	<b>POLICY</b>	<b>Doc. No.:</b>	QP 6.2-07/01
	NON-DISCRIMINATION POLICY	<b>Supersedes:</b>	QP 4.0/00
		<b>Effective date:</b>	20-01-2017
		<b>Review date:</b>	Jan-2019
		Page 1 of 1	

It is the policy and commitment of Aditya Dispomed Products Pvt. Ltd. that it does not discriminate on the basis of race, age, colour, sex, national origin or religion.

### **Equal Employment Opportunity**

Aditya Dispomed Products Pvt. Ltd. is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, colour, sex, national origin or religion or otherwise as may be prohibited by law.

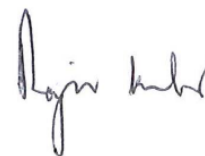
Any employee, board member, or client who believes that s/he or any other Affiliate of Aditya Dispomed Products Pvt. Ltd. has been discriminated against is strongly encouraged to report this concern promptly to the Executive Director.

### **Discriminatory Harassment**

Harassment or intimidation of a client, staff person or guest because of that person's race, age, colour, sex, national origin or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation include abusive, foul or threatening language or behaviour. Personnel are not subjected to Aids, HIV, pregnancy or virginity tests under any circumstances.

Aditya Dispomed Products Pvt. Ltd. is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, vendors or clients.

Issues of discriminatory treatment, harassment, or intimidation on any of this basis should immediately be reported to the Managing Director or immediate supervisor and, if substantiated, prompt action will be taken.



( Rajiv Kehr)  
Managing Director