



Anti-Discrimination Policy & Rules for employees

- This policy applies to all employees, visitors, customers and stakeholders
- Employees who harass their colleagues will go through our disciplinary process, demote or terminate them depending on the severity of their offence
- In case we conclude that an employee unconsciously discriminates, we will support them through training and counselling and implement processes
- We will not tolerate any of discrimination that creates a hostile and unpleasant environment of employees, workers and interns
- We will not be lenient in cases of assault, sexual harassment or workplace violence, whether physical or psychological.
- If you are the victim of discriminatory behavior (or if you suspect that others are being discriminated against,) please talk to HR (or your manager) as soon as possible. HR is responsible for hearing your claim, investigating the issue and determining punishment.
- Punishment for discriminatory behaviour depends on the severity of offence. sometimes it will result in termination

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