

Chapter 3 :- HR POLICY FOR INDIAN OIL CORPORATION LIMITED

- 1. Employment Contracts**
- 2. Code of Conduct**
- 3. Employee Wages**
- 4. Menstrual Leave Policy**
- 5. Gratuity Policy**
- 6. Employee Provident Fund**
- 7. Leave Policy**
- 8. Sexual Harassment Policy**
- 9. Maternity and Paternity Leave Policy**
- 10. Termination and Separation Policy**
- 11. Adaptive Work Culture Policy**
- 12. Whistleblower Policy**
- 13. Non discrimination Policy**
- 14. Dress Code Policy**
- 15. Probation and Confirmation Policy**
- 16. Work from Home Policy**