



# JINABAKUL FORGE PVT LTD

## No Discrimination and No Harassment Policy

This policy applies to all the staff & workmen, including managers and supervisors, full time , part time or casual, temporary or permanent, apprentices, contractors, and sub contractors.

Jinabakul strongly believes that the most productive and satisfying work environment is one in which work is accomplished in a spirit of mutual trust and respect. Harassment is a form of discrimination that is offensive, impairs morale, undermines the integrity of employment relationships and causes serious harm to the productivity, efficiency and stability of our organization.

At Jinabakul, all employees have the right to work in an environment free from discrimination and harassing conduct, including sexual harassment. Harassment on the basis of an employee's race, color, creed, ancestry, nationality, age, disability, sex, marital status, sexual orientation, is strictly prohibited under this policy , and liable for legal action.

This policy is communicated to all employees of the company.

Sd/-

**Balachandra D Badan**  
Executive Director

Sd/-

**Kiran C Jinagouda**  
Executive Director

2nd May, 2018