

<b>TRANSFORMERS &amp; RECTIFIERS INDIA LIMITED</b>	Document No	TR/P/ER/01
	Issue Date:	01/04/2018
<b>POLICY ON EQUAL REMUNERATION</b>	Page 1 Off	

### **01. OBJECTIVE**

Equal Remuneration policy state that the payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination on the basis of gender. To prevent discrimination on the basis of gender specially against women employees while making recruitment of women for the same work or work of similar nature, or in any condition of service subsequent to recruitment of women. It also prohibits discrimination between men and women.

### **02. SCOPE**

This policy applies to all our employees employed in Panorama Industries Limited regardless of position or type of employment or location.

### **03. RESPONSIBILITIES**

Human Resources Department

### **04. LEGAL FRAMEWORK**

Under the Equal Remuneration Act 1976 provide for the payment of equal remuneration to men and women

Workers and for the prevention of discrimination, on the ground of sex, against women in the manner of employment and for matters connected therewith or incidental thereto.

### **05. COMPLAINT**

The complaint with regard to unequal payment of wages and claims arising out of non-payment of wages at equal rates to men and women workers for the *same work* or work of a similar nature shall be made in written to relevant Departmental HOD and HOD (HR Department).

### **06. PROCEDURE**

in the case of a claim arising out of non-payment of wages

- i) in the case of a claim arising out of non-payment of wages at equal rates to men and women workers for the same work or work of a **similar nature, that payment be made to the worker of the amount by which the wages payable to him exceed the amount actually) paid;**

In the case of complaint

- ii) in the case of complaint, that adequate steps be taken by the employer so as to ensure that there is no contravention of any provision of this Act.

### **KEY ELEMENTS**

The Company has the objectives of eliminating any unfair, unjust or unlawful

practices that impact on pay as well as take any appropriate remedial action as and when necessary. To attain its objectives, key approaches taken by the Company will include:

- maintains a systematic role analysis scheme which incorporates the principles of equal pay;
- carries out regular monitoring of the impact of pay policies and practices and takes appropriate remedial action *to resolve* issues identified;
- provides guidance for managers involved in decisions about recruitment, pay, benefits and promotions;
- Respond to any grievances raised on equal pay issues

**For, Transformers & Rectifiers (I) Limited**



**Authorized Signatory**

A handwritten signature in blue ink, consisting of several loops and a long vertical stroke, positioned to the left of the circular stamp.

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