

*Practising Partnership!*



PARTNERSHIPS IN PRACTICE

## No Discrimination Policy

We, Tega Industries Limited, are committed to ensure that we will not engage in or support any discriminatory practices in recruitment, remuneration, access to training, promotion, termination or retirement based on gender, marital status, family status, religious belief, disability, age, racial grounds (race, colour, nationality or ethnic origin), sexual orientation or other conditions that could give rise to discrimination.

We strongly believe in equal opportunity and dignity of human being at workplace.

We also committed to comply with the Local, National and all other applicable laws, regulations, prevailing industry standards and other requirements relating to non discrimination, to which our company subscribes.

We will show our utmost regard to the applicable international instruments relating to non discrimination, as listed in 'Normative Elements and Their Interpretation' in the SA 8000:2014 International Standard.

We will communicate this policy by various effective ways within the company as well as among the interested parties.

**Date: June 5, 2024**

**Manoj Kumar Sinha  
(Director - Operations)  
Tega Industries Ltd.**