Non-Discrimination Policy

Objective

To ensure fairness and equal opportunities, prohibiting discrimination based on any protected characteristics

Scope

The scope of the policy extends to all employees of Aragen Life Sciences Limited and its subsidiaries, Aragen Biologics Pvt Limited and Intox Pvt Limited.

General Guidelines

- In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Organization will be based on merit, qualifications, and abilities.
- Organization does not discriminate among employees with respect to employment opportunities or practices because of race, color, religion, sex, national origin, age or disability.
- Organization will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.
- Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their HOD/HR. Employees can raise concerns and report without fear of reprisal. Anyone found to be engaging in unlawful discrimination will be subjected to disciplinary action, including termination of employment.

Victim Protection

- **Victim Protection:** Organization is committed to providing support and protection to victims of sexual harassment, ensuring their safety and well-being. The identity of the victim as well as the details of complaint are kept confidential to the extent possible and ensures that they will not face discrimination or unfair treatment as a result of reporting the incident.
- **Non- Retaliation**: The organization strictly prohibits any form of retaliation against individuals who report sexual harassment, participate in an investigation, or provide information related to a compliant. Retaliation includes , but is not limited to, demotion, termination, harassment, discrimination, or any adverse action affecting the individual's employment conditions.
- **Reporting Retaliation**: Employees who believe they have been subjected to retaliation should report the incident to the designated committee or Managing Committee of the organization. All complaints of retaliation will be promptly investigated in accordance with organizations' procedures. Individuals found guilty of retaliation will face disciplinary actions, which may include termination of employment immediately.

- Any discriminatory behavior reported by employees will be addressed in accordance with the procedures outlined in the Grievance redressal policy. All grievances related to discrimination, whether against employees, vendors, or other stakeholders, will be handled promptly and fairly as described in the policy.
- Any discriminatory behavior reported by external stakeholders will be investigated by the Whistleblower Committee, as outlined in the Whistle-blower Policy, alongside reports of illegal or unethical conduct reported. All such reports will be treated with utmost seriousness, ensuring confidentiality, fairness, and appropriate corrective action.

Power to amend

The management may at its discretion amend or withdraw any or all of the above provisions of this policy at any time with/without notice. The utility and the interpretation of the policy will be at the sole discretion of the management.

Policy Tracker

Original	1st Amendment	2nd Amendment	3rd Amendment
1st Jun, 2004	31st Aug, 2017	29th May, 2018	16th June, 2021
4th Amendment	**5th Amendment**		
24th July, 2024	10th Oct, 2024		