



Suaan Techmechs Pvt Ltd		
SUAAN-EHS-10	ANTI DISCRIMINATION POLICY	REV 1
Scope:	This policy applies to all employees, contractors, visitors, customers and stakeholders.	
Objective:	To maintain a Healthy Work Culture and Anti Discriminatory Environment. Educate & Train all our Employees about this policy and its importance, bring behavioural changes , if required by the year 2030	
Purpose:	To prevent discrimination and protect our employees, customers and stakeholders from offensive and harmful behaviours and supports our overall commitment to create a safe and happy workplace for everyone. To comply with all anti-discrimination laws applicable from time to time. To explicitly prohibit offensive behaviour (e.g. derogatory comments towards colleagues of a specific gender or ethnicity).	
Meaning Of Discrimination:	Discrimination is any negative action or attitude directed toward someone because of protected characteristics, like race and gender. Other protected characteristics are: • Age • Religion • Ethnicity/ nationality • Disability/ medical history • Marriage / civil partnership • Pregnancy / maternity/ paternity • Gender identity/ sexual orientation	
Statement On Discrimination & Harrassment	Our anti-discrimination and anti-harassment policies go hand-in-hand. We will not tolerate any kind of discrimination that creates a hostile and unpleasant environment for employees, interns or volunteers. Employees who harass their colleagues will go through our disciplinary process and we may reprimand, demote or terminate them depending on the severity of their offence. We recognize that sometimes discrimination is unintentional, as we may all have unconscious biases that could be difficult to identify and overcome. In case we conclude that an employee unconsciously discriminates, we will support them through training and counselling and implement processes that mitigate biases as we indicate in the next section. But, if this person shows unwillingness to change their behaviour, we may demote or terminate them. We will not be lenient in cases of assault, sexual harassment or workplace violence, whether physical or psychological. We will terminate employees who behave like this immediately	
Actions to prevent discrimination	To ensure that our conduct and processes are fair and lawful, we: 1. Offer compensation and benefits according to position, seniority, qualifications and performance, not protected characteristics. 2. Accommodate people with disabilities 3. Require managers to keep detailed records of their decisions concerning their team members and job candidates. 4. Organizing trainings on diversity, communication and conflict management to improve collaboration among employees of different backgrounds.	
What to do in cases of discrimination	If you are the victim of discriminatory behaviour (or if you suspect that others are being discriminated against,) Whistle Blower Policy Mechanism can be initiated, as soon as possible. Top Management alongwith the Occupational Health & Safety Committee is responsible for hearing your claim, investigating and resolving the issue. If you decide to make a claim to a regulatory body, we are committed and bound by law not to retaliate against you.	
How we address discrimination complaints	Top Management is proactive and responsive about determining whether discrimination occurs. We will investigate all claims discreetly. We will never disclose who made a complaint to anyone or give out information that may help others identify that person (e.g. which department or role they work in.)	
Conclusion	We should all strive to prevent and address discrimination. Be aware of your implicit biases and speak up whenever you or your colleagues are discriminated against. If you have any ideas on how we can ensure fairness and equality in our workplace, we are happy to hear them	
Revision No.	Description	Signature
0 / 01/10/2022	New Introduction	
1 / 01/04/2023	Objective added and Whistle Blower Policy point Added	
Prepared By:		Approved By:
		
		Date: 1/4/2023