

## Non-Discrimination & Anti-Harassment Policy

Shree Cement Limited (hereinafter referred as 'SCL' or 'Shree Cement' or 'the Company') respects the rights of everyone to work in an environment free from discrimination and harassment (sexual and non-sexual). SCL believes in treating the people with dignity and decency, and expect all its employees to treat each other with utmost respect and avoid discriminatory, offensive, or demeaning behaviour.

SCL respects the principles and standards on human rights, discrimination and harassment. This Non-Discrimination & Anti-Harassment Policy ('the Policy') contains SCL's commitment towards non-discrimination and anti-harassment and outline its approach towards the same.

### **Scope**

The Policy is applicable to all the employees of SCL (including its subsidiaries) and extends to any visitor to Shree Cement premises. The Policy requires them to treat others with dignity and respect, and refrain from any conduct that may create a hostile working environment. This Policy encompasses all actions that may occur as a result of the work at all workplace premises.

### **Preventive measures**

SCL shall actively take steps to minimise the occurrence of discrimination and harassment at the workplace. SCL shall, thus focus on the following measures at the workplace:

- **Equal Employment Opportunity**  
SCL shall offer equal hiring opportunities to all candidates and prohibit discrimination against employees for job promotions, assignments, performance evaluations, benefits and perks, training, and other employment practices in accordance with applicable laws.
- **Improved Accessibility**  
SCL shall provide adequate facilities and safe working environment to people with disabilities.
- **Employees benefits**  
SCL shall provide benefits to its employees as available under applicable legislations.
- **Awareness through trainings and other applicable means**  
SCL shall create awareness among its employees on the principles of non-discrimination and anti-harassment.

### **Roles and Responsibilities**

SCL expects all its employees to fulfil their roles and responsibilities in implementation of this Policy. The Head of human resources function is responsible for overlooking implementation of the policy.

## **Grievance Redressal Mechanism**

Any instance of non-compliance of this policy can be reported through the grievance redressal mechanism as defined in the Stakeholder Engagement Policy of SCL.

## **Policy Approval**

This Policy has been approved by the Board of Directors of Shree Cement in its meeting held on 22<sup>nd</sup> May 2023 and supersedes all policies prior to this.