EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

(In compliance with the Rights of Persons with Disabilities Act,2016)

Organization Name: DESMI India Private Limited
Effective Date: 18.11.2026
Policy Version: 1.0

1. **Purpose and Commitment:**
   DESMI India Private Limited is committed to providing equal opportunities and fostering an inclusive workplace where persons with disabilities are treated with dignity, respect, and fairness. This Policy outlines the Company's commitment to non-discrimination, reasonable accommodation, accessibility, and equal participation in employment in accordance with the **Rights of Persons with Disabilities Act, 2016.**

2. **Scope:**
   This policy applies to all permanent, contractual, and temporary employees, apprentices, and job applicants across all manufacturing plants, warehouses, corporate offices, and regional facilities operated by **DESMI India Private Limited**

3. **Policy Statement**
   DESMI India shall:
   - Prohibit discrimination on the basis of disability.
   - Provide equal employment opportunities.
   - Ensure accessibility of workplace facilities, systems, and services.
   - Provide reasonable accommodation to employees with disabilities unless doing so causes undue hardship.
   - Promote an inclusive and respectful work environment.
   - Enable persons with disabilities to participate fully in employment-related activities.

4. **Recruitment and Selection**
   The Company shall:
   - Evaluate candidates based on merit and job requirements.
   - Ensure that employment opportunities are open to qualified persons with disabilities.

5. **Workplace Accessibility**
   DESMI India shall strive to provide:
   - Barrier-free access to office premises.
   - Accessible workstations, where required.
   - Accessible communication methods and technology.
   - Emergency evacuation support for employees with disabilities.

6. **Reasonable Accommodation**
   Reasonable accommodation may include:
   - Modified workstations
   - Assistive devices and technology
   - Flexible working arrangements
   - Accessible training materials
   - Additional support required to perform job responsibilities effectively

   Requests for accommodation shall be considered on a case-by-case basis.

7. **Career Development**
   Employees with disabilities shall have equal access to:
   - Training and development programs
   - Promotions
   - Performance management processes
   - Career advancement opportunities

8. **Non-Discrimination and Harassment**
   No employee shall be subjected to discrimination, harassment, victimization, or retaliation on the basis of disability.
   Any complaints shall be investigated promptly and appropriate corrective action shall be taken.

9. **Confidentiality**
   Information relating to an employee's disability shall be treated as confidential and shared only on a need-to-know basis or as required by law.

10. Grievance Redressal

Employees may raise concerns relating to discrimination, accessibility, or reasonable accommodation with the designated Liaison Officer or Human Resources.

11. Liaison Officer

The Company shall appoint a Liaison Officer under the Rights of Persons with Disabilities Act, 2016 to:

- Monitor implementation of this Policy.
- Coordinate disability-related initiatives.
- Facilitate reasonable accommodation requests.
- Address grievances relating to disability inclusion.
- Serve as the point of contact with regulatory authorities.

Designated Liaison Officer

Name: R.Supriya
Designation: Administrative, Facilities Operations & GCC Manager, DESMI India
Email Id: srai@desmi.com
Phone: +91 799 5666 433

12. Review

This Policy shall be reviewed periodically and updated as required by law and organizational needs.

FOR DESMI India Private Limited

DESMI INDIA PRIVATE LIMITED Hyd- 501510

R.Rangarajan
Managing Director, South Asia