

Diversity & Equal Opportunity Statement

Our Commitment

Pratham Transolutions India Pvt. Ltd. is committed to providing a workplace where all employees are treated with dignity, fairness, and respect. We believe that diversity strengthens our organization and contributes to innovation, operational excellence, and long-term business success.

As a logistics and transportation company employing office staff, operational personnel, and commercial drivers, we are committed to creating an inclusive work environment free from discrimination, harassment, victimization, or unfair treatment.

Equal Opportunity

The Company provides equal opportunities in recruitment, training, promotion, compensation, transfer, and career development based on merit, qualifications, performance, and business requirements.

No employee, applicant, contractor, or stakeholder shall be discriminated against on the basis of:

- Gender
- Age
- Religion
- Caste
- Community
- Language
- Marital Status
- Disability
- Social or Economic Background
- Nationality or Ethnic Origin
- Any other characteristic protected under applicable law
- Respectful Workplace

The Company maintains zero tolerance towards:

- Harassment or bullying
- Discrimination
- Verbal or physical abuse
- Threatening behaviour
- Retaliation against complainants
- Any conduct that undermines human dignity

Every employee is expected to contribute to a professional, respectful, and inclusive workplace.

Driver & Field Workforce Inclusion

Considering the nature of logistics operations, the Company is committed to ensuring that drivers, field staff, contract workers, and operational employees receive equal respect, fair treatment, and access to workplace grievance mechanisms without discrimination.

Reporting Concerns

Any employee who experiences or witnesses discrimination, harassment, or unfair treatment may report the matter through:

- Reporting Manager
- Human Resources Department
- Management
- Anonymous Grievance / Whistle Blower Mechanism

All complaints will be handled confidentially and investigated fairly.

Compliance

This statement is aligned with:

- Constitution of India – Right to Equality
- Shops and Establishments Act
- Equal Remuneration principles
- POSH Act, 2013
- Human Rights Policy (P/HR/035)
- Disciplinary Policy (P/HR/007)
- Applicable Indian Labour Laws
- Management Commitment



Pratham Transolutions India Pvt. Ltd. is committed to fostering a diverse, inclusive, and respectful workplace where every individual is valued, treated fairly, and provided equal opportunity to contribute and succeed.