

UNIQUE INDUSTRIAL HANDLERS PVT. LTD.

E-77, MIDC, Ambad, Nashik – 422010, Maharashtra, India

POLICY ON DISCRIMINATION AND HARASSMENT

Unique Industrial Handlers Pvt. Ltd., (will be called as Unique hereafter) prohibits discrimination, harassment and / or related retaliation in case of recruitment, treatment, trainings, promotions and all other activities.

We at Unique do not discriminate among race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy.

This prohibition applies to staff and all workmen, contractors and other third parties. Any violations may be subject to disciplinary action, up to and including, expulsion or termination of employment, as applicable.

Unique will consider what appropriate potential actions should be taken, including contract termination and / or property exclusion, regarding third party conduct that is alleged to have violated this policy; however those options may be limited depending on the circumstances of the arrangement.

Unique takes prompt and effective steps reasonably intended to stop any form of discrimination, harassment and / or related retaliation, eliminate any hostile environment, prevent its recurrence and as appropriate, remedy its effects.

For Unique Industrial Handlers Pvt. Ltd

J.H. BADLANI

CEO