

HR POLICY

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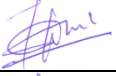
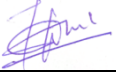



ANTI DISCRIMINATION & EQUAL OPPORTUNITY POLICY

REVISION HISTORY

DATE	CHANGES MADE	CHANGE MADE BY (MR)	APPROVED BY (Director)	AFFECTED SECTION	REVISION NO.
01.10.2021	Original Release.	<u>Tej Pratap Singh</u>	<u>Director</u>	All	00

DOCUMENT OWNERSHIP AND TIMELINES

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INTRODUCTION

LuboiL an equal opportunity employer. In order to enable its diverse members to pursue these twin objectives, LuboiL seeks to provide an atmosphere free of harassment and discrimination.

All employees are treated on their merits, without regards to race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation or other factors not applicable to their position. Employees are valued according to how well they perform their duties, and their ability and enthusiasm to maintain the company's standards of service.

Our company discourages any form of discrimination. We believe that all the employees have the right to work in an environment free from discrimination.

Discrimination undermines proper working relationships and may cause low morale, absenteeism and resignations.