

## **Equal Opportunity Policy**

JPVL remains steadfast in its commitment to inclusivity, fairness, and the well-being of its work force. Fostering an environment that ensures equal opportunities for all applicants and employees is JPVL's priority. This commitment is integral to the organizational values of JPVL and its code of conduct which ensures fairness, respect, and inclusivity.

The Equal Opportunity Policy applies to all job applicants during the selection process and employees during their tenure/collaboration with the organization. This includes, but is not limited to, matters related to hiring, salary, promotions, career growth ensuring a conducive work environment depending upon the performance, efficiency, commitment and dedication.

JPVL aligns with statutory requirements and the laws to provide an equitable, inclusive and discrimination-free workplace for all employees, regardless of marital status, gender identity, special ability, or other legally protected characteristics. It reflects the dedication of JPVL to uphold equality in compliance with legal standards and ethical practices.

### **1 Inclusive Practice:**

- All positions are open to diverse applicants and selection is based solely on merit.
- JPVL believes in evaluating new initiatives to encourage inclusivity.

### **2 Inclusive and Accessible Infrastructures:**

- JPVL ensures that the workplaces are designed to be inclusive and accessible for all employees including especially abled employees and workers, except for hazardous areas, where only authorized people can enter. These authorised people are specialists and are trained regarding the hazards.
- JPVL encourages improvement in physical infrastructure believing in accessibility being a priority to meet diverse needs.
- Employees with special abilities do not face any form of discrimination, bias, or disadvantage in their roles, performance evaluations, or career progression.

### **3 Training and Development:**

- JPVL provides inclusive training programs and equal career development opportunities for all employees and partners fostering professional growth and leadership. JPVL believes that the development of its employees and the value chain partners is imperative for its business growth. Detailed training programs are developed and tailored at each site of JPVL.
- JPVL identifies and develops new vendors and vendors from local vicinity for providing products and services. This results in fair competition amongst the suppliers along with an opportunity for new vendors to develop their capabilities. This win win policy also helps JPVL to have multiple sources for supply/service.
- JPVL also encourages engagement with local communities to create shared value. It undertakes various programmes under CSR for the common welfare of the villages in the vicinity of the plant.

### **4 Employee's Retention:**

JPVL focuses on creating a clean and supportive work environment that promotes long-term employee satisfaction and retention through:

- Recognition and reward programs.
- Work-life balance initiatives.
- Professional development and mentoring opportunities.
- Employee feedback.

### **5 Retention of Talents:**

JPVL believe that a diverse workforce includes not only different geographically diversified cultures and backgrounds but also varied generational perspectives. Irrespective of age, experienced people are given equal opportunities to work with the organisation and guide youngsters.

### **6 Growth through Inclusiveness:**

- By facilitating and promoting open communication and mutual respect JPVL empower employees to share their unique insights, innovated ideas, thus ultimately strengthening team dynamics and promoting organizational growth.
- Structured discussions and collaborative opportunities help employees gain insights from colleagues of different age groups to enhance both professional development and interpersonal relationships.
- Culture of informal mentoring circles, skill-sharing sessions and cross-generational discussions provide opportunities that encourage and motivate employees to develop a broader perspective on business challenges.

### **7 Employment of Ex-Army Men:**

- JPVL value the skills, discipline, and dedication of individuals who have served in the armed forces. In recognition of their service, JPVL provide equal opportunity to ex-army personnel in Corporate Sector, which in turn helps in development of the company. Along with senior Ex – Army Officers, many Ex – Servicemen are also given engaged by JPVL. These Ex – servicemen are given opportunities in security wing. These highly experienced professionals play a key role in ensuring the safety and security of our employees, assets, and premises.
  - The experience and training of ex-army personnel in security services ensure that security risks are effectively mitigated and the safety of all stakeholders is maximized.
  - Veterans bring a high level of discipline, commitment, loyalty and reliability, ensuring the highest standards of services.
  - By hiring ex-army personnel, the company demonstrates its commitment to supporting veterans, offering them meaningful employment opportunities and facilitating their transition to civilian life.
  - JPVL recognizes the value they bring to our organization operations and are proud to offer them a platform for meaningful employment.