



Premier Road Carriers Limited  
*Diversity, Equity, and Inclusion (DEI) Policy*

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## ***Diversity, Equity, and Inclusion (DEI) Policy***

Premier Road Carriers Limited is dedicated to creating value via equality and to nurturing and promoting human diversity throughout its activities. We believe that diversity is a key driver of innovation, productivity, and growth.

We encourage an inclusive work culture by fostering a professional environment that fosters trust, empathy, and mutual respect.

### **Commitment**

The organisation shall work consistently to ensure that workplaces are not only welcoming to people of all genders, ethnicities, backgrounds, age, caste, religion, marital status, colour, state/location, sexual orientation, language, and disabilities, but also that they are treated with equality and respect. PRCL strives to be an equitable workplace by fostering salary parity, skill balancing, an inclusive culture, and a diverse demographic.

### **The Policy**

The DEI policy provides a strategic framework for assessing and strengthening organisational capabilities in order to increase representation and foster a more inclusive culture. All of our enterprises must adhere to the following principles:

- To adhere to all applicable government regulations aimed at protecting and promoting diversity in professional activity to comply with the applicable national and international cyber security standards.
- To promote diversity, equity, and inclusion in all HR activities such as recruitment, remuneration, promotions, career advancement, and performance, among others.
- To instill the concepts of Diversity, Equity, and Inclusion in all of its stakeholders, including vendors, partners, and contractors.
- To assist and empower differently abled people in their professional journeys by providing accessibility assistance.
- All staff are encouraged to communicate respectfully and cooperate under the policy.
- To allow appropriate flexibility to fulfil employees' different demands without prejudice by the organization's various authorities.
- To create comprehensive training programmes for new workers in order to speed their alignment with the organization's culture, values, mission, and vision.
- The organisation shall form a Review Committee to monitor the required parameters to guarantee that the principles of Diversity, Equality, and Inclusion (DEI) are implemented in the proper spirit.
- The organisation takes allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated. To action these the organisation will appoint appropriate members to form the 'DEI Safeguard Forum'

### **Reporting inappropriate Conduct:**

- If any employee believes that they or another person has been treated unfairly or discriminated against because of any of the parameters described in this policy or its aim, the employee is encouraged to bring this to the attention of the DEI Safeguard Forum.
- All reported occurrences will be investigated while making every effort to keep the source of the report secret, with information disclosed as necessary to support the investigation or resolution of the situation.
- PRCL urges workers to report any potential violations of this Policy in good faith.
- Threats or actions of retaliation of any type will not be tolerated against people who disclose conduct reasonably believed to contravene this policy or who give information in good faith in conjunction with a complaint or investigation of such conduct.
- Any employee who is determined to have engaged in inappropriate conduct or behaviour towards others will face disciplinary action.



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#### Document Management Information

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