

Diversity, Equality & Inclusion Policy



Norex Flavours Pvt. Ltd. is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our internal & external stakeholders' differences in age, color, disability, ethnicity, minority, family or marital status, gender identity (including LGBT Community), or expression, language, national origin, physical and mental ability (Including PWD), political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

NOREX diversity initiatives are applicable but not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all internal & external stakeholders.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of NOREX have a responsibility to treat others with dignity and respect at all times irrespective of their age, color, disability, ethnicity, family or marital status, gender identity (including LGBT Community), language, national origin, physical and mental ability (Including PWD), political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that makes them unique.

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All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfil this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

We will commit that the individuals responsible for procurement within Standard Life will actively include Farmers, SMEs and diverse suppliers in the procurement process where possible so they can compete fairly and have an equal chance of success in spite of diverse businesses are, but are not limited to, those that are majority owned, operated, managed, and controlled by women, people with a disability, people belonging to an ethnic minority or with an immigrant background, lesbians, gays, and bisexuals or trans-gender (LBGT) people.

***We commit to operating in a sustainable environment that ensures
equal and just society”***

Vaibhav Agrawal

Managing Director