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Revised Date:	-	
Department:	Human Resource (HR)	

Nondiscrimination/Anti-Harassment Policy

EJ'S SOLUTION LTD is committed to a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, EJ'S SOLUTION LTD expects that all relationships among persons in the office will be business-like and free of explicit bias, prejudice, and harassment.

- **Equal employment opportunity**

It is the policy of Company to ensure equal employment opportunity without discrimination or harassment based on race, colour, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law. Company prohibits any such discrimination or harassment.

- **Reporting / Speak Up**

Company encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of Company promptly and thoroughly investigate such reports. Individuals who believe that they have been the victim of such conduct should discuss their concerns with their immediate supervisor or human resource manager.

- **Harassment**

Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has purpose creating an intimidating, hostile or offensive work environment, b) has the purpose of interfering with an individual's work performance. Company will punish such behavior and not tolerant.