



The State Insurance Company of Mauritius Ltd and its subsidiary companies (hereinafter referred to as the **Group**) are committed to providing an environment free from harassment and discrimination, where all Directors and Employees are treated with respect and dignity and have equal opportunities.

In line with this commitment, an Anti-Harassment and Non-Discriminatory Policy (the **Policy**) has been established to ensure that Directors and Employees of the Group are aware that harassment and discrimination are unlawful and are unacceptable practices and are incompatible with our standards.

The Group's Policy is easily accessible to all employees and is available on the Group's intranet and prohibits harassment and discrimination based on the numerous grounds as provided by the law including on:

- (a) disability;
- (b) gender equity;
- (c) sexual orientation;
- (d) race;
- (e) religious beliefs; and
- (f) age.

If a Director feels that he/she has been harassed or been discriminated against, then he/she should immediately inform the Chairperson or the Board of Directors if he/she feels that it would be counterproductive to inform the Chairperson.

As regards an Employee who has been subject to harassment or discrimination, he/she should immediately inform his/her supervisor. In case he/she feels that it would be counterproductive to inform his/her supervisor, he/she should inform the Human Resource Department within 3 working days and the matter would be investigated promptly.

An Employee who has witnessed any act of harassment or discrimination may also report the matter under the Whistleblowing Policy.