

Department HR	Gujarat Tea Processors and Packers Ltd.	No.	Policy-01
Page 1 of 2		Issue No.	01
		Date	01.01.2024

Transgender Persons (Protection Of Rights) Policy

At GTPPL, We recognize the value of a diverse workforce. We are committed to providing equal opportunities in employment and creating an inclusive workplace and work culture in which all employees are treated with respect and dignity.

This policy is being issued in pursuant to Rule 12 (2) of the Transgender Persons (Protection of Rights) Rules, 2020 (as amended from time to time).

Policy Statement

At GTPPL, We are committed to providing a safe working environment and to ensuring that no transgender person is discriminated against in any manner, including in relation to employment, recruitment, employment benefits, promotion and other related aspects.

Our decisions on employment, career progression, training or any other benefits are solely based on merit. Any information shared by employee on their gender and/or sexual orientation would remain confidential.

Definition and Scope

As defined in the Transgender Persons (Protection of Rights) Act, 2019, a "transgender person" means a person whose gender does not match with the gender assigned to that person at birth and includes trans-man or trans-woman (whether or not such person has undergone sex reassignment surgery or hormone therapy or laser therapy or such other therapy), person with intersex variations, genderqueer and person having such socio-cultural identities as kinner, hijra, aravani and jogta.”

This policy shall cover job applicants, full-time/part-time employees, interns/trainees, contractual employees, including temporary employees. This policy also applies to all aspects of employment, be it recruitment, training, working conditions, salaries, transfers, employee benefits and career advancement.

Policy Details

1. Facilities and amenities

GTPPL aims to provide all necessary infrastructure such as unisex, toilets to its employees to create a conducive workplace. Any employee facing issues should report to the facilities team at their location or write to the Compliant Officer.

2. Recruitment Process

GTPPL hiring is purely based on merit and the candidates are evaluated based upon their skills and competence. Applicants can contact our Human Resources team for specific assistance with respect to suitable positions in compliance with applicable regulations.

Department HR	Gujarat Tea Processors and Packers Ltd.	No.	Policy-01
Page 2 of 2		Issue No.	01
		Date	01.01.2024

All candidates undergo a fair and transparent selection.

Selection criteria (job description and employee specification) will be kept under constant review to ensure that it is non-discriminatory and that it relates purely to the skills needed for the position.

Employee Benefits

GTPPL nurtures a work environment where employees are treated with dignity and respect and are provided with safe and humane work conditions. We respect that our employees have the right to freedom of opinion and expression. We ensure that our employees are compensated fairly and equitably.

All employee decisions are on merit and business factors only and GTPPL provides equal opportunities in hiring, promotion, transfers, compensation, benefits, leaves of absence, and decisions about discipline and termination of employment.

We are committed to creating a supportive and understanding workplace environment in which all individuals feel welcome, respected, and heard, and where they can realise their full potential regardless of gender and/or sexual orientation.

All data related to the gender identity of transgender persons shall be kept confidential, subject to applicable law.

Conscious efforts are made to remove all discriminatory behavior at every step of work life and at every hierarchical level.

Grievance Redressal

Transgender employee can raise any grievances on mail id grievance@wbtea.com for further necessary action by Management Representative (MR)