



NON-DISCRIMINATION POLICY

We at NRB ensure equal employment opportunities and create a workplace that is free from discrimination.

This policy is applicable to all NRB business locations, employees and workers.

NRB values diversity and inclusivity and strives to provide a work environment that is respectful and supportive of all individuals.

- Non-discrimination against any employee or applicant for employment based on religion, caste, community, gender, physically disabled or sexual orientation or any other category protected by applicable law.'
- Commitment to non-discrimination extends to our interactions with clients, customers and communities.
- Provide equal employment opportunities to all employees and applicants, including in the areas of hiring, promotion, training, compensation, and benefits.
- Employees shall be treated with dignity and respect, and not be subjected to any form of harassment or retaliation.
- Non engagement in any discriminatory practices or behaviour or any other form of mistreatment.
- Conduct training for all employees to ensure they understand our non-discrimination policy and their role in creating a respectful and inclusive workplace.

Any employee who violates this policy will be subject to appropriate disciplinary action, up to and including termination of employment.

GRIEVANCE HANDLING

The objective is to address problems or concerns raised by employees about their working environment or working relationships.

Any act of harassment or abuse by any employee, no matter where it has occurred, must be brought to the notice of the Grievance Committee.

Procedure to Escalate Grievance – As per the Grievance Handling Policy.

Aamendment Record:

Revision no.	Revision Date	Details of Change	Approved By