



NO DISCRIMINATION POLICY

**ALWAYS
ON THE
MOVE**



NO DISCRIMINATION POLICY

At **SSRC Logistics Pvt. Ltd.**, we are committed to maintaining a workplace that upholds fairness, dignity, and respect for all individuals. We believe that diversity strengthens our organization and contributes to a productive, inclusive, and innovative work environment.

1. Zero-Tolerance Policy

SSRC Logistics Pvt. Ltd. strictly prohibits any form of discrimination, whether direct or indirect, against employees, job applicants, contractors, customers, or any stakeholders associated with the company.

2. Protected Categories

No person shall be discriminated against on the basis of:

1. **Gender**, gender identity, or gender expression
 2. **Age**
 3. **Geographical location**, place of origin, or residence
 4. **Race**, ethnicity, or color
 5. **Religion**, faith, or spiritual belief
 6. **Caste**, community, or social background
 7. **Disability** (physical, mental, or sensory)
 8. **Marital status** or family responsibilities
 9. **Sexual orientation**
 10. **Language** or cultural background
 11. **Nationality** or citizenship status
 12. **Economic or social status**
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3. Workplace Conduct Expectations

- All employees must treat colleagues, clients, vendors, and visitors with respect.
 - Harassment, bullying, intimidation, or any behavior that creates a hostile environment will not be tolerated.
 - Employment decisions including hiring, promotion, compensation, training, and termination shall be based solely on merit, qualifications, and job performance.
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4. Reporting and Resolution

- Anyone who experiences or witnesses discrimination is encouraged to report it to Human Resources or their immediate supervisor.
 - All complaints will be handled promptly, confidentially, and without fear of retaliation.
 - Appropriate disciplinary action will be taken against individuals found violating this policy.
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5. Commitment to Equal Opportunity

SSRC Logistics Pvt. Ltd. is dedicated to providing equal opportunities to all employees and fostering a culture of fairness, openness, and inclusivity.



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Managing Director



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