

# INDIA INTERNATIONAL HOUSE LIMITED

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## NO-DISCRIMINATION POLICY

1. Except in case where employment of female is restricted as per Factories Act, we do not discriminate employees in respect of hiring, compensation, access to training, promotion, termination or retirement on race, caste, religion, disability, gender, union membership, political affiliation.
2. The Holiday list are prepared in consultation with the workers committee. The company respects the right of personnel to continue their religious practices.
3. The company ensures that promotion, increment is based on performance only. However, while promoting a person, assessment of potentiality and suitability are also given weightage.
4. The company ensure that employees can express their grievance through Grievance handling procedure in case of any complain/ suggestion related to Discrimination.
5. The policy has been communicated to all the employee through display and training

Prepared by:

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