

Equity and Diversity Policy of GNRC Ltd.

Our Vision

“Health for All, Smiles for All”

POLICY

Treat every patient with kindness and caring, love and affection respect and dignity, honesty and truthfulness.

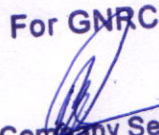
Maintain the trust of the public, government and other stakeholders.

Inclusivity & Value

Health is a fundamental human right and critical for human dignity. A healthy population is essential for socio-economic growth – it determines average life expectancy, a number of persons in the productive age bracket, productivity, earning capacity, employment, contribution to welfare, etc. of a society. However, health problems are increasing each day with the rise of pollution, consumption of contaminated water, and the adoption of unhealthy lifestyle practices. But the good health of a community is essential for its peace, happiness, and prosperity. Preventive healthcare, promotive healthcare, early intervention, and healthy lifestyle practices can address such health problems. This is how each member of society can achieve freedom from ill-health.

To support your pursuit of health, well-being, and prosperity, we combine the science of medicine with the art of healing, to facilitate “Health for All, Smiles for All”.

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For GNRC Ltd.

Company Secretary



At GNRC, we are convinced that ‘Quality’, ‘Value’, and ‘Trust’ are the bedrock for effective healthcare delivery. Irrespective of their financial situation or any other attribute, we treat everyone equally and ensure no access or affordability barrier prevents them from receiving quality healthcare.

Our Value

“Patient – Centricity, Above All”, reflected through the value propositions of Quality, Inclusivity & Value, Trust

Quality

We endeavor to provide quality healthcare delivered in alignment with our core principle – Patient First. For those we serve, this translates as prompt service, scientific evidence-based healthcare practice model through use of appropriate technology, enhanced by empathy.

Trust

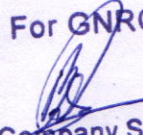
We consistently build and strengthen relations with patients and their family members, by treating patients as family members, delivering quality healthcare, maintaining transparency in transactions, adopting structured regular communication with patients and their attendants.

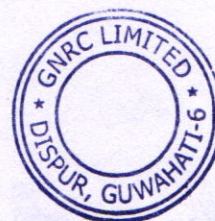
Further GNRC is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company’s achievement as well.

We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

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For GNRC Ltd.

Company Secretary



GNRC Ltd.'s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:


- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of GNRC Ltd. have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

For GNRC Ltd.

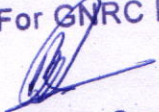

Company Secretary

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This policy shall be in compliance to applicable rules and regulations and shall be updated as required accordingly.

For GNRC Ltd.

Signature : 
Name : Mr. Biswajit Das

For GNRC Ltd.

Company Secretary

Designation : Company Secretary

Dated : 19/05/2021

