

## NON-DISCRIMINATION POLICY STATEMENT

Exemed Pharmaceuticals is committed to ensuring that our employees and business associates represent the diversity and interact with our customers and the community we serve. Our company recognizes that cultural differences exist and different practices apply in various Jurisdictions, however, we believe that all terms and conditions of employment should be merit i.e. An Individual's ability to do the job and not on the basis of personal background or beliefs.

As a company we will not discriminate against individuals in hiring practices or any other term or condition of work, on the basis of race, colour, age, sex, national origin, veteran status, marital status or any other legally protected status, gender, sexual orientation, religion, disability, ethnicity or other similar factors.

We will also not tolerate any such discrimination in our work place. Those who violate such principles of the Company will be put to strictly disciplinary proceedings.

All employees are to follow the following guidelines in their dealings to ensure our stand of "zero" tolerance for any sort of discrimination...

- Review your own decisions to ensure that merit and business consideration, instead of prejudice, stereotyping or bias, drive your actions.
- Do not allow race, color, age, sex, sexual orientation, religion, disability, ethnicity, national origin, veteran status, or marital status to be a factor in hiring, evaluation, promotion, compensation or other employment related decisions.
- Immediately report any suspected acts of discrimination by or against any employee, associate, customer or supplier to the Head HR and/or MD of the company.

**Applicable to all direct and indirect employees of Exemed Pharmaceuticals.**

**Effective Date:** 01/03/2022

*Pranav D. Patel*

**Mr. Pranav Patel**  
(Managing Director)

