



## Equal Employment Opportunity Policy

### Objective:

To treat employees without any discrimination with regard to their race, religion, belief, sex, color, creed, age, national and ethnic origin, marital status, pregnancy, sexual orientation, political affiliation and physical ability.

### Applicability:

This policy governs all permanent employees of Jesons Industries Limited (Jesons).

### Policy Details:

- Jesons is an equal opportunity employer and makes the best endeavors to treat candidates without regards to their race, religion, belief, sex, color, creed, age, National & ethnic origin, marital status, pregnancy, sexual orientation and physical disability, political affiliation or any other status protected by laws or regulations of the land.
- This includes equal opportunity in employment, upgrading, promotion or transfer, recruitment or recruitment advertising, layoff or termination, wages or other compensation, selection for training, including apprenticeship, pre-apprenticeship, and/ or on the job training.
- Jesons ensures and maintains a work environment free of harassment, threats, intimidation, discrimination and coercion at all sites and in all facilities at which employees are assigned to work. Any employee who violates this policy will be subjected to disciplinary proceedings.



**I N D I A**

[www.jesons.net](http://www.jesons.net)

- Jesons shall ensure that no candidate is discriminated on the grounds of his/her disability in regard to any position for which the applicant is qualified, except in cases where such act/omission is a proportionate means of achieving a legitimate or organizational aim.

### **Consequences**

Jesons will not tolerate any form of discrimination and will take appropriate disciplinary action against any employee determined to have engaged in unlawful conduct under this policy.

For Jesons Industries Limited

**DHIRESH GOSALIA**  
Chairman & Managing Director