



Equal Opportunity and Non-Discrimination Policy

Introduction

At Prism Industries Pvt Ltd, we are committed to fostering a diverse, inclusive, and respectful workplace where employment decisions are based solely on merit, qualifications, and business needs. As a global pharmaceutical company specializing in nicotine-based formulations, quinine, hyoscine, lumefantrine, and artemether, we recognize that a fair and equitable work environment is essential for innovation, collaboration, and excellence.

This **Equal Opportunity and Non-Discrimination Policy** affirms our commitment to ensuring that employment-related decisions — including hiring, placement, remuneration, promotion, training, resignation, and redeployment — are free from bias and discrimination, and are governed strictly by objective and merit-based criteria.

Scope and Applicability

This policy applies to all employees, contractors, interns, suppliers, vendors, service providers, and business partners associated with Prism Industries Pvt Ltd. It governs employment practices across all departments and operations globally, including manufacturing, procurement, research and development, logistics, and administration.

Compliance with this policy is mandatory for all individuals and entities working with or representing Prism Industries Pvt Ltd.

Objectives of the Policy

- Promote Fairness and Equality**
Ensure that all employment-related decisions are made objectively, fairly, and without discrimination.
- Respect Diversity and Inclusion**
Foster a workplace culture that values the diversity of backgrounds, perspectives, and talents.
- Comply with National and International Standards**
Adhere to applicable labour laws, human rights principles, and international conventions promoting equality and non-discrimination.

CIN: U24231GJ1992PTC017501

Office: 208, Trivia Complex, Nr. Natubhai Circle,
Race Course, Gujarat, INDIA, Pin-390007

Phone: 0265-3504649/50 **Mob:** +91 98250-51262, +91 92274-06992

E-mail: marketing@prisminltd.com

PAN: AABCP7162Q

Factory: Survey No. 637/23/A1, Khambhat Dhuvaran Road, At: Kalamsar,
Ta.: Khambhat, Dist. Anand, Gujarat, INDIA, Pin-388640

Mob: +91 98250-50731, +91 97277-01668

E-mail: info@prisminltd.com



4. Strengthen Supplier and Partner Alignment

Encourage suppliers, vendors, and business partners to uphold similar non-discriminatory practices within their operations.

Key Principles of the Policy

1. Non-Discrimination

Prism Industries Pvt Ltd prohibits discrimination in any aspect of employment based on:

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

All employment-related decisions must be based solely on qualifications, experience, competencies, and performance.

2. Equal Opportunity

- All individuals will be provided equal access to employment opportunities, promotions, training programs, and career development initiatives based on merit.
- Prism Industries fosters an inclusive workplace where all employees can contribute and thrive without fear of prejudice or bias.

CIN: U24231GJ1992PTC017501

Office: 208, Trivia Complex, Nr. Natubhai Circle,
Race Course, Gujarat, INDIA, Pin-390007

Phone: 0265-3504649/50 **Mob:** +91 98250-51262, +91 92274-06992

E-mail: marketing@prisminltd.com

PAN: AABCP7162Q

Factory: Survey No. 637/23/A1, Khambhat Dhuvaran Road, At: Kalamsar,
Ta.: Khambhat, Dist. Anand, Gujarat, INDIA, Pin-388640

Mob: +91 98250-50731, +91 97277-01668

E-mail: info@prisminltd.com



3. Merit-Based Decisions

- Recruitment, placement, remuneration, training, promotion, resignation, and redeployment decisions must be guided solely by objective factors such as skills, experience, performance, leadership qualities, and organizational needs.

4. Reasonable Accommodation

- Prism Industries Pvt Ltd will provide reasonable accommodations to employees with disabilities to ensure equal access to opportunities, provided such accommodations do not impose undue hardship on operations.

Supplier and Vendor Expectations

Suppliers, vendors, and contractors associated with Prism Industries Pvt Ltd are required to:

- Commit to maintaining non-discriminatory practices within their workforce.
- Ensure that their employment-related decisions are free from bias based on protected characteristics listed in this policy.
- Allow Prism Industries or authorized auditors to assess their employment practices if necessary.

Monitoring and Enforcement

- **Internal Audits:** Regular reviews will be conducted to ensure adherence to non-discriminatory practices within Prism Industries.
- **Grievance Mechanisms:** Employees and workers may report any suspected instances of discrimination through designated grievance channels without fear of retaliation.
- **Supplier Audits:** Periodic supplier evaluations will include assessments of employment practices and compliance with this policy.

CIN: U24231GJ1992PTC017501

Office: 208, Trivia Complex, Nr. Natubhai Circle,
Race Course, Gujarat, INDIA, Pin-390007

Phone: 0265-3504649/50 **Mob:** +91 98250-51262, +91 92274-06992

E-mail: marketing@prisminltd.com

PAN: AABCP7162Q

Factory: Survey No. 637/23/A1, Khambhat Dhuvaran Road, At: Kalamsar,
Ta.: Khambhat, Dist. Anand, Gujarat, INDIA, Pin-388640

Mob: +91 98250-50731, +91 97277-01668

E-mail: info@prisminltd.com



Training and Awareness

- Prism Industries Pvt Ltd will conduct regular training sessions to promote awareness of equal opportunity, diversity, and non-discrimination principles among employees and management.
- Training programs will also be extended to key suppliers and vendors where appropriate.

Roles and Responsibilities

- **Human Resources Department:** Responsible for implementing and monitoring adherence to this policy, managing grievances, and ensuring fair employment practices.
- **Line Managers and Supervisors:** Responsible for applying employment decisions consistently and fairly, and creating an inclusive workplace environment.
- **Suppliers and Vendors:** Expected to adopt and enforce similar non-discriminatory principles within their organizations.

Conclusion

At Prism Industries Pvt Ltd, we believe that diversity drives innovation, fosters creativity, and strengthens our business. By ensuring that all employment decisions are free from discrimination and based solely on objective criteria, we reaffirm our commitment to fairness, human rights, and excellence in every aspect of our operations.

Through strict adherence to this **Equal Opportunity and Non-Discrimination Policy**, we create a thriving workplace where every individual is respected, valued, and empowered to contribute to the success of Prism Industries Pvt Ltd.

CIN: U24231GJ1992PTC017501

Office: 208, Trivia Complex, Nr. Natubhai Circle,
Race Course, Gujarat, INDIA, Pin-390007

Phone: 0265-3504649/50 **Mob:** +91 98250-51262, +91 92274-06992

E-mail: marketing@prismind.com

PAN: AABCP7162Q

Factory: Survey No. 637/23/A1, Khambhat Dhuvaran Road, At: Kalamsar,
Ta.: Khambhat, Dist. Anand, Gujarat, INDIA, Pin-388640

Mob: +91 98250-50731, +91 97277-01668

E-mail: info@prismind.com

GSTIN: 24AABCP7162Q1ZY