



GP_002: EQUAL EMPLOYMENT OPPORTUNITY POLICY

Policy Parameters	
Policy Name	Equal Employment Opportunity Policy
Policy Code	GP_002
Version Number	8.0
Objective	To provide Equal employment Opportunity to all employees and all applicants, ensuring our valued recognition for diverse work force and to identify and eliminate any vestige of discrimination that may still exist.

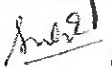
Policy Champion (For Interpretation)	HR Head
Power to Amend	Gland Pharma Management

Effective from	01 st April 2026
Expiry Date	31 st March 2028

Policy Guidelines	
Label	Guidelines
Scope (Eligibility/Applicability/Exclusion)	- This policy shall be applicable only to the employees who are on the direct payrolls or on direct contract of Gland Pharma Ltd. This policy complies with state and local legislation, government regulations, and Executive Orders regulating affirmative action and equal opportunity in employment. - This policy covers recruitment, selection, compensation, benefits, promotion, demotion, layoff, termination and all other terms and conditions of the employee lifecycle at Gland Pharma Ltd.
Philosophy	We, as an Equal Opportunity Employer, are firmly committed to a policy of equal employment opportunity for you and all applicants, to not discriminate on any basis unless prohibited by law including race, color, creed, sex (including gender harassment and harassment based on pregnancy, childbirth, or related medical condition), religion, marital status, age, national origin or ancestry, differently abled, medical condition, sexual orientation, veteran status, or any other category protected by laws, subject to law of land. We intend and desire that equal employment opportunities will be provided in the whole gamut of employment or employee lifecycle.

	We ensure you that decisions will be solely based on the individual's professional credentials and merit.
Complaints	Complaints brought under this policy will be promptly investigated and handled with due regard for the privacy and respect of all involved.

Raise your Concern	You are directed to bring any violation of this policy to the immediate attention of your Reporting Manager or HR.
Disciplinary Action	If you violate this policy or knowingly retaliate against other employee reporting or complaining of a violation of this policy, you shall be subject to immediate disciplinary action, up to and including discharge.

Prepared By	 (P Divya)	Reviewed By	 (Wriddhee.Maitra)
Approved By	 (Srinivas Sadu)	Approved Date	31 st March 2026