

Equal Opportunity Policy

We are committed to providing equal opportunities in all aspects of employment, education, and engagement. Discrimination or unfair treatment based on race, caste, colour, religion, gender, age, marital status, disability, sexual orientation, or socio-economic background is strictly prohibited

Purpose:

- Promote fairness, respect, and dignity for all individuals.
- Ensure compliance with applicable laws and regulations related to equal opportunity.
- Foster an inclusive and diverse environment where everyone can contribute and grow.

Scope & Applicability:

All the employees in MEIL are governed by this policy.

Principles:

- Non-Discrimination: Recruitment, admissions, promotions, and opportunities will be based on merit and qualifications, not personal characteristics.
- Accessibility: Reasonable accommodations will be provided for individuals with disabilities.
- Equal Pay: Employees will receive equal pay for equal work without gender bias.
- Respect & Dignity: Everyone has the right to work and study in an environment free from harassment and discrimination.

Reporting & Grievance Redressal

Any person who feels they have been discriminated against may report it to the Sunil Patharkar, Sr. Employee Relation Manager. All complaints will be investigated confidentially, and appropriate action will be taken.


Abhijit Page
Chief Executive Officer



Effective Date : 30th August'2023

Next Review Date : 29th August'2026