



Human Rights Policy

Respect is the foundation of every relationship at Grey Truffle—whether with clients, collaborators, or each other. We believe every person deserves to be treated with dignity, fairness, and equality. This policy is our formal commitment to ensuring that no individual is ever subject to discrimination, prejudice, or marginalisation within our workplace or through our work.

We recognise that design, strategy, and storytelling can shape the way people feel about themselves and the world. For this reason, we are not only committed to protecting individual rights—but also to embedding human-first thinking into every brand we help build.

This policy outlines how we prevent discrimination and uphold human rights in everything we do—from hiring and project decisions to partnerships and team culture.

Who the Policy Applies To

This policy applies to everyone connected to Grey Truffle, across every geography and engagement type. That includes full-time employees, freelancers, interns, advisors, vendors, and clients.

It also applies to every environment where work happens—inside project meetings, on digital platforms, across remote teams, and at public or private events representing Grey Truffle.

All individuals representing the company are expected to adhere to these principles at all times.

Our Position on Discrimination

Grey Truffle prohibits all forms of discrimination based on race, ethnicity, religion, gender, sexual orientation, gender identity or expression, marital status, age, disability, medical condition, nationality, caste, economic background, or any other identity protected by law.

This includes—but is not limited to—biased treatment in hiring decisions, unfair performance evaluations, unequal pay, exclusion from key work opportunities, offensive or stereotypical language, microaggressions, or assumptions based on identity or appearance.

We recognise that discrimination can be overt or subtle, systemic or individual. Our response to any form of discrimination will be immediate, firm, and aligned with our values and applicable laws.

Our Commitment to Human Rights

Grey Truffle upholds the fundamental human rights defined by international frameworks including the Universal Declaration of Human Rights, the International Labour Organisation (ILO) standards, and the Constitution of India.

We are committed to:

- Providing safe, respectful, and inclusive working conditions
- Ensuring fair pay and working hours
- Opposing forced labour, modern slavery, and child labour
- Supporting freedom of expression, association, and cultural identity

These commitments guide not only how we operate internally, but also the clients we choose to work with and the partners we collaborate with globally.

Creating an Inclusive Workplace

Inclusion is not a checkbox—it's a continuous effort to make sure every person feels valued, supported, and seen. At Grey Truffle, we actively work to remove bias from our processes, tools, and culture.

From the way we write job descriptions to how we conduct performance reviews, we strive to build systems that are equitable and representative. Teams are encouraged to call out exclusionary practices and propose improvements. Managers are responsible for modelling inclusive behaviour and making space for diverse viewpoints.

We believe diverse teams lead to better ideas, better brands, and a better world.

Addressing Harassment and Hostile Conduct

We maintain a zero-tolerance policy for harassment in any form—verbal, physical, visual, digital, or psychological. This includes unwanted advances, inappropriate jokes, dismissive comments, intimidation, online bullying, or any behaviour that creates a hostile work environment.

All complaints of harassment are taken seriously, investigated promptly, and resolved with full confidentiality. Retaliation against individuals who speak up is not permitted under any circumstances and will result in disciplinary action.

Everyone has the right to feel safe at work—and we are committed to ensuring that safety.

Reporting Concerns and Seeking Help

If you experience or witness discrimination, harassment, or a violation of this policy, we urge you to speak up. You can report concerns to:

- Your team lead or reporting manager
- Or anonymously through admin@greytruffle.com

All concerns are treated confidentially. You will not face retaliation for reporting a problem in good faith. Your voice is essential to maintaining our standards—and we will always protect it.