

Non-Discrimination Policy

1. Aragen ensures to promote a work environment where all individuals are treated with respect and dignity, and to prevent discrimination based on race, color, religion, caste, nationality, age, disability, sexual orientation, gender identity, or any other protected characteristic.
2. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits, training and any other terms and conditions of employment.
3. Strict prohibition of direct and indirect discrimination, harassment which impacts individuals with a protected characteristic.
4. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their respective HOD/HR.
5. Employees are protected from retaliation when they report concerns or participate in investigations
6. Reports will be handled confidentially to the extent possible and committed to conducting timely, impartial investigations of all discrimination complaints.

This policy will be communicated within Aragen, made available to the relevant interested parties, periodically reviewed and updated, as necessary.

Date: 16th June 2021

A handwritten signature in black ink, appearing to read "Suresh Anubolu".

Suresh Anubolu
Chief Human Resources Officer