

**Purpose:** Preventing any form of discriminatory practices within the organization or in relation to the clients, applicants and associates.

**Scope:** All activities of the organization.

**Responsibility:** Managing Director

**Procedure:**

**1** The policies and procedures of Eurofins Assurance India Pvt Ltd under which it operates, including administration, are non-discriminatory i.e. No discrimination is allowed on the basis of nationality, race, gender, identity, religious beliefs, class, or political opinions and relation and associations. No members of Eurofins Assurance India Pvt Ltd shall impede or inhibit access by applicants due to any form of discrimination as described above.

**2.** Eurofins Assurance India Pvt Ltd services are accessible to all its applicants whose activities fall within the scope of its operations and are enabled to operate freely without any undue forms of vested interest.

**3.** Access to the certification process is not conditional upon the size of the client or membership of any association or group, nor certification is conditional upon the number of certifications already issued. Eurofins Assurance India Pvt Ltd can decline to accept an application or maintain a contract for certification from a client when fundamental or demonstrated reasons exist, such as the client participating in illegal activities, having a history of repeated non-compliance with certification / product requirements, regulatory requirements or similar client-related issues.

**4.** Eurofins Assurance India Pvt Ltd confines its requirements, evaluation, review, decision and surveillance (if any) to those matters specifically related to the scope of certification. No undue financial or other conditions are applied by Eurofins Assurance India Pvt Ltd due to any form of discrimination.

**5.** In case, Eurofins Assurance India Pvt Ltd receives any communication related to discrimination at any level within the organization or in relation to its clients, applicants and associates, it shall be recorded, investigated and acted upon without undue delay. If investigation result suggests serious nature of discrimination, proper root cause analysis will be performed, and corrective action will be implemented based on that.

**Records:**

Note: This document belongs to the Eurofins Assurance India Pvt. Ltd.

S.No.	Document Name	Retained Period
1	OG-FM-601-88 Discrimination Report	5 Years