



## JK PAPER LTD

### **Policy for discrimination in employment and occupation**

The Company does not believe in discrimination in regards to recruitment; promotion and any other facilities to be given to any of the employee based on cast, creed, religion and other Linguistic preferences.

The Company believes to remain fair to the citizen and bound to follow the law of the land. The company is accountable for the development of the society and gives fair opportunities to any of the candidate, who deserves to be recruited, promoted as per the policy of the company on merit.

The company does not believe discrimination on the issue of Gender and follow the strict principle in recruitment, promotion etc., wherever it is required.

The organization follows the national laws for prohibition of discrimination in employment and occupation-

Equal Remuneration Act- 1976 requires employers to pay equal remuneration to workers for same work or work of a similar nature without any discrimination on the basis of sex.

The Wage Code introduced in 2019 regulates wage and bonus payments in all employment.

**The Wage Code also prohibits gender discrimination in matters related to wages and recruitment of employees for the same work or work of similar nature.** The Code combines the provision of the following four laws:

- I. The Payment of Wages Act, 1936,
- II. The Minimum Wages Act, 1948,
- III. The Payment of Bonus Act, 1965,
- IV. The Equal Remuneration Act, 1976.

The Wage Code repeals the above 4 laws.

A. S. MEHTA

PRESIDENT AND DIRECTOR

Date: 05/09/2022