



TRZ GARMENTS INDUSTRY LTD.

Corporate Head Office: Kushol Centre (3rd Floor), Plot # 29, Sector # 3, Uttara C/A, Dhaka-1230, Bangladesh. Tel. 88-02- 7913831, 7913832, 8919113, 8956188, Fax: 88-02-8918761, E-mail: info@trzgroup.com Web: www.trzgroup.com
Factory Address: Gacha Road, Gacha, Gazipur Sadar, Gazipur-1704, Bangladesh. (Opposite of Gazipur Technical School & College), Tel. 88-02-9293672. 9293623-25, E-mail: info@trzgroup.com

Ref: TRZ/HRD/ 2018

Non-Discrimination Policy

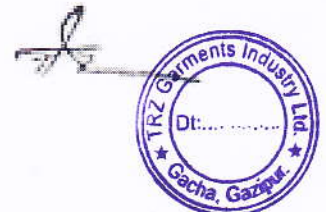
(Effective from January, 2018)

Our statement of general policy is that:

- No Employee will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin. There shall be no differences in compensation and benefits attributable to gender.
- TRZ Garments Industry Ltd will not prohibit the employment of married women.
- TRZ Garments Industry Ltd will not use pregnancy tests or the use of contraception as a condition of hiring or of continued employment.
- TRZ Garments Industry Ltd will ensure equality of opportunity for all and actively combat discrimination whenever or wherever it occurs.
- TRZ Garments Industry Ltd will ensure that pregnant women are not engaged in work that creates substantial risk to their health or that of their unborn child or their future reproductive health.

TRZ Garments Industry Ltd recruitment (media) advertising will clearly state

- TRZ Garments Industry Ltd is an equal opportunities employer and we welcome applications for employment from all qualified sections of the community regardless of age (above 18),race, gender, religion or ethnic origin .
- TRZ Garments Industry Ltd Counseling team, and Human Resource Department or any Top management is willing and able to listen to and act upon any reports of Discrimination .





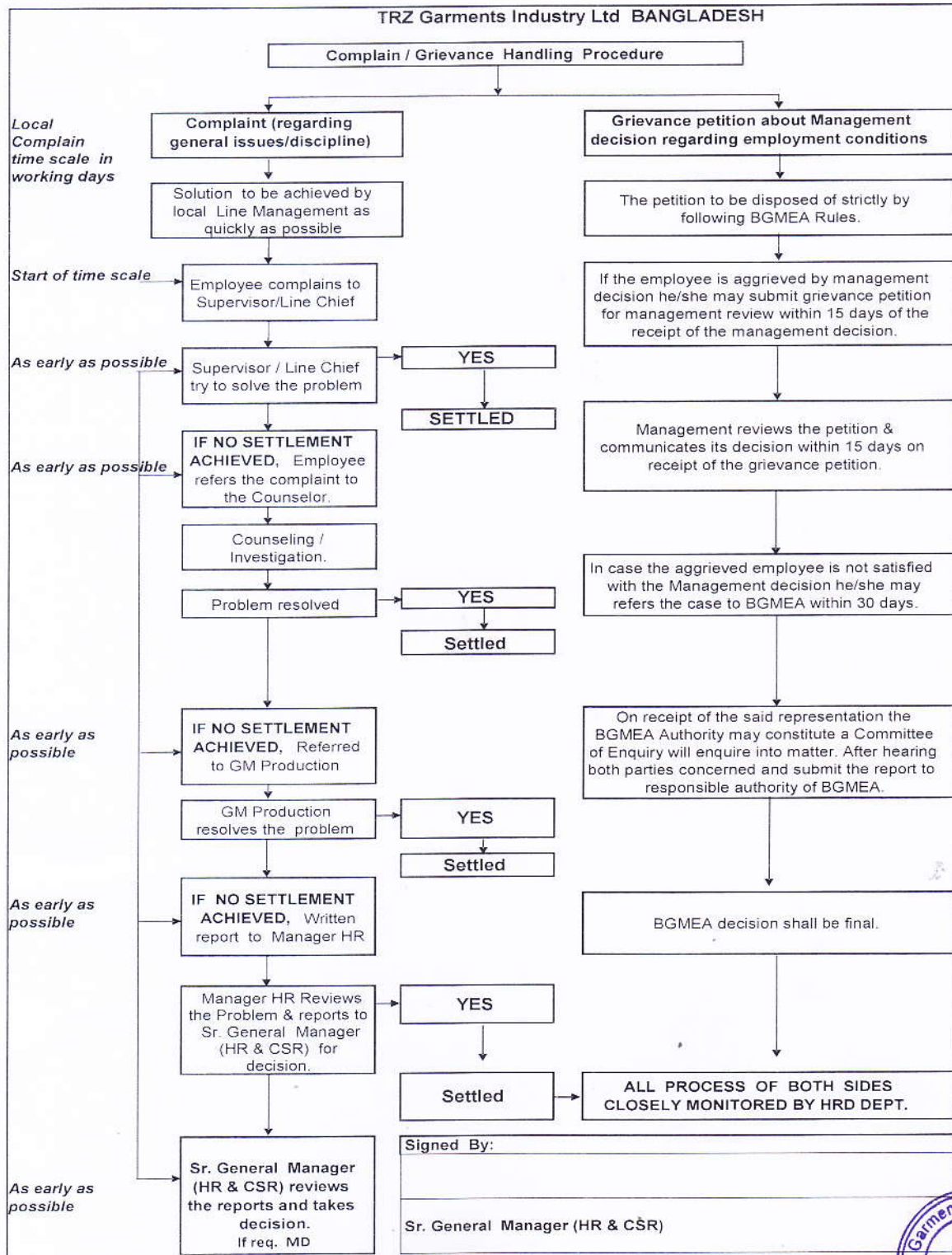
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Non-Discrimination Procedure

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