

INDUS TREE CRAFTS FOUNDATION

NO DECRIMINATION POLICY



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1. Introduction

- The Indus Tree Crafts Foundation is committed to promoting equality, inclusivity, and respect within the FSC Forest Management Group Certification project. We recognize that a diverse and inclusive environment is essential for sustainable development and community well-being. This No Discrimination Policy is established to ensure that all participants, including farmers, workers, project staff, and community members, are treated fairly and equitably, regardless of their background or personal characteristics.

2. Scope of the Policy:

- This policy applies to all activities and operations within the FSC Forest Management Group Certification project. It covers all individuals involved in the operations of Indus Tree Crafts Foundation, including but not limited to:
 - I. Staff: All the staff employed by Indus Tree Crafts Foundation, including permanent and contractual employees.
 - II. Workers employed directly or indirectly in management operations of Indus Tree Crafts Foundation.
 - III. Contractors, suppliers, and any other third parties associated with the Indus Tree Crafts Foundation.

3. Definition:

- The Indus Tree Crafts Foundation is committed to fostering a work environment that is free from discrimination, harassment, and unfair treatment. Discrimination on the basis of race, color, religion, gender, sexual orientation, age, disability, marital status, nationality, ethnicity, or any other characteristic protected by law is strictly prohibited. This commitment is in line with the principles of the FSC, which promote respect for human rights, equality, and the well-being of all stakeholders.

4. Policy Statement:

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5. Prohibited Practices:

- In adherence to this policy, the following practices are strictly prohibited within the FSC FM Group Certification project:
 - Discriminatory Hiring Practices: All hiring and employment decisions must be based solely on merit, qualifications, and the needs of the project. Discriminatory practices, such as favoring or excluding individuals based on personal characteristics unrelated to job performance, are not tolerated.
 - Harassment: Any form of harassment, including but not limited to verbal, physical, or psychological abuse, that creates an intimidating, hostile, or offensive environment is prohibited. This includes sexual harassment, which is defined as unwelcome behavior of a sexual nature that affects the dignity of the individual.
 - Unequal Treatment: Unequal treatment of individuals in terms of pay, benefits, working conditions, or opportunities for advancement based on discriminatory factors is prohibited. All individuals involved in the project are entitled to fair and equal treatment.
 - Exclusion: Excluding individuals from participation in project activities, training programs, decision-making processes, or other opportunities based on discriminatory criteria is prohibited. The project encourages inclusive participation from all members, regardless of their background.
 - Retaliation: Retaliation against any individual who reports discrimination, harassment, or any other violation of this policy is strictly prohibited. Individuals have the right to report concerns without fear of retribution.

6. Reporting and Addressing Violations:

- All individuals involved in the project are encouraged to report any incidents of discrimination, harassment, or unfair treatment. Reports can be made to MBT leaders, FSC Field Officers, or directly to the Indus Tree Crafts Foundation management. Confidentiality will be maintained to the greatest extent possible, and all reports will be investigated promptly and thoroughly.

- Violations of this policy will be addressed through appropriate disciplinary actions, which may include warnings, training, suspension, or termination of involvement in the project, depending on the severity of the violation. The Indus Tree Crafts Foundation is committed to taking all necessary steps to prevent and address discrimination and harassment within the project.

7. Commitment to Continuous Improvement:

- The Indus Tree Crafts Foundation is dedicated to continuously improving the inclusivity and fairness of the all project. Regular training and awareness programs will be conducted to ensure that all participants understand and adhere to this No Discrimination Policy. Feedback from project participants will be sought and used to enhance the effectiveness of the policy and to promote a positive and respectful working environment for all.

8. Authorized Signatory:

*Name: Ms. Remya Devan
Designation: Project Manager
Indus Tree Crafts Foundation*



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