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01. OBJECTIVE

Equal Remuneration policy state that the payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination on the basis of gender. To Prevent discrimination on the basis of gender specially against women employees while making recruitment of women for the same work or work of similar nature, or in any condition of service subsequent to recruitment of women. It also prohibits discrimination between men and women.

02. SCOPE

This policy applies to all our employees employed in Manorama Industries Limited regardless of position or type of employment or location.

03. RESPONSIBILITIES

Human Resources Department

04. LEGAL FRAMEWORK

Under the Equal Remuneration Act 1976 provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto.

05. COMPLAINT

The complaint with regard to unequal payment of wages and claims arising out of non-payment of wages at equal rates to men and women workers for the same work or work of a similar nature shall be made in written to relevant Departmental HOD and HOD (HR Department).

06. PROCEDURE

in the case of a claim arising out of non-payment of wages

- i) in the case of a claim arising out of non-payment of wages at equal rates to men and women workers for the same work or work of a similar nature, that payment be made to the worker of the amount by which the wages payable to him exceed the amount actually paid;

in the case of complaint


- ii) in the case of complaint, that adequate steps be taken by the employer so as to ensure that there is no contravention of any provision of this Act.

KEY ELEMENTS

The Company has the objectives of eliminating any unfair, unjust or unlawful practices that impact on pay as well as take any appropriate remedial action as and when necessary. To attain its objectives, key approaches taken by the Company will include:

- maintains a systematic role analysis scheme which incorporates the principles of equal pay;
- carries out regular monitoring of the impact of pay policies and practices and takes appropriate remedial action to resolve issues identified;
- provides guidance for managers involved in decisions about recruitment, pay, benefits and promotions;
- Respond to any grievances raised on equal pay issues

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- Ensure transparency in determining evaluation criteria for pay point scales
- Evaluation of posts to determine appropriate pay scales.

Manorama Industries Limited



Director
01.07.2023



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