



# **Equal Opportunity Policy**

**Version 1.0**

## Document Control

Type of Information	Document Data
Document Title	Equal Opportunity Policy
Version Number	1.0
Previous Version	---
Date of Release	21 August 2020
Date of Approval	5 August 2020
Document Approver	Nick Tanzi
Document Owner	Ruchira Kumar

## Change History

Version	Nature of Change	Date of Approval	Approver
1.0	Initial Release	5 August 2020	Nick Tanzi



## Equal Opportunity Policy

### 1. Objective

GPX India Pvt Ltd (“GPX”) is committed to providing a safe, congenial and healthy work environment to all employees and workers. At GPX, we are proud to offer equal employment opportunities to all, without regard to race, creed, color, religion, nationality, origin, gender, sexual orientation, marital status, citizenship status, age, veteran status and disability. Furthermore, we do not tolerate any form of discrimination or harassment of our employees by co-workers, supervisors, customers and vendors.

This policy is in line with the statutory compliance as stipulated under "The Rights of Persons with Disabilities Act, 2016 and Rules, 2017".

### 2.0 Scope

The policy is applicable to all aspirants, candidates, interns, trainees, contractual workers and employees of GPX, throughout the employment lifecycle (recruitment to separation). It is pertinent to all policies on recruiting, advertising, hiring, promotion, training, transfer, compensation, benefits, termination, layoff, leave of absence and all other terms and conditions of employment.

### 3.0 Guidelines

- Strict adherence and compliance with the provisions of “**The Rights of Persons with Disabilities Act, 2016 and Rules, 2017.**”
- Appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the Company.
- Inform and advertise candidates during the selection and recruitment process that GPX is an equal employment opportunity employer.
- Provide equal employment opportunities to all and persons with disabilities, subject to the evaluation during the selection process, based on merit, qualification and relevant experience required for the respective vacancy. Preference shall be provided to persons with disabilities w.r.t. posting, transfer, training etc.
- Ensure that there should not be any sort of discrimination in any form, whether in hiring new recruits or in the event of any existing employee incurs disability at a later stage.
- Provision is made for assistive devices, barrier free accessibility for persons with disabilities.



- Create and maintain a non-discriminatory and inclusive work environment which ensures a robust career growth path for people with disabilities.
- Set up grievance redressal mechanism to address issues pertaining to the employment of people with disabilities.
- Share policy with all new joiners during induction and include it in GPX training material/publications.

#### **4.0 Liaison Officer**

GPX has designated **Ms. Ruchira Kumar (General Manager, GPX India)** as its Liaison Officer. She is responsible for ensuring that all employees are aware of the Equal Opportunity Policy and knows their duties and rights in relation to the policy. She will also be responsible for developing proactive strategies to prevent discrimination and harassment.

This policy is available on the company website [www.gpxglobal.net](http://www.gpxglobal.net). The company reserves the rights to amend the policy, as required by law, from time to time.