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|  | QUALITY PROCEDURE SERVICE CERTIFICATION SCHEME | | | QUALSTAR PVT. LTD. |
| USE OF LICENSE, CERTIFICATE AND MARK OF CONFORMITY | | | | |
| Issue No.1 | 02112023 | Rev. No.0 | - | P 27 |
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Non-Discriminatory Policy

The policies of QualStar SCS are non-discriminatory and are administered in a non-discriminatory manner. These non-discriminatory policies are categorized into the following three areas:

- (1) Non-discriminatory policy related to the Qualstar certification
- (2) Non-discriminatory policy related to employees, subcontractors, and contractors (where ever applicable)
- (3) Non-discriminatory policy related to equal opportunities

They are stated below:

1. Non-discriminatory policy related to the QualStar Certification based on QPL 01 2020

- (a) The procedures under which the certification body operates are not used to impede or inhibit access by the clients/applicants.
- (b) The policies and procedures under which the certification body operates, and the administration of them, shall be non-discriminatory.
- (c) The Certification Body of the QualStar SCS makes its services accessible to all clients/applicants whose activities fall within the scope of its operations.
- (d) Access to the QualStar certification-related activities and services is not conditional upon the size of the client/applicants or membership of any association or group, nor conditional upon the number of certifications already issued. There is no any undue financial or other condition.
- (e) The Certification Body of the QualStar SCS can decline to accept an application or maintain a contract for certification from a client/applicant when fundamental or demonstrated reasons exist, such as the client/applicant participating in illegal activities, having a history of repeated non-compliance with certification/product requirements, or similar client-related issues.
- (f) The Certification Body of the QualStar SCS confines its requirements, evaluation, review, decision, and surveillance to those matters specifically related to the scope of certification as per the defined certification scheme which is QPL 01 2020.

2. Non-discriminatory policy related to employees, subcontractors, and contractors (where applicable)

(a) It is the policy that the Certification Body of the QualStar SCS will not entertain any types of following discriminatory conditions while selecting, recruiting, appointing the employees, subcontractors, and contractors (where applicable);

- Race,
- Colour,
- Sex,
- Language,
- Religion,
- Political or other opinions,
- National or social origin,
- Property,
- Birth or other status such as disability, age,
- Marital and family status,
- Sexual issues etc.

3. Non-discriminatory policy related to equal opportunities

(a) It is the policy that the Certification Body of QualStar SCS to provide equal opportunities in the scope of work to the following:

- a. Applicant as well as client for the certification-related processes and activities involved in the QPL 01 2020 certification.
- b. Employees, subcontractors, and contractors (where applicable) - related to human rights and work allotment as per the workload.