

Gegadyne Energy

EQUAL OPPORTUNITY POLICY



Gegadyne Energy
Clinically precise, Brutally efficient

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INTRODUCTION

Gegadyne Energy Labs Private Limited (the **“Company”**) is committed to providing equal opportunity in terms of recruitment, employment, and conditions of service to all persons, without any discrimination on grounds of their disability, gender [race, color, religion, sex, sexual orientation, national origin,] or due to belonging to any other legally protected classes.

The Company is also committed to complying with its obligations under the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder (**“Disability Law”**). Accordingly, the Company has published this equal opportunity policy (this **“Policy”**) to inform applicants and employees of the Company's commitment to being an equal opportunity employer. This Policy is subject to applicable regulations, qualifications, and merit of individual applicants and employees.

PROHIBITION AGAINST DISCRIMINATION AND HARASSMENT

Discrimination and harassment on the grounds of a person's disability, [race, color, religion, sex, sexual orientation, gender identity, national origin,] or due to belonging to any other legally protected classes, is strictly prohibited by the Company.

If you believe that you have been the subject to discrimination or harassment of any kind, you are encouraged to immediately report the same to Miss Sharon Justin. The Company will duly investigate any complaints of discrimination or harassment under this Policy in accordance with applicable law. Employees found to have violated this Policy shall be subject to disciplinary action up to and including termination of employment.

RECRUITMENT AND HIRING

All qualified persons including persons with disabilities may apply to all posts (as may be suitable) in the Company. A list of available vacancies at the Company can be found at [Gegadyne Energy Careers Page](#). We will recruit, hire, train and promote qualified individuals in all job titles, and ensure that all other personnel actions are administered without regard to [race, color, religion, sex, sexual orientation, gender identity, or disabilities].

WORKING AT THE COMPANY

As an equal opportunity employer, all of the Company's employment decisions are made on the merit of an individual. The Company ensures that any decisions in relation to its employees including but not limited to promotions, compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs are administered without regard to a person's disability, [race, color, religion, sex, sexual orientation, gender identity national origin, disability,] or due to belonging to any other legally protected classes.

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The Company respects an individual's privacy and therefore any form of self-identification is solely an individual's choice. Any information received relating to this Policy by the Company will be kept confidential by the Company. Employees and applicants however consent to the Company disclosing and transferring such information to third parties who provide services to the Company and as required by law for *inter alia* the purposes of statutory filings including those under the Disability Act or In accordance with the Company's Data Privacy Policy Refusal to provide information will not prejudice an employee or applicant.

LIAISON OFFICER

The Company has appointed Miss Sharon Justin as a liaison officer to guide and provide clarifications to any persons with disabilities who wish to apply or have applied for a position in the Company. Further, employees with disabilities who believe that they might require specific assistance or amenities to help them carry out their job functions may contact [the Liaison officer].

RETALIATION

Retaliation against any person who either raises a complaint of discrimination or harassment or exercises his/her right under this Policy shall be punished with disciplinary action up to and including termination of employment. Additionally, the Company may escalate such instances to relevant authorities appointed under applicable law.