



## Anti-Discrimination Policy

### Introduction

At Prism Industries Pvt Ltd, we are dedicated to maintaining a workplace where every individual is treated with dignity, fairness, and respect. As a globally recognized manufacturer of pharmaceutical products — including nicotine-based formulations, quinine, hyoscine, lumefantrine, and artemether — we recognize that a discrimination-free environment is fundamental to fostering innovation, collaboration, and organizational success.

This **Anti-Discrimination Policy** sets forth our unwavering commitment to preventing all forms of discrimination in the workplace and ensuring equal treatment and opportunity for all employees, contractors, interns, and partners associated with Prism Industries Pvt Ltd.

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### Scope and Applicability

This policy applies to all employees, contract workers, interns, suppliers, vendors, contractors, and service providers associated with Prism Industries Pvt Ltd. It covers all employment practices, including recruitment, hiring, placement, compensation, promotion, training, work assignments, performance evaluations, termination, and access to workplace benefits.

This policy is applicable across all locations and operational areas globally where Prism Industries Pvt Ltd conducts business.

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### Objectives of the Policy

- 1. Prevent Discrimination in All Forms**  
Ensure that no individual is discriminated against based on personal characteristics unrelated to job performance.
- 2. Promote Equality and Fairness**  
Foster a work environment where equal opportunities are provided to all individuals based on merit and capabilities.
- 3. Protect Employee Rights and Well-being**  
Create a safe and respectful workplace free from discrimination, harassment, retaliation, or bias.

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**4. Align with Global Legal and Ethical Standards**

Comply with local laws, international human rights conventions, and best practices regarding workplace equality and non-discrimination.

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## Key Principles of the Policy

### *1. Prohibition of Discrimination*

Prism Industries Pvt Ltd strictly prohibits discrimination on the basis of:

- Gender
- Age
- Nationality
- Ethnicity
- Race
- Colour
- Religion or Belief
- Language
- Physical or Mental Disability
- Political Affiliation
- Health Status (including HIV/AIDS)
- Marital or Family Status
- Sexual Orientation
- Birth or Citizenship
- Social or Political Characteristics

All employment-related decisions must be made based on objective criteria such as skills, experience, qualifications, performance, and organizational needs.

### *2. Equal Access to Opportunities*

- Every employee must have equal access to employment opportunities, professional growth, training, benefits, and career advancement without fear of discrimination.

### *3. No Retaliation*

- Employees who raise concerns or report instances of discrimination in good faith will be protected from retaliation, victimization, or adverse treatment.

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#### 4. Reasonable Accommodation

- Reasonable accommodations will be made for employees with disabilities and for religious or cultural practices, provided that such accommodations do not impose undue hardship on Prism Industries' operations.

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### Supplier and Vendor Expectations

Suppliers, vendors, and contractors working with Prism Industries Pvt Ltd must:

- Prohibit discrimination and harassment within their workforce.
- Ensure fair and equal treatment of all employees and workers based on objective, merit-based standards.
- Comply with Prism Industries' anti-discrimination principles as a condition of their business engagement.

Non-compliance may result in corrective actions, suspension, or termination of the business relationship.

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### Monitoring and Compliance

- **Internal Reviews:** Regular evaluations of employment practices and workplace climate will be conducted to ensure compliance with anti-discrimination standards.
- **Grievance Mechanisms:** A confidential, accessible, and responsive process will be maintained to address complaints or concerns related to discrimination.
- **Supplier Audits:** Supplier operations may be reviewed periodically to assess adherence to non-discrimination principles.

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### Training and Awareness

- Prism Industries Pvt Ltd will conduct regular training programs for all employees and managers on preventing discrimination, promoting inclusive behaviors, and understanding unconscious bias.
- Suppliers and vendors will be encouraged to provide similar training for their teams.

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## Roles and Responsibilities

- **Human Resources Department:** Responsible for implementing this policy, handling discrimination complaints, and promoting diversity and inclusion initiatives.
- **Supervisors and Managers:** Expected to lead by example, promote a respectful workplace, and respond promptly and effectively to any incidents of discrimination.
- **Employees:** Responsible for treating colleagues with respect and reporting any suspected cases of discrimination.
- **Suppliers and Vendors:** Expected to uphold similar anti-discrimination commitments within their operations.

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## Conclusion

At Prism Industries Pvt Ltd, we are deeply committed to fostering a workplace where all individuals are valued, respected, and empowered to contribute to their fullest potential. Through this **Anti-Discrimination Policy**, we reinforce our dedication to fairness, equality, and human dignity across all levels of our organization and global operations.

By embracing diversity and standing firmly against discrimination, we drive innovation, strengthen our culture, and uphold the values that define Prism Industries Pvt Ltd.

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