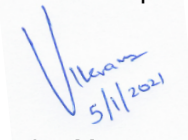


Anti-Harassment & Non Violence Policy

We at Hasoon United, respect rights of every employee to a harassment free and non violent workplace. Hence, employees are expected to ensure a healthy, safe and conducive work environment that is free from harassment of any kind or form. Also, Hasoon United will not tolerate work place violence in any form either within premises or outside where company related activities are carried out.

- Employees are prohibited from indulging in harassment of any kind or form whether physical, verbal, psychological, or sexual in nature.
- This includes all types of unwelcome, offensive, demeaning and intimidating behaviors, whether explicit or implicit.
- The company sets a standard of 'zero tolerance' for harassment.
- We are all responsible for ensuring that we avoid actions or behavior that are, or could be, viewed as harassment.
- The company views all incidents of 'sexual harassment', very seriously and encourage employees to report any incidents of sexual harassment to company's executive manager.
- The company management may initiate strict disciplinary action against employee found guilty of any kind of sexual harassment.
- Employees are expected to not indulge in workplace violence and must not encourage others towards it as well.
- Employees are also prohibited from possessing weapons or dangerous items at workplace or outside while conducting business activities.

Regards,
Vikram Chopra



Executive Manager