



Inspiring Human Belief
in a Healthier World

Policy On Discrimination

- We do not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, nationality or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.
- We do not allow any behaviour that is threatening, abusive, exploitative or sexually coercive, including gestures, language and physical contact, in the workplace and in all residences and property provided by Hetero.
- Equal pay is given to employees doing the same job.
- In case an employee is infected by HIV or Hepatitis B, no action shall be initiated against him/her.
- No test for pregnancy shall be conducted for female employees.
- We provide all the other benefits like promotion, salary increment and training and skill development based on their ability only.
- Awareness on discrimination policy is promoted among all employees including contract employees during induction trainings and other forums.
- Establish the process necessary to deliver the results in accordance with the requirements and implement the process to ensure non-discrimination.
- Monitor and measure the process against the requirement and take actions to continually improve the system.

Dr. Vamsi Krishna Bandi
Managing Director
Hetero Group of Companies

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