote diversity as core value and promote human respect. This is applicable to Company and contractor employees.

RESPONSIBILITY

HR Manager

Different stake holders.

PROCEDURE

Diversity as core value

People with diverse background experiences and prospective are engaged for employment.

Organization makes an effort to hire people from the widest possible pool of applications. To attract a diverse pool of potential alternative Medias for communications used depending on expected audience.

Discrimination avoidance

The Organization does not discriminate or support in hiring, remuneration, access to training, promotion termination or retirement based on race, national or territorial or social origin, religion, caste, origin, gender, sexual orientation, any political view, special ability or age.

Exercising rights

The Organization does not interface with the right of people to exercise their religious beliefs or needs related to race, national origin, disability, gender, sexual orientation, affiliation and faith.

Complaint Management

The Organization has established a complaint system established a committee to conclusively look into any complaints or suggestions received; verbal, written may be anonymous. Any issue or complaint can be handled in complaint handing procedure.

Employee is free to take up his issue through worker representative, who in turn takes up the issue and discuss with the management or its representative. Minutes are maintained. All such issues are maintained in the complaint register.

The organization does control these not only at the work place but to any location within the control of the organization.

References

Recruitment policy

Equal remuneration act

Code of conduct

Arpit Agarwal

Director

Date: 1st April 2022