

## NON-DISCRIMINATION POLICY

English Press Limited is committed to providing an environment that is free from discrimination and harassment by providing equal employment opportunity for all persons regardless of race, color, religion, sex, age, national origin, political or other opinion, ethnic or social origin, citizenship status, disability, gender, identity and expression, sexual orientation, pregnancy, Coronavirus (COVID-19) or HIV status.

EPL shall not dismiss, discriminate against or disadvantage an employee in any way with respect of the employee's status with regard to COVID-19 or if an employee makes a complaint about a matter which the employee considers is not safe or is a risk to health.

Equal employment opportunity extends to all aspects of the employment relationship including recruiting, interviewing, selection, hiring, transfers, promotions, training, terminations, working conditions, compensation, benefits, freedom of association and other matters arising out of the employment.

The organization shall respect freedom of association and the effective right to collective bargaining. EPL shall respect the rights of employees to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

Employees or applicants who have been subjected to discrimination or harassment should immediately report the incident to their supervisor or Human Resources department. Complaints/grievance will be investigated immediately and will be handled as confidentially as possible. EPL will ensure that employees who shall follow the grievance procedure are protected against retaliation.

EPL complies with Labour Laws on equal employment opportunity and strives to keep the workplace free from all forms of discrimination and harassment. EPL considers discrimination of all forms and harassment to be gross misconduct.

It is the policy of English Press Limited to:

- Develop and implement procedures that will ensure equal opportunity for all employees.
- Make reasonable accommodations wherever necessary for all employees or applicants who may need such accommodations.
- Thoroughly investigate instances of alleged discrimination/harassment and take corrective action.

EPL is committed to this policy and shall look to its employees' support and professionalism in making it truly effective. This Policy shall be monitored and reviewed for continuous relevance and suitability.



Shreeti Patel

Chief Finance Officer

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