



POLICY STATEMENT ON NON-DISCRIMINATION

EOS POWER INDIA PRIVATE LIMITED is committed to providing a positive environment in which employees are treated with dignity, respect and courtesy and that the different experiences, abilities and skills of each individual are valued by others.

In this regard, EOS Power expressly prohibits any form of discrimination based on race, color, religion, sex, marital status, national origin, sexual orientation, gender identity, age, pregnancy, disability, genetic information, or political beliefs and ensures non-discrimination towards employees as under:

1. Equal opportunity in employment
2. Prohibits harassment of any employee,
3. Applicant for employment
4. Disability – Physical or Mental
5. Gender, gender identity and expression; including transgender identity
6. Genetics; veteran status;

The purpose of this policy is to foster an environment in which bullying, harassment and intimidation are acknowledged as unacceptable and are not tolerated by the organization. It is important that all members of the EOS Power should be able to recognize, challenge, and where necessary, complain about bullying and harassment should it arise, with confidence that their concerns will be treated in good faith, and investigated fairly and appropriately.

EOS Power also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or participation in the investigation of such a claim. Any witness, complainant or respondent involved in an investigation ought not to be retaliated against for their participation in the fact-finding process.

Harassment or intimidation of any employee 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.

EOS Power expects all employees, and community members to join with and uphold this commitment.

All EOS Power personnel at the exempt level who are responsible for hiring, promoting, and managing employees and/or promptly escalate all potential violations of this policy to a manager or supervisor, any senior member of the administration, directly to HR Head without fear of any reprisal using the contact no. 02267744115 / 9167866042.

EOS Power's Managing Director is also responsible for planning and implementing the affirmative action program and monitoring to maintain an internal system of reporting that shall facilitate the identification and removal of inequalities and deficiencies in its employment and those policies and practices that could preclude the fair and equal treatment of minorities, women, individuals with disabilities, and all protected veterans.

Mr. Vijay Gujarathi
Managing Director



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