

Human Resources		
Policy on Discrimination		
Policy No.	Version No.	Effective date.
COHANCE/HR/117	01	01.09.2025

1. Objective

To establish a policy that addresses workplace discrimination, promotes respectful interaction within the organization, and ensures that all personnel are treated equally and fairly in all aspects of employment and organizational practices.

2. Applicability



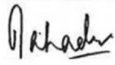
This policy applies to all personnel employed by the Cohance Lifesciences Limited

3. Policy on discrimination

- 3.1 We do not engage in or support discrimination in hiring, remuneration, access to training, promotion, leaves, transfer, termination or retirement based on race, nationality or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination. These are well documented in the HR manual of the company and are practiced fully.
- 3.2 Promotion and increment are based on performance only. However, while promoting a person, assessment of potentiality, suitability and requirements of the company are also given weight age.
- 3.3 National & Festival holidays are prepared in consideration and respect the right of personnel to observe / practice related to their religious rituals.
- 3.4 Remuneration: we ensure that the employees are remunerated with fairness, dignity, and equality in every aspect of their engagement with the organization.
- 3.5 Other benefits: We provide all the other benefits like promotion, salary increment, and training and skill development based on their ability & role requirement.
- 3.6 Awareness on discrimination policy is promoted in all employees including contract employee .. during induction trainings and other forums.
- 3.7 Establish the process necessary to deliver the results in accordance with the requirements and implement the process to ensure non-discrimination.
- 3.8 Monitor and measure the process against the requirement and take actions to continually improve the system.

4. The procedure for solving the grievance about discrimination

- 4.1 We encourage employees to prefer Grievance Handling procedure in case of any grievance related to discrimination.
- 4.2 The management ensures that worker have access to and are familiar with procedure for filing grievances about discrimination
- 4.3 Anyone who feels being discriminated should make a request and send to the concern reporting head or HR representative to solve.

		
Prepared by	Reviewed by	Approved by
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Sr. Manager – HR	Vice President – HR	CHRO

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- 4.4 The representative will examine and provide proper solution to the aggrieved' s grievance.
- 4.5 After the grievance is solved, the result will be sent to the aggrieved.
- 4.6 If the aggrieved doesn't agree with the solution, he (or she) can make a new grievance.

5. Internal and external communication

- 5.1 All Policies and Procedures related to Cohance Lifesciences Limited, are communicated to all employees during induction and periodic trainings.
- 5.2 All the policies and procedures related to Cohance Lifesciences Limited, are made accessible to every employee of Cohance Lifesciences Limited, by displaying in prominent work areas in the plant/offices of Cohance Lifesciences Limited, for employees.

6. Training and capability building

Cohance Lifesciences Limited, provides relevant training to all Internal and external interested parties (employees, contract workmen, contractors and suppliers) on Cohance Lifesciences Limited, principles and effectiveness will be measured.




7. Internal audits

Internal audits will be conducted at defined intervals to monitor the performance, evaluate and improve the effectiveness in accordance with established policies, procedures, systems and regulations.

8. Company Rights

The Company reserves the right to modify or withdraw this policy, in whole or in part, at any time without prior notice. This policy does not create an employment contract, nor does it guarantee benefits or continued employment. Amendments may be made whenever necessary.

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