

## **NON-DISCRIMINATION POLICY**

Laurus Labs Limited does not discriminate in employment opportunities or practices on the basis of race, colour, religion, disability, national origin, genetic information, sex (including pregnancy), age, sexual orientation, gender (including gender identity and expression), marital status, protected veterans status, citizenship status or any other characteristic protected by applicable law.

Our policy of Non-discrimination in employment applies to recruitment, hiring, compensation, promotions, transfers, discipline, demotions, terminations, layoffs, access to benefits and training and all other aspects of employment.

- Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their Manager or the Human Resources department.
- Employees can voice concerns and submit reports without fear of retaliation.
- Any Laurus Labs employee found to be engaging in any type of unlawful discrimination will be subject to disciplinary action.
- Awareness on the same will be created through training and adopting best practices at all the levels of the organisation.

This policy shall be reviewed periodically for its suitability and updated as necessary.