



KALPATARU®

KALPATARU POWER TRANSMISSION LIMITED

Factory & Registered Office :

**Plot No. 101, Part-III, G.I.D.C. Estate, Sector-28,
Gandhinagar-382 028, Gujarat. India.**

Tel. : +91 79 232 14000

Fax : +91 79 232 11951/52/66/71

E-mail : mktg@kalpatarupower.com

CIN : L40100GJ1981PLC004281

Equal Opportunity Policy

At KPTL, we value our employees and believe in a diverse workforce. We are committed to providing equal opportunities in employment and creating an inclusive workplace.

Equal opportunity policy applies to all Kalpataru Power Transmission Limited (KPTL) employees and its operations. This policy will be guiding document for business partner workforce. KPTL strives to create employment opportunities such that all employees achieve their full potential. Also, diversity and inclusion are considered essential leadership competencies and success characteristics for our employees.

Our Guiding Principles

Towards this, we will:

- Treat everyone equally giving due respect and care as well as embrace differences. This would be applicable and encompass all employees and workers, contractors and their employees, suppliers, clients and their representative, people in the communities in which we operate and anyone with whom we engage
- To create a work environment free from any form of bullying, harassment and discriminatory behavior towards any individual or group and ensuring intolerance towards sexual harassment
- Offering employment opportunities solely on performance, merit, competence and potential without any discrimination based on gender, sexual orientation, disability, marital status, pregnancy & maternity, caste, socio-economic status, faith, nationality, ethnicity, race, colour, age, religious or political views
- Providing equal opportunities in terms of recruiting and promotion, along with opportunities for learning and development and other employee benefits
- Fair and equitable opportunity to be given to all persons with disabilities while recruiting them for suitable positions
- Ensure an environment with appropriate facilities and amenities for persons with disabilities to enable them to effectively discharge their duties in the establishment without any hindrance

This Equal Opportunity Policy is in accordance with the relevant statutory provisions including the provisions of the Rights of Persons with Disabilities Act, 2016 along with the Rights of Persons with Disabilities Rules, 2017. We shall comply with the principles of the policy in letter. We will support the highest standards of ethics, values and governance across all our people practices.

ISO 9001 CERTIFIED COMPANY

Corporate Office : 81, Kalpataru Synergy, Opp. Grand Hyatt, Santacruz (E), Mumbai-400 055. India.

Tel. : +91 22 3064 2100 ■ Fax : +91 22 3064 2500 ■ www.kalpatarupower.com



KALPA-TARU®

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Communication of the policy:

- This Policy will be available to all employees via the Company's Intranet sites and normal communication vehicles within the business.
- Suitable material will be included in Company publications, management conferences, and supervisory training courses.
- All recruitment literature and employment advertising will indicate that the Company is an Equal Opportunity Employer.

Amendment:

This Policy may be amended as and when required to do so under an obligation of statute or management call and the CHRO will be authorized to release such amendment.

Manish Mohnot

Managing Director & CEO

Date: 02/05/2023

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