HIGH TENSILE FASTNUTS (I) PVT. LTD.
PUNE

Non-Discrimination Policy

Our organization is committed to providing a respectful, inclusive, and equal environment for all employees, applicants, customers, and other individuals we work with.

We do not tolerate discrimination based on characteristics such as race, color, religion, gender, sex, sexual orientation, gender identity, age, disability, marital status, nationality, ethnic origin, or any other status protected by applicable law.

All employment and organizational decisions, including recruitment, hiring, promotion, compensation, training, assignment of responsibilities, and termination, will be made based on legitimate qualifications, performance, business requirements, and applicable law.

We are committed to maintaining a workplace free from discrimination, harassment, bullying, and retaliation. Anyone who believes they have experienced or witnessed discrimination is encouraged to report the matter through the appropriate organizational reporting channel.

All complaints will be handled seriously, fairly, and as confidentially as reasonably possible. Retaliation against anyone who raises a concern or participates in an investigation is prohibited.

We will review and update this policy as necessary to ensure compliance with applicable laws and to promote a fair, respectful, and inclusive environment.

Director sign :	Doc no. - QSM-C/13
Date : 01/ 04 / 2026	Rev. No. 00 Date : 01.04.2026