

## **Policy on Prevention of discrimination in employment and occupation**

The Andhra Paper Limited '**No Discrimination in Employment and Occupation Policy** is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such practices. It thus endorses the need for appropriate initiatives to progressively eliminate these abuses.

### **Policy:**

Andhra Paper Limited has committed for protecting discrimination in employment & occupation in their work place in terms of:

- ❖ **No place for Unfair treatment** (color, religion, sex (including pregnancy, gender identity, and sexual orientation, national origin & disability)
  
- ❖ **No Harassment** (by managers, co-workers, or others in your workplace, because of your race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, disability). The Company has a policy for prevention of sexual harassment of women at workplace (prevention, prohibition and redressal) act, 2013.
  
- ❖ **Principle of equal pay for equal work**

Date: 25/06/2022

  
MUKESH JAIN  
OCCUPIER & DIRECTOR COMMERCIAL