

SAPO 003 -ANTI DISCRIMINATION POLICY

- In our facility there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- It is committed that our facility does adopt equality at work and to avoid all forms of discrimination.
- Our facility explicitly prohibits any practice of discrimination in hiring, salary and benefits, promotion, discipline, grievance, termination, or retirement benefits on the basis of any of the following:
 - Age
 - Caste
 - Color
 - Gender
 - Disability
 - Sexual orientation
 - Health status (including HIV, hepatitis B)
 - Marital status
 - Nationality
 - Social, national or ethnic origin
 - Migrant worker status
 - Language
 - Political opinion
 - Race
 - Religion
 - Union affiliation
- It is ensured that equal pay for equal work and work of equal value is provided to employees.
- In our facility, we engage the workers/Operators on 18 months Training & 6 months probationary period and they will be confirmed as permanent in 24 months as per Standing order. In future, if we engage temporary workers, apprentices, trainees, it is committed to protect all types of said workers from discrimination.
- Our facility explicitly prohibits asking women applicants about their pregnancy status and conducting pregnancy tests to determine the hiring or continued employment of female workers.
- Our facility focuses on the ability of a potential employee to do the job, job specifications, expected performance levels and employment terms and conditions, rather than personal characteristics.

Director & COO

