



## **Policy on Equal Remuneration Act, 1976**

### **1. Introduction:**

IFIN Global Group is committed to upholding the principles of equality, fairness, and non-discrimination in the workplace. This policy is in accordance with the provisions of the Equal Remuneration Act, 1976, and aims to ensure that there is no discrimination in the payment of wages on the basis of gender.

### **2. Scope:**

This policy applies to all employees, regardless of gender, across all levels and departments within IFIN Global Group.

### **3. Equal Pay for Equal Work:**

IFIN Global Group ensures that employees are remunerated fairly based on the principle of equal pay for equal work, as outlined in the Equal Remuneration Act, 1976. There shall be no discrimination in wages based on gender.

### **4. Job Evaluation and Classification:**

The organization will conduct regular job evaluations to ensure that positions are classified accurately and that remuneration is based on factors such as skill, effort, responsibility, and working conditions, irrespective of gender.

### **5. Transparency in Remuneration:**

IFIN Global Group is committed to maintaining transparency in the remuneration structure. Employees will be informed about the criteria used for determining wages, and any remuneration adjustments will be communicated openly.

### **6. Gender-Neutral Policies:**

All HR policies, practices, and procedures related to remuneration will be gender-neutral, ensuring that there is no discrimination between male and female employees in terms of compensation.



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### **7. Regular Remuneration Audits:**

The organization will conduct regular audits of remuneration to identify and rectify any gender-based pay disparities. Any identified disparities will be addressed promptly.

### **8. Anti-Discrimination and Harassment:**

IFIN Global Group strictly prohibits any form of discrimination or harassment based on gender. Employees are encouraged to report any concerns regarding unequal remuneration to the Human Resources Department.

### **9. Grievance Redressal:**

A grievance redressal mechanism will be in place to address concerns or complaints related to remuneration. Employees are encouraged to report any issues promptly, and confidentiality will be maintained during the investigation process.

### **10. Training and Sensitization:**

IFIN Global Group will conduct regular training sessions to sensitize employees, especially managers and decision-makers, about the principles of the Equal Remuneration Act, 1976, and the importance of maintaining gender equality in remuneration.

### **11. Review and Revision:**

This policy will be reviewed periodically to ensure its effectiveness and compliance with any amendments to the Equal Remuneration Act, 1976.

### **12. Compliance:**

IFIN Global Group is committed to complying with all applicable laws and regulations related to equal remuneration.