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1. PURPOSE

Carrier Wheels Pvt. Ltd. ("CWPL") believes that a diverse, equitable, and inclusive workplace strengthens organizational performance, innovation, and employee well-being.

This Policy establishes CWPL's commitment to fair treatment, equal opportunity, and respect for all individuals, irrespective of differences.

2. SCOPE & APPLICABILITY

This Policy applies to:

- All employees (permanent, probationary, contractual, temporary)
- Trainees, apprentices, and associates
- Any individual working on behalf of CWPL

Compliance with this Policy is mandatory.

3. POLICY COMMITMENT

CWPL commits to:

- Providing equal opportunity in employment and workplace practices
- Promoting diversity and inclusion across its workforce
- Ensuring equity and fairness in decision-making
- Maintaining a workplace free from discrimination, bias, and harassment

4. DIVERSITY

CWPL values diversity and recognizes individual differences including, but not limited to:

- Gender
- Age
- Religion
- Caste
- Disability
- Marital status
- Educational background and experience

Diversity is respected across recruitment, training, promotion, and daily workplace interactions.

5. EQUITY

CWPL is committed to equity by ensuring:

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- Fair and merit-based recruitment and promotion
- Equal pay for equal work, in compliance with applicable laws
- Fair access to training, development, and growth opportunities
- Objective and transparent performance evaluation processes

Decisions are based on qualifications, skills, experience, and performance.

6. INCLUSION

CWPL promotes an inclusive work environment where:

- All employees are treated with dignity and respect
- Different perspectives and ideas are valued
- Employees feel safe to express concerns and opinions
- Collaboration and mutual respect are encouraged

7. NON-DISCRIMINATION

CWPL strictly prohibits discrimination on the basis of:

- Gender, age, religion, caste, disability, marital status, or any other legally protected characteristic

Discriminatory behavior in any form will not be tolerated.

8. PREVENTION OF HARASSMENT

CWPL maintains a zero-tolerance approach towards:

- Physical, verbal, or psychological harassment
- Sexual harassment at the workplace

Complaints related to sexual harassment are addressed in accordance with CWPL's POSH Policy and applicable laws.

9. RECRUITMENT, TRAINING & DEVELOPMENT

CWPL ensures:

- Fair and transparent recruitment processes
- Equal access to training and skill development
- Non-discriminatory selection for promotions and role assignments

10. ACCESSIBILITY & REASONABLE ACCOMMODATION

Where applicable and feasible, CWPL endeavors to:

- Provide reasonable accommodation for employees with disabilities

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- Ensure safe and accessible working conditions

11. REPORTING & GRIEVANCE REDRESSAL

Employees are encouraged to report:

- Discrimination, bias, or exclusion
- Harassment or unfair treatment

Concerns may be raised through:

- Internal grievance mechanisms
- POSH Committee (where applicable)
- Whistleblower channels

12. NON-RETALIATION

CWPL strictly prohibits retaliation against employees who raise concerns in good faith or participate in investigations.

13. ROLES & RESPONSIBILITIES

- **Management**: Promote inclusive culture and fair practices
- **HR/Admin**: Implement, monitor, and communicate DEI practices
- **Employees**: Treat colleagues with respect and dignity

14. AWARENESS & COMMUNICATION

- This Policy shall be communicated to all employees
- Awareness may be provided during induction and training
- Employees are responsible for understanding and complying with this Policy

15. MONITORING & CONTINUOUS IMPROVEMENT

CWPL periodically reviews its DEI practices to:

- Ensure compliance with laws
- Identify improvement opportunities
- Strengthen workplace culture

16. APPROVAL & EFFECTIVE DATE

This Diversity, Equity & Inclusion Policy is approved by the Management of Carrier Wheels Pvt. Ltd. and is effective from the date of issue.

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	Name/Designation	Signature	Remarks for Revision
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