

BHARAT FORGE



Equal Opportunity for Persons with Disabilities Policy

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A] PURPOSE

Bharat Forge Limited provides equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation. The Company strives to maintain a work environment that is free from any harassment based on above considerations. This Equal Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual.

This Equal Employment Opportunity Policy is consistently applied throughout the period of employment of the individual right from the recruitment process till superannuation.

To ensure equal opportunity in all aspects of employment. creating and maintaining a non-discriminatory and inclusive work environment

B] APPLICABILITY

This policy applies to all Bharat Forge Limited employees and operations. Bharat Forge Limited aims to create employment opportunities such that all employees achieve their full potential.

C] Equal Opportunity for Persons with Disabilities

In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, it is Company's Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, the Company will take all actions to ensure that a conducive environment is provided to persons with disabilities to perform their role and excel in the same.

The Company ensures that:

- Appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the establishment.
- Provision is made availability of medical assistance as required.
- The Liaison officer will oversee the provision of required facilities/amenities including the process of recruitment for persons with disabilities.
- Grievance Redressal mechanism for addressing the matters related to the employment of persons with disabilities is available.
- The Business Integrity Committee will ensure if any grievance does arise and is brought up to the Committee concerning selection of person(s) with disability for any position, training, promotion, transfer posting, leave & preference in accommodation allocation etc. is dealt with in a fair and equitable manner free from any discrimination.
- No opportunity is denied to persons with disabilities, merely on ground of disability. Employees will be protected from coercion, intimidation, interference, discrimination or retaliation for filing a complaint or assisting in an investigation under the Act.