

	COLOR PRESS PAKISTAN PRIVATE LIMITED		Effective Date: 01-03-2023	
	PREVENTION OF DISCRIMINATION POLICY		Rev No: 00	Rev Date: N/A
			Doc No: IMS-POL-04	

- It is the policy of the company COLOR PRESS PAKISTAN that no discrimination is made on the basis of sex, cast, breed, religion, nationality. The company provides equal opportunity of employment and equal pay for equal work.
- Provide equal access to employment
- The company has a policy to post jobs in local language with open & easy access to the recruiting personals. For the sake of that, COLOR PRESS PAKISTAN puts upcoming jobs on social media, notice boards, website and other means of advertisement in local as well as easily understandable languages.
- Third party providing servicing to Color Press Pakistan is also informed about the company's anti-discrimination policy & practices. Admin manager/plant manager ensures discrimination free employment from contractor's end by investigating from contracted workers and found breach of policy will give warning to the contractor
- Also company is committed to provide all leaves including religious leaves for Muslims as well as non-Muslims without any deduction including breakes for their prayers.
- In COLOR PRESS PAKISTAN, terminations are not made on the basis of cast, religion, gender, nationality and political affiliations. Terminations are made on the basis of any non-obeying of policies described by the management.
- COLOR PRESS PAKISTAN has its own grievance controlling procedure which describes the channels and mechanism for reporting of any discrimination practices in the factory by workers and managers as well. Detailed mechanism is mentioned in the policy for whistle blowing.