

	UNITECH PLASTO COMPONENTS PRIVATE LIMITED	Doc No	UPCL/ESG/D/01P
		Date of Doc	08/01/2024
		Rev No	00
	GENDER EQUALITY POLICY	Supersede	00

1. Objective and Purpose of the Policy:

Unitech Plasto Components is committed to respecting and protecting the fundamental human rights of all employees and stakeholders, in compliance with relevant laws and regulations.

2. Scope of the Policy:

This policy applies to all the employees including contract employees who were employed in the Unitech Plasto components and its operation.

3. Policy/Guidelines:

Unitech Plasto Components promote a culture that values diversity and ensures equal rights, responsibilities, and opportunities for people of all genders. Discrimination, harassment, or unfair treatment based on gender will not be tolerated.

Unitech Plasto components are committed towards,

- **Providing equal opportunities:** Recruitment, promotions, and career development are based on merit, not gender.
- **Non-Discrimination:** All employees are protected from gender-based discrimination, harassment, and bias.
- **Pay Equity:** We are committed to equal pay for equal work, regardless of gender.
- **Inclusive Culture:** We promote respectful communication, inclusive facilities, and flexible work practices.
- **Representation:** We support gender diversity in leadership and decision-making roles.

4. Review of Policy:

This policy will be reviewed annually and adjusted as needed to remain aligned with legal requirements and best practices.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
		