

## **SHRIRAM PISTONS & RINGS LIMITED: NEW DELHI**

### **Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016**

#### **1. Objective:**

Shriram Pistons & Rings Ltd. (SPRL) ensure equality, dignity, and respect for Persons with Disabilities (PWDs), promoting inclusivity and providing them with the same rights and opportunities as everyone else.

#### **2. Scope:**

This policy applies to all employees, including Persons with Disabilities (PWDs) as defined under the Rights of Persons with Disabilities Act, 2016, (RPWD Act 2016) across all locations of SPRL and its subsidiaries.

#### **3. Policy Guidelines:**

##### **a. Accessibility:**

- Providing accessible infrastructure, workstations, shared amenities, physical spaces, etc.
- Offering assistive devices, software, and support tailored to individual needs.
- Ensuring easy access to IT systems, facilities, and essential services.
- Prioritizing preferred posting locations during transfers/promotions, wherever feasible.
- Granting transport allowances to eligible PWDs as per government norms.
- Taking proactive steps to foster a supportive environment that empowers PWDs to perform and grow.

##### **b. Recruitment:**

- Recruitment will be merit-based and will follow the provisions outlined in Section 34(1) of the RPWD Act.
- Reasonable accommodations will be provided during the recruitment process to ensure an equitable experience for PWD candidates.

##### **c. Posting and Transfer:**

- PWD employed at all ranks are generally excluded from ordinary periodical transfers, subject to administrative constraints.
- If a PWD employee is transferred owing to promotion to a location other than his/her initial site of appointment due to vacancy, it is guaranteed that such personnel are retained close to their original place of posting and are not relocated to distant/remote locations.

**d. Skill Development and Career Progression:**

- Customized training programs will be implemented to support employees with disabilities in improving their skills and advancing their careers.
- A buddy or mentorship system will be established to provide guidance and support for new hires.
- Structured and fair performance evaluations will ensure equal opportunities for promotions and leadership roles.

**4. Monitoring and Review:**

Monitoring and review of the Equal Opportunity Policy would be done regularly in accordance with the Rights of Persons with Disabilities Act, 2016 is important to ensure its effectiveness and ongoing compliance with the Act. Based on the results of the monitoring and review, the Company may 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.

**5. Responsibilities:**

SPRL will ensure full implementation of the policy, allocate resources for required facilities, and provide training on inclusivity and will encourage employees to participate in fostering an inclusive work culture and provide constructive feedback to improve the workplace for PWDs.

**Approving Authority:**

Sd/-

**Krishnakumar Srinivasan**

**MD & CEO**

**Effective Date: April 1, 2025**