Non Discrimination Policy

Referring to code of conduct EXIM Logistics Pvt. Ltd. is committed to providing equal opportunities in employment and creating an inclusive work environment.

We are committed to –

A. provide equal and fair opportunities for employment to all qualified applicants;

B. maintain a work environment free from harassment based on age, colour, physical ability, marital status, parental status, ethnic origin, religion, sexual orientation, or gender identity;

C. make employment relationship decisions solely on the basis of individual ability and qualifications, subject only to occupational requirements, seniority and other appropriate non-discriminatory criteria;

D. adhere to applicable law pertaining to equal employment opportunities and fair employment practices; and

E. inform staff of certain behaviour that is unacceptable, and measures that the Company may take for deviant behaviour towards employees.

Non-Discrimination

- We shall not discriminate directly or indirectly against any employee or job applicant on any grounds including on the grounds of age, color, physical ability, ethnic origin, nationality, religion, gender, family status, marital status, pre-natal status, gender re-assignment, or sexual orientation
- We will make reasonable accommodation*, whenever necessary, for qualified employees or job applicants who have disabilities.



**Reasonable accommodation* means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others.

Bullying and Intimidation

We promote a harmonious working environment in which our employees will be treated with dignity and respect. We have a zero-tolerance policy towards bullying and harassment.

Commitment to Diversity and Inclusion

We are committed to strengthening diversity and inclusion at the workplace through an enabling environment, supportive work life policies for employees and a culture that welcomes differences and creates a sense of belonging. We strive to create a work environment where all employees can develop and grow to achieve their full potential. We are an equal opportunity employer and are committed to maintaining respect and dignity for all.

Governance Of Non-Discrimination Policy

Review, Analysis & Continuous Improvement : EXIM Logistics conducts regular reviews to assess our Non- Discrimination policy applicability and take appropriate measures to address real or perceived gaps in our business practices. We monitor relevant regulations, standards, principles and trends to ensure our Fair Labour program meets the high ethical standards to which we commit ourselves and against which we must perform.

Applicability of policy: Non- Discrimination policy is applicable to all the employees whether they are appointed directly or indirectly, as well as on the suppliers.

Employee Awareness & Communication: website of the company, communicated to each employee during induction training and hold in all business units.

Oversight & Accountability: This policy is aligned with EXIM Logistics code of conduct and approved by Board of Directors of the company. This is duty of Human Resources department and All Ethics Review Committee (ERC) members for proper implementation and practice in the company.



Violation Reporting: Employees are encouraged to report concerns or violations to branch heads, ERC members and HR team. EXIM Logistics also offers confidential grievance reporting in multiple languages through a hotline 0674 710 7777(110 Lines) and mail id grivance@eximlogistics.com, run under direct observation of ERC.

CORRECTIVE ACTION: We will not tolerate any harassment or discrimination in violation of this policy. If an investigation reveals that a violation of this policy or other inappropriate conduct has occurred, then the Company will take corrective action, including discipline, up to and including termination of employment, as is appropriate under the circumstances, regardless of the job positions of the parties involved. The Company may discipline an employee for any inappropriate conduct discovered in investigating reports made under this policy, regardless of whether the conduct amounts to a violation of law. If the person who engaged in conduct in violation of this policy is not a Whirlpool employee, then we will take whatever corrective action is reasonable and appropriate under the circumstances.

Mr. Himadri Keshri Pattanaik
Managing Director