R. V. INDUSTRIES

ANTI-HARASSMENT & EQUAL OPPORTUNITY POLICY

Respect • Inclusion • Merit for All

DOCUMENT	REVISION	EFFECTIVE DATE	APPROVED BY
POL-07	**00**	**01 July 2026**	**Managing Director**

R.V. Industries is committed to providing a respectful, professional and inclusive workplace where employment decisions are based on merit, capability, performance and legitimate business requirements.

Our Commitments

— Zero Tolerance for Harassment
Prohibit harassment, bullying, intimidation, sexual harassment, victimization and other inappropriate workplace conduct.

— Equal Opportunity
Provide equal employment opportunity in recruitment, training, development, compensation and advancement in accordance with applicable law.

— No Discrimination
Do not tolerate discrimination based on legally protected characteristics.

— Respectful Conduct
Promote respectful communication and professional behaviour at all levels of the organization.

— Confidential Reporting
Provide employees with appropriate channels to raise concerns confidentially and without fear of retaliation.

— Fair Investigation
Investigate reported concerns fairly and take appropriate corrective or disciplinary action where required.

— Awareness & Training
Build awareness through communication, supervision and training appropriate to roles and responsibilities.

— Third-Party Conduct
Expect contractors, visitors and business partners working at our premises to maintain respectful conduct.

POLICY OBJECTIVE

Our objective is to maintain a safe, respectful and merit-based workplace in which every employee can contribute with dignity and confidence.

PREPARED BY: HUMAN RESOURCES DEPARTMENT

AUTHORIZED SIGNATORY

AUTHORIZED BY: MANAGING DIRECTOR

01 July 2026
DATE

Managing Director
DESIGNATION

R. V. INDUSTRIES Jamnagar
COMPANY SEAL

CERTIFIED & ACCREDITED

ISO 9001:2015 · IATF 16949 · ISO 14001:2015 · ISO 45001:2018 · ISO 50001:2018 · RoHS Compliant

CE Marked · NSF/ANSI 61 · DIN EN 331 · AEO Certified · Export House · ZED Bronze

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