

JYOTHY LABS LIMITED

ANTI-HARASSMENT AND NON-DISCRIMINATION POLICY

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Jyothy Labs Limited ('the Company') is committed to a safe, discrimination free and inclusive working environment. The Company views seriously any form of harassment or discrimination based upon gender, age, religion, sexual orientation, nationality, race, colour, ethnicity, marital status, physical disability or any personal characteristic.

The Company follows all the applicable laws and regulatory guidelines in this regard, wherein it is committed at respecting differences, diversity and equitable treatment to its workforce. The Anti-harassment and Anti-discrimination Policy ('Policy') is formulated with the aim to prevent and redress cases, if any with respect to any unaccepted behaviour or conduct by any employee of the Company.

Through the Policy, the Company strives to:

- Create and sustain a diverse and inclusive work environment based on the principles of respect, dignity, fairness, equality, and human rights;
- Provide equal employment opportunity to all employees and maintain a working environment free from harassment and discrimination;
- Ensure fair pay, transparent compensation principles and a diverse and inclusive workplace;
- Have zero tolerance for harassment (whether sexual or otherwise in the form of comments, intimidation, bullying etc.) or discrimination (based on stereotypical assumptions or differential treatment etc.);
- Encourage employees and other stakeholders to express their views & concerns in an open and transparent manner;

The stakeholders have appropriate grievance redressal mechanism to raise concerns with regards to harassment or discrimination with the Human Resources (HR) department or the Committee formed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, based on the nature of the incident.

The Company is committed to working collaboratively with all stakeholders on discrimination and harassment issues and maintaining a workplace where all stakeholders are valued and respected.

**Anti-Harassment and
Non-Discrimination Policy**



The Environment, Social and Governance Committee of the Board will review this Policy on regular intervals and reserves right to amend or modify this it in whole or in part, at any time without assigning any reason whatsoever.
