



Equality, Diversity, & Inclusion Policy

Objective:

NIST Global is dedicated to encourage a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination at the workplace.

Aim:

Our aim is to ensure that all employees, trainees, clients, vendors, consultants are given equal opportunities, and our organization is representative of all sections of society. Each employee will be respected and valued, contributing their best as a result.

Purpose:

This policy reinforces our commitment to providing equality and fairness to our employees. Company ensures that no less favourable facilities or treatment are offered on the grounds of age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality, and national origin), religion or belief, sex, sexual orientation, socio-economic background.

All employees, whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When NIST Global selects candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

NIST will not engage in unlawful discriminatory practices in employment or during our services delivered because of race, ancestry, colour, sex, sexual orientation, age, religion, creed, ethnic origin, place of origin, citizenship, record of offences (as defined under applicable human rights laws), marital status, family status, disability or any other prohibited ground protected by applicable provincial law.

All employees, trainees, clients, and consultants will feel inclusive and encouraged to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximize the efficiency of our whole workforce.

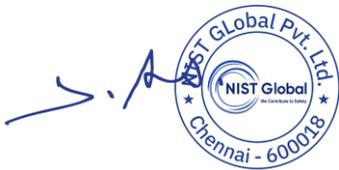
NIST Global Guarantees:

- To create an environment where the individual differences and contributions of all team members are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- Do not tolerate any form of intimidation, bullying, or harassment, and to discipline those who breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality, diversity, and inclusion in the workplace, which is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subjected to discrimination to raise their concerns so we can apply corrective measures.

- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures to ensure fairness is maintained at all times.

NIST Global will inform all employees that an equality, diversity and inclusion policy is in operation, and they are bound to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of all stakeholders, including customers, learners, and job applicants.

Signed by the Chairman & Managing Director,



The image shows a handwritten signature in blue ink, which appears to be 'S.A.', written over a circular blue stamp. The stamp contains the text 'NIST Global Pvt. Ltd.' at the top, 'NIST Global' in the center, and 'Chennai - 600018' at the bottom, flanked by two stars.

Mr. Antony Selvaraj

Date: 09 April 2024