

AIM

Equal opportunity Policy in PRESPL and its subsidiaries is to provide equal opportunities to all in employment, irrespective of their gender, race, ethnicity, disability, age, nationality, sexual orientation, religion, faith, marital status and social class. We discourage and desist from all forms of unlawful and unfair discrimination. Our objective is to attract job applications, select the best candidates suited for the type specific job/task, provide equal and fair work environment and opportunity for their growth as well as retain the best people.

At PRESPL, we will strive to ensure that our workforce is representative of all sections of society. The equal opportunity policy is in accordance with the provision to The Right of person with Disability Act, 2016. At PRESPL, we commit to conform not just to the letter but do conform to the spirit of the Act in practicality.

SCOPE

The Policy covers all persons with disabilities. They could be either full/part time employee or interns/trainee or contractual employees or temporary employee. It also covers those employees, who happen to acquire disability during their work tenure. It will be our endeavors to suitably place/rehabilitate any such employee.

DEFINATION AS PER THE PWD ACT

“Person with disability” means a person with long term physical, mental, intellectual, or sensory impairment which is interaction with barriers, hinders his full and effective participation in society equally with others.

“Person with benchmark disability” means a person with not less than forty percent of a specified disability has not been defined measurable terms and include disability where specified disability has been defined in measurable terms, as certified by certifying authority.

“Specified disabilities” are the disability categories mentioned in the schedule of the Act. There is also “any other category” which allows Central Government to add any other disability by issuing a notification.

The disability categories mentioned in the schedule are:

- Locomotor Disability
- Muscular Dystrophy
- Leprosy cured
- Dwarfism
- Cerebral palsy
- Blindness
- Deaf
- Speech and Language disability
- Acid Attack Victim'
- Hard of Hearing
- Multiple Sclerosis

- Specific Learning Disability
- Thalassemia
- Hemophilia
- Chronic Neurological conditions
- Any other category (as may be notified by Government)

It is reiterated that PRESPL firmly believes in and practises Equal Opportunity to all, Camaraderie, Cohesiveness and Teamwork. It neither believes in nor supports any kind of discrimination or harassment based on caste, creed, colour, ethnicity, sex, sexual orientation, age, disability, religion, faith and language. All employees of PRESPL are hereby advised and cautioned to refrain from any such activity in any form at work place i.e. physical (either brushing/rubbing against or touching or gesticulating), written (either in plain text or symbols or sketch), oral (either by speaking in any language or producing an inappropriate sound from mouth) or digital (use of either electronic media to show inappropriate text/photographs/videos/sketches/play recordings containing abusive or explicit narration against any caste, creed, ethnicity, colour, sex, sexual orientation, age and faith or any object to gesticulate/touch inappropriately), which is either inappropriate as per the extant laws of the land and the company or is likely to cause malice/hatred between or amongst the co-workers. It is always to be kept in mind that use of foul/unparliamentary language and bullying in any form are strictly prohibited in the company.

Formation of Unions/Groups or extending support/favour based on caste, creed, ethnicity, colour, sex, sexual orientation, age, religion, faith and language is strictly prohibited in the company because it is detrimental to team spirit and against the humanity.

It will be incumbent upon each employee of PRESPL to treat fellow employee appropriately and fairly, besides always endeavour to foster cohesiveness and team spirit for better work environment and productivity.

Aggrieved employee(s) can always seek redressal under the established redressal mechanism of the company. Even any other person, who notices any vitiation in the working environment owing to either any of the aforementioned act(s) by any individual or group of individuals, can report the same to his/her superior officer/appointed authority/HR Department/Management, by acting as a Whistle Blower. All grievances and complaints will be taken seriously and treated with sensitivity and fairness.

Grievance Redressal & Harassment Prevention:

PRESPL will view very seriously any acts of discriminatory conduct committed by an employee (which includes harassment, vilification, and victimization). It constitutes a disciplinary offence in respect of which you may, in appropriate circumstances, be dismissed. Certain discriminatory conduct is also unlawful. If the issue is not resolved, you can report to the Liaison Officer / HR Department or your immediate supervisor.