



New Ambadi Estates Pvt. Ltd.

Regd. Office : Parry House, 5th Floor, 43, Moore Street,
Chennai 600 001, India. Tel : +91-44-2530 6789

Fax : +91-44-2535 8114 **CIN: U65990TN2008PTC066257**

1. Purpose

The purpose of this policy is to promote equality, diversity, and inclusivity at Ambadi Estates Pvt. Ltd. (hereafter referred to as "the Company"). This document establishes guidelines for preventing discrimination in employment across all operations, ensuring a fair workplace for all employees, contractors, and stakeholders involved in the Company's rubber plantation activities.

2. Scope

This policy applies to all employees, contractors, interns, vendors, and job applicants engaged with the Company, regardless of their position or tenure. It covers all aspects of employment, including recruitment, training, promotions, transfers, compensation, and termination.

3. Policy Statement

Ambadi Estates Pvt. Ltd. is committed to providing a work environment free from discrimination and harassment. Employment-related decisions will be made on the basis of merit, skills, and job-related criteria, without regard to:

- Race or caste
- Religion or belief
- Gender, sexual orientation, or gender identity
- Age
- Disability
- Marital status or family responsibilities
- Language
- Any other characteristic protected under Indian laws or international human rights principles.

4. Legal Basis

This policy aligns with the following legal and regulatory frameworks in India:

4.1 Constitutional Provisions

- **Article 14:** Equality before the law.
- **Article 15:** Prohibition of discrimination on grounds of religion, race, caste, sex, or place of birth.
- **Article 16:** Equal opportunity in public employment.

4.2 Labour Laws

- **The Equal Remuneration Act, 1976:** Mandates equal pay for equal work for men and women.



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- **The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995:** Promotes employment opportunities for persons with disabilities.
- **The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013:** Protects women employees from workplace harassment.
- **Industrial Employment (Standing Orders) Act, 1946:** Prohibits unfair labour practices and promotes fair treatment of workers.

4.3 International Standards

- **International Labour Organization (ILO) Conventions:** Particularly Convention No. 111, which prohibits discrimination in employment and occupation.

5. Prohibited Conduct

- **Direct Discrimination:** Treating an individual less favourably based on a protected characteristic.
- **Indirect Discrimination:** Policies or practices that disproportionately affect individuals of a particular group without justification.
- **Harassment:** Unwelcome conduct that creates an intimidating, hostile, or offensive work environment.
- **Victimization:** Retaliation against individuals for filing complaints or participating in investigations related to discrimination.

6. Responsibilities

6.1 Management Responsibilities

- Enforce this policy across all levels of the organization.
- Provide regular training on anti-discrimination laws and inclusive workplace practices.
- Investigate complaints promptly and take corrective measures.

6.2 Employee Responsibilities

- Treat all colleagues, job applicants, and stakeholders with respect.
- Refrain from discriminatory practices and behaviours.
- Report any incidents of discrimination to designated authorities.

7. Reporting and Complaint Procedure

- Employees or applicants who experience or witness discrimination must report it to the **Human Resources Department** or their immediate supervisor.
- Complaints can be made via written communication, email, or anonymously.
- All complaints will be investigated confidentially and resolved within a months time
- Retaliation against complainants or witnesses will not be tolerated.

8. Enforcement and Consequences

- Violations of this policy will result in disciplinary actions, including but not limited to verbal or written warnings, suspension, or termination of employment.
- Legal action may be pursued if required under applicable laws.

9. Monitoring and Review

This policy will be reviewed annually to ensure compliance with changes in Indian labour laws and to address emerging workplace concerns. Feedback from employees and stakeholders will inform updates.

10. Training and Awareness

- Regular workshops and sensitization programs will be conducted to promote awareness of this policy.
- Posters and communication materials will be displayed at plantations and offices to reinforce anti-discrimination principles.

11. References

- Constitution of India (Articles 14, 15, 16)
- The Equal Remuneration Act, 1976
- The Sexual Harassment of Women at Workplace Act, 2013
- The Persons with Disabilities Act, 1995
- International Labour Organization (ILO) Convention No. 111



Signed By: **ARUN KUMAR**
CHIEF EXECUTIVE - PLANTATIONS

Dated: 02.05.2024

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VALID TILL - APRIL 2026