



January 1, 2017

Non Discrimination Policy

1 Objective

- 1.1 To establish guidelines in order that employees can avoid situations, which do, or may, involve a conflict between their personal interests and the interests of the company.

In order to make sure that all the decision and actions like hiring, promotion, transfer or any other related to employees of the company are fair and on merit basis.

2 Scope

- 2.1 The Non Discrimination Policy is uniformly applicable to all employees across the organization irrespective of their level or location.

We prohibit discrimination on wide range of grounds such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

3 Policy

- 3.1 GHCL is equal opportunity provider and do not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, cast, national and social origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, age or any other condition that could give rise to discrimination.

All employees

We ensure that policy & procedures related to hiring, promotion, training, leave, termination or retirement, transfer etc. are free from discrimination.

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