

INCLUSIVENESS POLICY

At “Royal Safe Company KB” our mission is to build a team that is as diverse and resilient as the products we manufacture. We believe that an inclusive workplace one that embraces different perspectives, backgrounds, and experiences is essential to our innovation and long-term success. We are committed to fostering a culture where every individual is treated with dignity and respect.

Commitment to Inclusiveness

Royal Safe is dedicated to promoting inclusiveness within our organization through the following actions:

- **Equitable Opportunity:** We ensure that all employment decisions, including hiring, promotion, training, and compensation, are based on individual merit and qualification.
- **Inclusive Culture:** We strive to create an environment where all employees feel empowered to contribute their unique ideas and where diverse voices are heard at all levels of the manufacturing and management process.
- **Awareness:** We promote inclusiveness by ensuring our leadership and staff understand the value of a diverse workforce through regular communication and internal engagement.

Zero Tolerance for Discrimination and Harassment

Royal Safe maintains a strict zero-tolerance policy toward the following:

- **Discrimination:** We prohibit discrimination against any employee or applicant based on race, colour, religion, gender, age, national origin, disability, or any other protected characteristic.
- **Abusive Conduct and Harassment:** We are committed to providing a workplace free from harassment, bullying, and any form of abusive conduct, whether physical, verbal, or visual.
- **Retaliation:** We strictly prohibit retaliation against any employee who, in good faith, reports a concern, files a complaint, or participates in an investigation regarding workplace conduct.

Legal and Regulatory Compliance

Royal Safe pledges to fulfil all applicable local, regional, and national legal requirements related to inclusiveness, equal employment opportunity, and labour rights. We view these laws as the minimum standard and strive to exceed them in our daily operations.

Continual Improvement

We recognize that building an inclusive culture requires ongoing effort. Royal Safe is committed to the continual improvement of our inclusiveness initiatives. We will regularly review our internal policies, seek feedback from our employees, and update our practices to ensure we are evolving alongside best-in-class social responsibility standards.



Jagmohan Singh Bhatia
Partner



Sahibpreet Singh Bhatia
Partner



Simmerpreet Singh Bhatia
Partner