

## **Non-Discrimination Policy**

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It is the policy and commitment of Norex Flavours Pvt. Ltd. that it does not discriminate on the basis of race, age, color, sex, national origin, physical or mental disability, or religion.

### **Equal Employment Opportunity**

Norex Flavours Pvt. Ltd. is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by ETI code of conduct and state law.

Any employee, board member, volunteer or client who believes that s/he or any other affiliate of Norex Flavours Pvt. Ltd. has been discriminated against is strongly encouraged to report this concern promptly to the Managing Director.

### **Discriminatory Harassment**

Harassment or intimidation of a client, staff person or guest because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior.

Norex Flavours Pvt. Ltd. is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency clients.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Managing Director or immediate supervisor and, if substantiated, prompt action will be taken.

### **Women Development & Mentorship**

At Norex, The discrimination policy is in place but for the women innovation and development, A women development program is in place, the motive of this program is the provide the safe and equal place, equal work opportunity among the all co-employees.

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The purpose of a women's mentorship program is to unite established women with the next generation of female leaders. Female mentorship programs are intended to offer career guidance, education, and emotional support. Women's mentorship programs are important as they can help close the gender gap in leadership roles.

### Common issues women face in the workplace

The modern workplace has evolved into a more inclusive environment in a short time. However, women still face numerous problems that men don't. Here are few common women's issues still prevalent in many workplaces:

- **Gender income inequality**
- **Work-family life balance**
- **Gender bias and stereotypes**
- **Career advancement barriers**
- **Harassment**

At Norex, We build a group of women, who take our women's mentorship program allows our company to measure it's effectiveness over time. For example, set targets for increasing female representation in management and track how many mentees are promoted

**Vaibhav Agrawal**

**Managing Director**