

Equal Opportunities Policy

Policy Statement

Mid India Civil Erectors Pvt Ltd is committed to provide and promote equal opportunities for all employees, job applicants and contractors. The company is committed to foster a working environment free from discrimination, harassment, and victimisation. The company has zero tolerance for any form of discrimination, harassment, bullying, or any other related activities. All employment decisions are based solely on merit, qualifications, and abilities, with no bias regarding gender, race, religion, caste, ethnic origin, nationality, age, disability, birth, HIV status, family status, sexual orientation, union membership, marital status, or any other characteristic.

Purpose and scope of the policy

Mid India Civil Erectors Pvt Ltd ensures compliance with relevant laws such as Articles 15 and 16 of the Indian Constitution, The Equal Remuneration Act of 1963, The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act of 1995, The Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act of 2013, The Prohibition of Discrimination Act, 1955, and any other act that shall safeguard the rights of the employees and/or the people associated with the company. The policy applies to all employees, job applicants, contractors, suppliers, and clients and covers all aspects of employment including recruitment, training, promotion, and termination.

The policy aims to create a positive and inclusive work environment with strong support of the company's core values and business objective.

Responsibilities

Mid India Civil Erectors Pvt Ltd must ensure that the policy is implemented and upheld. The company shall set an example portraying equality and just treatment of its employees and stakeholders. It must make sure that the employees adhere to the policy and report any instances of discrimination or harassment. Mid India Civil Erectors Ltd will provide training to managers and employees on equal opportunities, to help ensure that they understand the policy and how it should be applied. The company will ensure that any allegations of discrimination, harassment or victimization are taken seriously and will be dealt with promptly and fairly in accordance with the company's grievance procedure.

Recruitment and Promotion

All job descriptions and advertisements will be unbiased, providing clear and accurate information to help applicants assess their suitability for the role. The company shall implement fair and consistent selection criteria and processes, ensuring that requirements are necessary and justifiable for the role. All applicants will be considered based on their suitability to fulfil the role, with personal circumstances only addressed if related to job requirements and consistently asked of all candidates. Additionally, all vacancies will be circulated internally to ensure equal opportunities for current employees. We maintain transparent promotion criteria, encourage diverse candidates to apply, and monitor and address barriers to advancement for underrepresented groups.

Training and Development

Mid India Civil Erectors Pvt Ltd provides equal access to training and professional development opportunities for all employees. Regular training on diversity, inclusion, and equal opportunities is conducted to foster an inclusive workplace. Career progression is supported through mentorship programs and appropriate training is provided regardless of gender, race, ethnic origin, disability, age, nationality, sexuality, religion or beliefs, marital status, or social class. Employees are encouraged to discuss their career prospects and training needs with a director. All employees are considered solely on their merits for career development and promotion, ensuring equal opportunities for all.

Monitoring

It is the responsibility of the company's leadership to ensure that all aspects of this policy are kept under review and are implemented throughout the organization. If it appears that applicants or employees are not being offered equal opportunities, circumstances will be investigated to identify any policies or criteria that exclude or discourage certain employees.

Conclusion

Mid India Civil Erectors Pvt. Ltd. is committed to promoting equal opportunities in employment and creating a working environment that is free from discrimination, harassment and victimization.

By implementing this Equal Opportunities Policy, Mid India Civil Erectors Pvt. Ltd. aims to ensure that all employees are treated fairly and with respect, and that employment decisions are based on merit and ability.