



JAMNA AUTO INDUSTRIES LIMITED

Equal Opportunity Policy for Person with Disability

(updated as of 20th March, 2025)

Objective

- To create employment opportunities such that all employees including employees with disability achieve their full as per their potential.
- Company endeavors to maintain conducive and harmonious work environment to ensure that the person with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equal to others.
- To make reasonable changes / alterations at workplace and to employment arrangements to ensure that they are accessible to a person with a disability and is not at any substantial disadvantage compared to a non-disabled person.
- To ensure reasonable adjustments which may be made to the workplace and its environment, so as to make it possible to recruit a person with a disability or to retain an employee with a disability.
- To ensure that employees with disabilities are considered for promotion according to their aptitudes, abilities, and qualifications, making any reasonable adjustments necessary to do so.

Scope

This Policy is applicable to all employees and workers of the Company regardless of their position or employment status (permanent, full-time, part-time, temporary, or contractual), probationers, trainees and volunteers.

Policy Description

Company aims to provide equal employment opportunities, without any discrimination on grounds of caste, creed, gender, age, race, color, disability, marital status & religion.

Company strives to maintain a work environment that is free from harassment based on above considerations.

This Policy is consistently applied throughout the period of employment of the individual, right from joining till superannuation.

Company will ensure a conducive environment at its premises and establishments by:

- a) Providing appropriate facilities and amenities to persons with disabilities to enable them to effectively discharge their duties.
- b) To ensure no opportunities are denied to persons with disability merely on grounds of disability.
- c) Plant HR will be liasoning officer in respect to Persons with disability to ensure:
 - Friendly workplace
 - All employees are aware of this Policy and know their duties and rights in relation to the Policy.
- d) If any employee found violating this policy or in any manner discriminates with any person with disability or renders harassment to such persons, the Company shall take appropriate action against any Employee.
- e) All HR & Employment publications will indicate that the company is an equal opportunity employer.

The above policy is in compliance with provision of Rights of persons with Disability Act, 2016 and Rights of Persons with Disability Rules, 2017.