

**NON-DISCRIMINATION/  
NON-SEXUAL HARASSMENT POLICY**  
Effective March 2015

**Purpose**

The purpose of this policy is to set forth Syntel's commitment to maintaining a work environment free from all forms of discrimination and sexual harassment. This commitment applies to all levels and areas of Syntel's operations. This policy applies not only to conduct inside Syntel facilities, but also to conduct outside of Syntel facilities, including but not limited to client locations. The policy addresses recruitment, hiring, training, discipline, promotion, demotion, transfer, layoff or termination, rates of pay or other forms of compensation, and any other employment conditions. Syntel supports both its moral and legal obligations to ensure that all employees are provided equitable opportunities to realize their goals and to function effectively within the company.

**Discrimination Prohibited**

The kinds of discrimination prohibited by Syntel policy are those which occur on the basis of race, color, religion, sex, age, disability, height, weight, familial status, marital status, creed, national or ethnic origin; physical, mental or sensory disability; sexual orientation; gender identity and expression; and status as a Vietnam-era or disabled veteran. Decisions affecting an individual cannot be made on the basis of one of these factors. Decisions should be made on the basis of neutral and objective criteria by which an individual may be evaluated in terms of his or her accomplishments without regard to irrelevant factors.

Syntel prohibits unlawful discrimination and harassment based on race, color, religion, sex, age, disability, height, weight, familial status, marital status, creed, national or ethnic origin; physical, mental or sensory disability; sexual orientation; gender identity or expression; or status as a Vietnam-era or disabled veteran. Discrimination or harassment of any employee is strictly prohibited and will result in discipline up to and including discharge.