



C H E M I C A L S

DISCRIMINATION & HARASSMENT POLICY

According to Indian Constitution Discrimination and harassment is an offence. Any individual must not be discriminated on the basis of sex, religion, caste and status. On this JG Chemicals Private Limited has put forward its policies.

Nominal decisions

- No discrimination to be done to any individual on the basis of sex, religion, caste and status by the manager.
- No partiality to any caste or religion in employment, salary or increment.
- In none of the cases preference to be done in males and females regarding the work capability.
- During employment/ increment the capability & discipline of the person should be kept in mind.
- Schedule castes, schedule tribes and O.B.C employees belonging to these classes must get social rights.
- Employees must maintain a healthy and friendly atmosphere within the company
- Selection for a definite job in the institution will be on the basis of quality and capability. No one should be harassed on the basis of sex, religion or caste.
- Equal remuneration for both male and female employees for equal amount of work but keeping in mind their efficiency and duty hours.
- No employee must be harassed by their manager, supervisor on the basis of caste, religion or sex.
- While providing leave/ advance salary to any employee their need must be kept in mind. No discrimination on the basis of sex, religion, caste and status.

**By Order of CEO & Director
JG Chemicals Pvt. Ltd.**

JG Chemicals Pvt Ltd

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