

 SUDARSHAN	Sudarshan Chemical Industries Ltd			
	Sudarshan Policies			
Department: Corporate				Page 1 of 2
Title: Equal Employment Policy				
Policy #: C/EEP/01	Revision # 01	Effective date: 1 April 2025	Supersedes Standard #: C/EEP/01/00	To be revised no later than 1 April 2028

Equal Employment Policy

- The company strictly prohibits discrimination against any employee or applicant for employment, recruitment, hiring, training, compensation and promotion because of the individuals race, color, religion, gender identity or expression, age, ancestry, national origin, disability, sexual orientation or any other characteristic protected by sssslaw. We endeavor to create a workforce that is a reflection of the diverse population of the community in which we operate. We will, in all our operations comply with applicable law governing equal employment opportunities to ensure that there is no unlawful discrimination against any employee or applicant.
- We intend to provide employees with a working environment free of discrimination, harassment, intimidation or coercion relating directly or indirectly to race, color, religion, disability, sex, age or national origin.
- An employee who feels that he or she has been or is being subjected to discrimination should bring this matter to the attention of his or her immediate manager, group head, or the Human Resources management. Nothing in this policy requires any employee complaining of discrimination to present the matter to the person who is the subject of the complaint. An employee who believes he or she has been or is being subjected to discrimination, or who believes he or she has observed discrimination, and who reports the matter pursuant to this policy shall not be retaliated against against or adversely treated because of the making of the report.

Revision History:

Sr. No	Title of Policy	Earlier Issue No.	Earlier Effective date	Current Issue No.	Current Effective Date	Reason for change	Approving authority (Name)
01	Equal Employment Policy	00	01.04.2005	01	01.04.2025	Effective date and revision number added	Chairman & MD

Title: **Equal Employment Policy**Policy #:
C/EEP/01Revision #
01Effective date:
1 April 2025Supersedes
Standard #:
C/EEP/01/00To be revised no
later than 1 April
2028**Prepared By****Pratik Deshmukh**
Manager, C&B**Reviewed By****Shivalika Raje**
Head, People Practices**Approved By****Rajesh Rathi**
Chairman & MD