

TRISTAR INTERMEDIATES PVT. LTD.

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Documents No.	TIPL/CQA/P/026	Supersede	Nil
Master Copy	Anti-discrimination Policy	Revision No.	NA
		Issue Date	01.04.2025
		Review Period	1 Year
		Review Date	01.04.2026

Tristar Intermediates Private Limited is committed to maintaining a diverse and inclusive workplace where all employees, job applicants, clients, customers, and partners are treated with respect and dignity. Discrimination of any kind is not tolerated within our organization. This Anti-Discrimination Policy outlines our commitment to promoting equality, preventing discrimination, and addressing any incidents of discrimination that may occur.

Purpose of the Policy

The main purpose of anti-discriminatory policy of an organization is to establish a clear framework that promotes diversity, inclusivity, and fairness. It serves some of the main aims: Prevention of every type of discrimination in the workplace. Promotion of the norms of equality, fairness, and inclusivity. Nurturing a positive work culture emphasizing diversity. Providing a legal body to address discriminatory grievances. Developing proper training to educate employees on unconscious bias. Ensuring equal opportunities for all employees. Complying with governmental rules and regulations.

Scope of the Policy

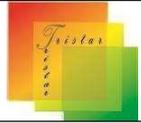
The scope of the policy covers the following important aspects of workplace: Ensuring its usage in the recruitment and hiring processes. Employment conditions like job assignments, compensation, promotions, etc. Made free of unfair practices. Organization of training programs to educate employees. Prohibition of discriminatory language, harassment, and actions that create a hostile work environment. Developing a formal grievance management framework to handle every discriminatory event. Promotion of fair treatment policies during employee termination and layoffs.

Policy Statement

A few definitions in terms of the non-discrimination policy:

1. Equal Employment Opportunity

Tristar Intermediates Private Limited is an equal opportunity employer and is committed to providing equal employment opportunities to all individuals, regardless of their race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, gender identity, or any other protected characteristic as defined by applicable law.



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2. Prohibited Discrimination

Discrimination in any form is strictly prohibited. This includes, but is not limited to, discrimination based on:

- Race or ethnicity
- Color
- Religion or belief
- Gender or gender identity
- Sexual orientation
- National origin
- Age
- Disability
- Genetic information
- Marital status
- Pregnancy
- Veteran status
- Any other protected characteristic under applicable law

3. Harassment

Harassment, including sexual harassment, verbal abuse, offensive jokes, slurs, and any other unwelcome conduct based on protected characteristics, is strictly prohibited. All employees are entitled to a work environment free from harassment.

4. Retaliation

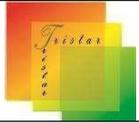
Retaliation against any individual who reports discrimination participates in an investigation, or opposes discriminatory practices is strictly prohibited. Reporting discrimination or participating in an investigation will not adversely affect an individual's employment status or opportunities within the organization.

Responsibilities

It highlights the responsibilities of all the involved stakeholders:

Management and Leadership

Pioneers of the policy leads the entire organization by setting an example. Proactive actions are taken in case of any discrimination witnessed in the workplace. Educating employees about the policy in the workplace. Actively supporting employees who face such situations in the workplace.



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Human Resources

Effectively communicate the policy to all the employees. Provide hands-on training to employees to ensure their understanding of the policy. Prompt handling of all types of complaints under guidelines. Introducing the latest changes in the policy and constantly reassessing it to make it effective.

Employees

Treating each other with respect irrespective of differences. Avoiding any sort of harassment practices. Promptly reporting every type of discrimination. Cooperation with the investigation committee to reach a conclusion faster.

Reporting Parties

Accurate details were provided to report the complaint in depth. Cooperating with investigating committee to ensure fair investigation. Strict confidentiality is maintained. Strongly advocating a positive workplace encompassing trust and inclusivity.

Investigating Parties

Appointment of designated interrogators for distinct types of discrimination. Conducting fair investigations. Treating everyone as equal and making the process bias-free. Gathering important documents and evidence. Providing detailed reports and recommendations.

Confidentiality

Adherence to strict confidentiality around the investigation. Protecting the privacy of the involved parties. Clearly outline the confidentiality terms and conditions to prevent misuse.

Reporting Procedures

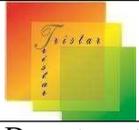
In the context of the anti-discriminatory policy:

Reporting Options

Familiarity of the employees with the available reporting options, like HR representatives, supervisors, or an anonymous channel. Choosing the method that blends with company culture and the workplace situation. Communicating this along with the policy to all the employees.

Confidentiality

Maintaining strict confidentiality around the incident. Information is shared only with the stakeholders involved and not outsiders. Complete assurance to involved parties to protect their identity.



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Non-Retaliation

Treating each other with respect irrespective of differences. Avoiding any sort of harassment practices. Promptly reporting every type of discrimination. Cooperation with the investigation committee to reach a conclusion faster. Tristar Intermediates Private Limited is committed to fostering a workplace culture that promotes equality, inclusivity, and mutual respect. This Anti-Discrimination Policy underscores our dedication to providing a discrimination-free environment for all individuals associated with our organization. For inquiries or to report incidents of discrimination, please contact at hr.tipl@rossari.com.

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