

**EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES
ACT, 2016**

SPRL is dedicated to providing equal employment opportunities and to building an inclusive workplace in which all workers are treated with dignity and respect.

This Equal Opportunity Policy is in conformity with the provisions of the 2016 Act on the Rights of Persons with Disabilities.

OBJECTIVE

The goal of this policy is to ensure that people with disabilities are granted the same right as everyone else to equality, a dignified life, and respect.

According to the policy, a mechanism is established to assure the method of publishing the equal opportunity policy, the manner of preserving records, and the way of keeping a register of complaints. The policy is aimed to empower disabled workers and increase their involvement with the firm. It also provides required safeguards in the form of workplace amenities and facilities, specifies responsibilities and duties, provides for assistive equipment, and has a Grievance Redressal Mechanism.

This equal opportunity policy is constantly enforced throughout the individual's employment, from the recruiting process through superannuation.

POLICY GUIDELINES

- **Policy Coverage:** This policy applies to all workers who have baseline disability as defined in clauses (a), (b), (c), (d), and (e) of section 34(1) of the 'Rights of Persons with Disabilities Act, 2016'.
- **Accessibility:** In accordance with the terms of the RPWD Act of 2016, the firm is dedicated to providing PWDs with easy access and a barrier-free environment. The organisation guarantees that PWD personnel have easy access to essential facilities and amenities at work to perform their duties efficiently. The organisation also provides appropriate infrastructure, according to practical feasibility, to enable employees with disabilities to have unhindered access to shared amenities such as the physical environment, information and technology, and systems.
- **Recruitment:** Recruitment is done on the basis of merit, which is determined by evaluating the candidates' skills and the way of recruitment will be in accordance with the provisions of 34(1) of The Rights of Persons with Disabilities Act, 2016.

- **Facilities and amenities:** To assist Persons with Disabilities in carrying out their tasks efficiently, the company may, subject to regulatory rules, device availability, and administrative restrictions, provide the following facilities and amenities to them:
 - Providing aids and appliances, assistive gadgets that are appropriate for their needs, so that people with disabilities may fulfil their jobs effectively.
 - Persons with Disabilities should have simple, barrier-free access and accessible workstations wherever they are posted or transferred.
 - All efforts should be done to ensure that individuals with disabilities have a favorable environment in which to perform and thrive in their roles.

MONITORING AND REVIEW

Monitoring and review of the Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016 is important to ensure its effectiveness and ongoing compliance with the Act. The following steps can be taken for monitoring and review:

- **Compliance assessment:** The Company should regularly assess its compliance with the policy and the Rights of Persons with Disabilities Act, 2016, to identify areas for improvement and to ensure that employees with disabilities are not being subjected to discrimination or unequal treatment.
- **Employee feedback:** The Company should solicit feedback from employees with disabilities and from disability rights organizations to better understand their experiences and identify areas for improvement.
- **Review of training and awareness programs:** The Company should assess the impact of its training and awareness programs on promoting inclusiveness and understanding among employees and should make improvements as needed.
- **Update the policy:** Based on the results of the monitoring and review, the company should revise the policy as necessary to address any identified areas for improvement and to ensure ongoing compliance with the Rights of Persons with Disabilities Act, 2016.

The monitoring and review process should be ongoing and integrated into the company's overall management and reporting systems. The results of the monitoring and review should be regularly communicated to all employees and stakeholders.