

YASH GROUP

Equal Employment Opportunity & Anti-Discrimination Policy

At YASH Group, we are committed to ensuring equal opportunity for all and fostering a workplace that is free from bias, discrimination, and harassment. We believe that every individual deserves to be treated with dignity, fairness, and respect, and that employment decisions must be based solely on ability, competence, and merit.

To uphold this commitment, we shall:

- Ensure equal opportunity in recruitment, selection, transfers, promotions, training, and all other employment practices.
- Provide a workplace that is inclusive, fair, and free from discrimination, harassment, or coercion of any kind.
- Strictly prohibit discrimination on the basis of age, race, colour, religion, caste, ethnicity, nationality, gender, marital status, pregnancy, disability, health, family responsibilities, sexual orientation, political opinion, or trade union membership.
- Encourage employees to take positive action to promote equality and inclusivity throughout the organization.
- Investigate all complaints of discrimination without delay, ensuring impartiality and timely resolution.
- Support resolution of complaints through fair processes including mediation, while ensuring protection of all parties involved.
- Preserve confidentiality and protect the rights of both complainants and respondents during investigations.
- Take swift corrective action to stop discriminatory practices, including disciplinary measures up to termination in proven cases.
- Create awareness of this policy through induction, training, and regular communication with employees.
- Continuously monitor and improve practices to build an equitable and harmonious workplace.

YASH Group does not tolerate discrimination in any form.

Harsh Patel
Director
