



DISCRIMINATION POLICY

All employees, regardless of their positions, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. The employment policies and practices of the Company have been and will continue to ensure that all employees are treated equally with no discrimination in compensation, opportunities for advancement (including promotions and transfers), training and discipline.

FIL strives to create and maintain a work environment in which people are treated with dignity, decency, and respect. The environment of the company is characterized by mutual trust and the employees can work and learn in a safe yet stimulating atmosphere. The accomplishment of this goal is essential to the mission of the company.

Our Company does not condone, permit, or tolerate discrimination against employees in any manner whatsoever. The company seek to prevent, correct, and discipline behaviour that violates this policy.

Our Company has enforced policy fairly and consistently to build an anti-bullying culture, Company also ensures that employees feel safe at work and that minor conflicts don't escalate to an uncontrollable level. FIL operates a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigates all allegations of sexual harassment. We also do not tolerate victimization and disciplinary action is to be taken against such misconduct.

FIL is committed to providing equal opportunities in employment to all persons.
