

Equal Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016 and Rule 8 of the Rights of Persons with Disabilities Rules, 2017

Equal Opportunity Policy *(As per the Rights of Persons with Disabilities Act, 2016)*

1. Preamble

This Equal Opportunity Policy is framed in accordance with Section 21 of the Rights of Persons with Disabilities Act, 2016, and Rule 8 of the Rights of Persons with Disabilities Rules, 2017. The objective of this policy is to promote equality, eliminate discrimination, and ensure full and effective participation of persons with disabilities in all aspects of organizational functioning.

2. Scope

This policy applies to all persons with disabilities who are employed, applying for employment, or availing services from Kaveri Seed Company Limited.

3. Objectives

- To ensure that persons with disabilities are treated with dignity and respect.
- To provide equal opportunities in employment, promotion, training, and other conditions of service.
- To implement measures for reasonable accommodation and accessibility.
- To create a barrier-free and inclusive work environment.



4. Facilities and Amenities

Kaveri Seed Company Limited shall provide the following facilities and amenities to employees/persons with disabilities:

- Accessible entrances and exits.
- Accessible restrooms.
- Ramps and lifts where required.
- Special parking provisions.
- Assistive devices and technology where needed.

5. Identification of Posts

A list of posts suitable for persons with disabilities has been identified as per Government of India guidelines. The organization will review and update this list periodically.

6. Recruitment Process

- No discrimination shall be made in matters of employment on the grounds of disability.
- Reasonable accommodations shall be provided during the recruitment process, such as scribes, extended time, or accessible interview locations.
- Vacancies shall be advertised with a clear mention of reservation for persons with benchmark disabilities, wherever applicable.

7. Training and Career Development

Kaveri Seed Company Limited shall ensure equal access to training and career development opportunities for employees with disabilities. Training programs shall be made accessible through inclusive materials and appropriate aids.

8. Leave and Other Benefits

Employees with disabilities shall be entitled to all benefits, leave, and facilities as per existing rules. Special leave and accommodations may be granted as per government notifications.



9. Liaison Officer

The following person is designated as the Liaison Officer for implementing this policy:

Name: Mr. P.Malla Reddy

Designation: GM (HR & Admn.

Contact: Email : pmreddy@kaveriseeds.in

Phone: 9866114166

The Liaison Officer shall:

- Oversee recruitment of persons with disabilities.
- Ensure implementation of this policy.
- Address grievances related to disability inclusion.

10. Grievance Redressal

Grievances related to discrimination or denial of reasonable accommodation may be submitted to the Liaison Officer. Complaints will be handled confidentially and expeditiously.

11. Confidentiality

All disability-related information of employees shall be kept confidential and shall not be disclosed without consent.

12. Monitoring and Review

This policy shall be reviewed annually to assess implementation and effectiveness. Suggestions for improvement may be sent to the Liaison Officer.

