



Equal Opportunity Employer

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National Engineering Industries Ltd.

Khatipura Road, Jaipur – 302006

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Visit us at: www.nbcbearings.in

Equal Opportunity Employer

Objective:

- To define the philosophy of NEI as an equal opportunity employer.

Scope:

- This policy is applicable to all the permanent, temporary, fixed, contractual and outsourced employees of NEI. All employees involved in the process of hiring and selection are responsible for complying with the policy.

Policy Guidelines:

- NEI prohibits any discrimination against any applicant for employment because of race, colour, caste, religion, sexual orientation, gender identity or expression, national origin, age, disability, veteran's status or any other characteristic protected by law.
- NEI ensures that all affirmative actions involving recruitment, selection, promotion, training, compensation, benefits, transfer, discipline and discharge are free from any unlawful discrimination.
- All applicants & employees are evaluated on the basis of individual merit and performance.
- There will be no less or more favourable treatment for permanent employees in comparison to any other employment contracts.
- We encourage diversity in our workforce.

Process and Investigations of Complaints:

- Any employee who is discriminated on the above basis or is aware of any discrimination can write to HR through the "Write to HR" feature available on the Intranet portal.
- All the complaints will be handled confidentially by the HR department and escalated to higher authority for resolution if required.
- Disciplinary action will be taken against the proven alleged.