



Inspiring Human Belief
in a Healthier World

Policy Against Harassment / Abuse

- We at Hetero shall not engage in or support harassment and abuse in any form.
- We shall not engage in or tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of human resources.
- No harsh or inhuman treatment like physical abuse or the threat of physical abuse, sexual or other harassment or other forms of intimidations are practiced.
- In cases an employee feels that he/she is treated with harassment behavior, He/she is encouraged to report such events to their representative or the management.
- Top management designates its nominee to investigate the event or the employee complaint and report.
- Disciplinary actions will be taken as per the procedures and certified standing orders as per applicability.
- We shall treat all human resources with dignity and respect.
- Awareness on harassment/abuse is promoted in 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 any kind of harassment / abuse against employee does not happen.
- Monitor and measure the process against the requirement and take actions to continually improve the system.

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