



NON-DISCRIMINATION POLICY

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INTRODUCTION

The Company is committed to providing a fair, inclusive, and respectful workplace where all individuals are treated with dignity and equality. Discrimination in any form is strictly prohibited.

The Company does not tolerate discrimination, harassment, or unfair treatment in employment or business practices. All employment decisions are based on merit, qualifications, performance, and business needs.

SCOPE

This policy applies to all employees, workers, trainees, contract labor, applicants, and business partners across all operations of the Company and its subsidiary.

PROHIBITION OF DISCRIMINATION

Discrimination is prohibited on the basis of gender, age, religion, caste, race, color, nationality, disability, marital status, sexual orientation, political opinion, or any other status protected under applicable laws.

The Company is committed to ensuring that pregnant employees are treated with dignity and fairness. Pregnant employees will not be assigned work that poses a risk to their health or safety and will not be subjected to termination, wage deductions, threats, or any adverse treatment due to pregnancy.

EQUAL OPPORTUNITY

The Company is committed to providing equal opportunity in recruitment, training, promotion, compensation, working conditions, and termination of employment.

HARASSMENT AND ABUSE

Harassment, bullying, verbal or physical abuse, and any behavior that creates a hostile or intimidating work environment are strictly prohibited.

WORKPLACE INCLUSION

We promote a work culture that values diversity and inclusion and encourages mutual respect and cooperation among employees.



REPORTING AND GRIEVANCE MECHANISM

Employees are encouraged to report any instances of discrimination or harassment without fear of retaliation. Complaints will be handled confidentially and investigated fairly.

RESPONSIBILITY AND COMPLIANCE

Management is responsible for implementing this policy and ensuring compliance through awareness, training, and appropriate corrective actions.

REVIEW

This policy is reviewed periodically to ensure alignment with legal requirements and ethical standards.