



JUPITER WAGONS LIMITED

CIN: L28100MP1979PLC049375

Equal Opportunity Policy

1. Preface

Jupiter Wagons Limited (referred to as “JWL” or “the Company”) is steadfastly committed to promote equal opportunities and preventing any form of discrimination based on race, religion, gender, age, disability, or any other personal attributes. This commitment reflects our core values and dedication to fostering a diverse, inclusive, and equitable workplace.

The Equal Opportunity Policy (“the policy” or “this policy”) serves as a guiding framework to operationalize this commitment throughout all stages of the employment cycle, from recruitment to separation. JWL aims to create an environment where all employees are treated fairly, respected, and empowered to contribute meaningfully to the organization's collective success.

2. Scope

This Policy applies to:

- Permanent and temporary employees
- Board members
- Contractors and consultants
- Workers and apprentices

3. Policy Commitments

a) Non-discrimination and Inclusion:

- Adhere to the applicable national and local regulatory requirements.
- JWL strictly upholds a discrimination-free workplace and complies with all applicable legal requirements.
- JWL is committed to foster an inclusive environment for individuals from diverse backgrounds, including those with disabilities.
- Any form of harassment, victimization, or discriminatory behaviour is strictly prohibited.

b) Employment practices:

- **Recruitment and selection:** Candidates are selected based on merit, experience, and job-specific requirements, ensuring diversity in the talent pool.



- **Training and development:** Equal opportunities are provided for all employees to develop their skills, aligned with organizational and role requirements.
 - **Performance management:** Career progression, promotions, and compensation decisions are based solely on merit and performance.
- c) **Support for differently abled employees:**
- The Company ensures that its facilities and digital communications are accessible and accommodates necessary adjustments to meet the needs of differently abled and other employees.
 - Employees are encouraged to communicate specific requirements to ensure a supportive and inclusive work environment.

4. Implementation measures:

- The Policy is effectively communicated to all stakeholders and reinforced through regular training and workshops.
- Adequate resources are allocated to support the implementation of diversity and inclusion initiatives.

5. Monitoring

The BRSR committee will have the primary responsibility for overseeing and establishing the policy, while the designated coordinators will be tasked with its comprehensive implementation.

6. Review and Amendment

This Policy shall be reviewed and evaluated as and when required to establish and confirm that it meets the objectives of the relevant legislation and remains effective. The Board has the complete right to make amendments to this Policy in whole or in part, at any point of time without assigning any reason, whatsoever.