

Policy for Protection of Transgender Employees

Dai-ichi Karkaria Ltd. believes in providing a safe and comfortable working environment for all employees. As an integral part of the culture, the company makes no differentiation between employees on the basis of their gender identity. In line with the company's longstanding beliefs and the Transgender Persons (Protection of Rights) Act, 2019 the company has put in force this policy for the protection of transgender employees and their steady growth in the company:

1. This policy shall protect all transgender employees, whether having identified themselves as transgender at the time of gaining employment with the company or identifying themselves as such at any point thereafter;
2. The company shall not deny or discontinue the employment of a transgender person merely on the grounds of their gender identity;
3. No employee shall discriminate, behave prejudicially, treat unfairly or antagonise a transgender employee;
4. Transgender employees shall at all times be treated with dignity and respect;
5. Managers shall ensure that transgender employees working with them are given fair and equal opportunity, in no manner less than those given to other employees as regards work, assignments, training, etc.
6. Transgender employees shall in no circumstances be held back from promotions on the grounds of their gender identity and shall be judged for new positions solely on merit and past work performance;
7. Any employee facing a solitary incident of discrimination or discriminatory practices of any kind due to their gender identity is encouraged to approach their immediate manager or the officer designated by the company to aid such employees, Amahe Cama. No employee will face punitive action for bringing forth a complaint against discriminatory behaviour, sharing information with the designated officer or participating in an enquiry into discriminatory behaviour.
8. Upon enquiry by the company, if it is found that an employee has been indulging in discriminatory behaviour, the company shall take necessary action against such employee which, depending on the seriousness of the offense, may range from a formal warning to termination or any other punishment deemed appropriate by the company given the circumstances of the offense.