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## NON-DISCRIMINATION POLICY

It is the policy and commitment of Lalan Rubbers (Pvt) Ltd that it does not discriminate on the basis of race, age, color, sex, national origin, physical or mental disability, or religion.

### Equal Employment Opportunity

Lalan Rubbers (Pvt) Ltd is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by federal and state law.

Employees are valued according to how well they perform their roles, their integrity, loyalty and adherence to company standards.

Any employee, board member, volunteer or client who believes that she/he or any other affiliate of Lalan Rubbers (Pvt) has been discriminated against is strongly encouraged to report this concern promptly to the HR dept.

### Discriminatory Harassment

Harassment or intimidation of a client, staff person or guest because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior.

Lalan Rubbers (Pvt) Ltd is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency clients.

We strongly believe that all employees should be provided a safe environment free of discrimination, victimization, sexual harassment and vilification.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the HR dept. or immediate supervisor and, if substantiated, prompt action will be taken.

Signature (CEO):.....

A handwritten signature in blue ink, appearing to be 'S. Pinnu', is written over a dotted line.

Date: 19.06.2018