

Discrimination and Equal Opportunities

1.0 Spirit and Objective of the Policy

This Non-Discrimination and Equal Opportunities Policy ("Policy"), is an internal policy of Amara Raja Group (ARG), to ensure and adhere to non-discrimination and equal opportunities at the workplace.

This policy and procedure are applicable to employees (defined as per clause 3.01 of standing orders i.e., Permanent, Probationers, Badli, Temporary, Casual, Trainee and Apprentice), Contract workers, Interns, Temporary staff, Fixed Term Employees of the company.

2.0 The Policy

ARG will not discriminate, and prohibits discrimination at the workplace, on the basis of disability, gender, caste, sex, race, colour, religion, creed or sexual orientation.

ARG will condone any discrimination against any person on its premises

Any person who believes himself or herself to have been subjected to discrimination as mentioned in clause 2.1 should bring it to the notice of the immediate supervisor and the Leader of function (LOF) at the earliest opportunity.

No person will be punished, retaliated against, or limited in employment or other opportunity for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.

3.0 Equal Opportunity

We as a company believe that we are employer who administers equal opportunity to all.

We will offer employment to people who are sound of body and mind and qualify as per our Human Resources recruitment policies and selection processes.

As an equal opportunity employer we believe in offering employment without bias or preferences based on disability, caste, sex, race, colour, religion or creed within the framework of the laws of the land.

However, the company will exercise every care to see that we do not make a breach of any national or international law(s) pertaining to making offers of employment to Indian nationals or foreign nationals.

The following would constitute a breach of ethics under this chapter;

- Rejecting applicants at the stage of short listing applicants / applications or rejecting them during the selection processes based on disability, caste, sex, race, colour, religion or creed.
- Providing, referring or recommending employment for relatives and acquaintances without the specific and prior approval of the management.
- Not divulging names and other details of relatives and acquaintances currently in employment unless requested for by the management.
- Attempting to staff a team or a department with a clear bias and preference for employees of a particular disability, caste, sex, race, colour, religion and creed.
- Promising or committing employment on terms or conditions, which are not in compliance with the conditions stated above.
- Any deviation to this policy would be seriously dealt with and will be reported to through the department head to the management. Based on the instance management would decide and take necessary action.

4.0 Expected behavior and Cultural Impact

The Policy aims at facilitating non-discrimination at the workplace and equal opportunities

The Management is expected to resolve the grievances if any and also advice so that it does not get repeated again.

General Information:

In case of any question that arises to the interpretation of the policy any clauses thereof or as to any rights or obligations arising from the policy, the decision of the Group HR Head shall be final and binding.

The Management reserves the right to withdraw, amend, alter or modify the policy at any point of time.