



Human Resource Policy

Harassment Policy

Veer-O-Metals Pvt. Ltd., has worked hard to build a reputation for responsible behaviour and fairness – a reputation that builds trust with our customers, employees, community leaders and shareholders. We can continue to build trust only if we are steadfast in our focus on improving all aspects of Our belief and responsibilities including the quality of our work environment. This philosophy is embodied in our policy on providing harassment free workplace.

All employees have a right to work in an environment free from the demoralizing effects of harassment or unwelcome offensive or improper conduct. Sexual harassment or harassment based on race, gender, colour, religion, national origin, age, sexual orientation, gender identity or expression, disability, or veteran status or any other status protected by law will simply not be tolerated.

While it is not easy to provide a complete list of the types of improper behavior, prohibited conduct certainly includes in clause 1 – Code of Conduct Policy – Misconduct – point 3.

There is a procedure for investigating and resolving issues of harassment at each operating company. Employees should promptly report incidents of harassment to their immediate supervisor, a higher level of management, or a Human Resources Manager. All questions and concerns will be addressed locally or the employee may call and use the Employee Voice Hotline.

All reported incidents will be investigated with an effort to keep the source of the report confidential except where the company finds disclosure necessary for resolution. Where inappropriate conduct has occurred, specific disciplinary actions, up to and including discharge where appropriate, will be implemented. Any employee who, in good faith, reports a possible violation of this policy will be protected from any form of retaliation.