

## **Non Discrimination & Equal Opportunities Policy**

(Version - 2)

### **Objective:-**

1. Vision Rx Lab Pvt. Ltd. is having its clear cut and transparent objective to ensure non-discrimination and equal opportunities to all of its employees during their service tenure.
2. This Policy is an internal but properly communicated policy amongst all the employees of Vision Rx Lab Pvt. Ltd. which ensures the right of all employees to keep away from nepotism, despotism and favoritism including provisions of applicable rules and regulations which enforces freedom of speech and equality.

### **Non-discrimination:-**

1. Vision Rx Lab Pvt. Ltd. will not adversely discriminate, and prohibit other adverse discrimination at the workplace, on the basis of religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability, age or any of them ("**Discrimination Characteristics**"). VRx Lab will not condone any adverse discrimination against any employee.
2. Any person who believes himself or herself to have been subjected to adverse discrimination on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of Management of Vision Rx Lab Pvt. Ltd. at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.
3. Any adverse discrimination or other action or behavior that constitutes a violation of law will be reported to the police.

### **Equal Opportunities:-**

1. Vision Rx Lab Pvt. Ltd. provides equal opportunities to its employees with regard to the facilities, compensation and the lawful benefits as per the respective grades and scales including which have been prescribed in the social security legislature applicable to them.
2. Any person who believes himself or herself to have been subjected to adverse discrimination, or impermissible positive discrimination, on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Diversity Committee of Management of Vision Rx Lab Pvt. Ltd. at the earliest practical opportunity.

**Implementation:-**

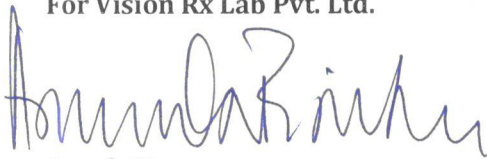
- This policy is communicated to all employees.
- Vision Rx Lab Pvt. Ltd. have appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, including processing of grievances for redressal through members of the respective Management Committees. It will ensure implementation of this Policy.
- Compliance with the Policy will be regularly monitored and evaluated by the Corporate Management Committee (CMC).

**Diversity Committee:-**

The Diversity Committee of VRx Lab is comprised of:

1. Sanjiv Kumar Gupta
2. Prasun Banerjee
3. Arnab Biswas

**For Vision Rx Lab Pvt. Ltd.**



**Arnab Biswas**

**Chief Human Resource Officer**