



Premier Road Carriers Limited
Non-Discrimination & Gender Equality Policy

	Prepared By:	Approved By:	Issued By:
Name /Initials:	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta
Signature:			
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Non-Discrimination & Gender Equality Policy

Objective & Purpose of Policy

Premier Road Carriers Limited is committed to promoting equitable employment opportunities and a workplace free of discrimination and harassment. The goal of this policy is to ensure that all PRCL workers and potential employees are treated fairly and have equal opportunities based on applicable abilities and merit. PRCL's dedication to equal opportunity and gender equality fosters an inclusive workplace that honours and embraces its workers' different cultural and social backgrounds.

Policy

This policy statement affirms PRCL's commitment to hiring, training, and promoting the most qualified applicants at all levels, regardless of race, ethnicity, age, colour, religion, gender, national origin, sexual orientation, transgender/transsexual identity, economic class, physical disability, medical condition, or marital status. All such selections are made based on individual qualifications and qualities as they relate to the job requirements. All other personnel decisions, including as remuneration, benefits, layoffs, recall, staff development, and training, will be made without respect for the Factors listed above.

Implementation

This policy is widely available throughout the organisation and is clearly communicated to all workers in an understandable manner through induction programmes, policy manuals, and intranet portals. The Unit's HR Department is in charge of putting the policy into action. Employment contracts and other records documenting the necessary details of the employees, including age, are kept at all offices and are available for inspection by any authorised personnel or applicable statutory body.

At PRCL, we believe in and encourage workers and other stakeholders to communicate their opinions and concerns in an open and transparent manner. Employees, Board members, and clients who believe they or another affiliate of the Organisation have been discriminated against are strongly encouraged to report their concerns to the Head of Human Resources as soon as possible. PRCL is dedicated to maintaining a harassment-free environment and will not allow discrimination against its employees. Employees are urged to take proactive steps to promote equality of opportunity throughout the organisation.

Monitoring & Audit

Internal Audit undertakes audit and assessment annually. Human Resources Undertakes random checks of records, annually.

Document Management Information

Version No.	Version date	Author	Reviewed By	Approved By	Changes
0.0	01.08.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Draft
1.0	12.09.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Initial Document