

CHIL GROUP

Harassment, Discrimination, and Retaliation Prevention Policy

Our Commitment to You

At Chil Group, we're committed to making sure everyone feels respected, safe, and valued. This policy isn't just a formality—it's a reflection of who we are and how we want to treat one another. Harassment, discrimination, or retaliation in any form have no place here. We all deserve a workplace that is fair, kind, and inclusive.

1. Why This Policy Matters

This policy exists to:

- Ensure everyone feels welcome and supported at work.
- Foster an environment where we treat each other with respect, regardless of who we are or where we come from.
- Provide a clear path for addressing and resolving concerns when someone feels uncomfortable or wronged.

2. Who This Policy Applies To

This policy applies to:

- Everyone who works here, including employees, contractors, interns, and anyone else associated with Chil Group.
- It also covers all our interactions, whether they happen in the office, at events, over the phone, or online.

3. What We Mean by Harassment, Discrimination, and Retaliation

Harassment

Harassment is any behavior—whether it's verbal, physical, or visual—that disrespects or offends someone. This includes things like inappropriate comments, jokes, gestures, or unwanted advances.

Examples:

- Telling offensive jokes or making remarks about someone's race, gender, or religion.
- Unwanted touching or persistent invitations for dates.
- Displaying inappropriate images or sending offensive emails.

Discrimination

Discrimination happens when someone is treated unfairly because of their race, gender, age, disability, religion, or other personal characteristics. At Chil Group, we believe in equal treatment for all.

Examples:

- Overlooking someone for a promotion because of their age or background.
- Making decisions about hiring or pay based on stereotypes rather than merit.

Retaliation

Retaliation means punishing someone for speaking up or standing up for what's right. If you report a concern or help someone else do the same, you should never be treated unfairly because of it.

Examples:

- Being demoted or mistreated after reporting harassment.
- Cutting someone's hours because they voiced concerns about inappropriate behavior.

4. Our Approach to Creating a Safe, Inclusive Workplace

Harassment Has No Place Here

We expect everyone to treat their colleagues with kindness and respect. There's zero tolerance for harassment, whether it's sexual in nature or based on someone's identity.

Discrimination Is Not Who We Are

We are committed to fairness. No one should ever feel left out or treated differently based on their race, gender, religion, or any other personal characteristic.

Retaliation Won't Be Tolerated

If you raise a concern, you will be heard, and we promise there will be no backlash. We value your voice and want you to feel safe speaking up.

5. Speaking Up – How to Report a Concern

You Have a Right to Be Heard

If something doesn't feel right, you're not alone. You can talk to your supervisor, HR, or use our confidential reporting channels. We will handle your concerns with care and respect.

What Happens After You Report

We take every report seriously and will investigate it thoroughly. We will talk to the people involved, review the situation, and make sure everything is handled fairly and quickly.

6. What Happens if Someone Breaks This Policy

If someone violates this policy:

- They will face consequences, which may include warnings, suspension, or even dismissal, depending on the severity of their actions.
- We believe in learning from mistakes, but serious or repeated violations will be addressed accordingly.

7. Protecting You from Retaliation

Chil Group guarantees that no one will be punished for reporting a concern or participating in an investigation. If you experience retaliation, let us know immediately, and we will take action.

8. Supporting Each Other – Training and Education

We all play a role in creating a respectful workplace. That's why everyone will receive regular training on how to prevent harassment and discrimination and how to handle concerns.

Managers and supervisors will receive additional guidance on creating an inclusive, supportive environment.

9. Let's Build a Respectful Workplace Together

Creating a safe and welcoming workplace is everyone's responsibility. If you see something that isn't right, speak up. If you feel uncomfortable, know that we are here for you. Together, we can ensure that Chil Group is a place where we all feel valued and supported.

Note: Chil Group is represented in Uganda by Chil Tele-Oncology Center.

I NAMUKURA VIOLA working at the Group as
..... I.T. TEAM accept to follow the above
policy without fail

Signature SK Date 13/02/2025