



आईआरईएल (इंडिया) लिमिटेड /IREL (India) Limited
कार्पोरेट कार्यालय /Corporate Office

POLICY ON EQUAL OPPORTUNITY FOR PERSONS WITH BENCHMARK DISABILITIES (PwBD) IN IREL (India) LIMITED.

The Government of India has enacted the Rights of Persons with Disabilities Act, 2016 (RPwD Act) and notified the Right of Persons with Disabilities Rules, 2017 to give effect to the principles enshrined in the United Nations Convention on Rights of Persons with Disabilities (2006). Rule 8 of RPwD Rules, 2017 mandates that every establishment shall display the Equal Opportunity Policy on its websites and other conspicuous places. Accordingly, the Equal Opportunity Policy is hereby framed as follows.

2. SCOPE

It is the endeavour of IREL to ensure that person with disabilities have the right to equal opportunity at workplace and ensure a conducive atmosphere at workplace in effectively discharging their duties. IREL will strive to ensure that no discrimination of any sort in career progression or working opportunity is faced by an employee on the grounds of disability.

3. DEFINITIONS

The definitions of different terms used in this Policy will be as prescribed under the Rights of Persons with Disabilities Act, 2016 and the Right of Persons with Disabilities Rules, 2017. However, the scope of definition of Government Establishment and public building under this policy would not apply to areas which has been declared as "prohibited area" under the Atomic Energy Act due to strategic & safety reasons i.e, any area or premise where work including research, design or development is carried on in respect of the production, treatment, use, application or disposal of atomic energy or of any prescribed substance.

4. POLICY COVERAGE

Under the ambit of this policy, IREL is committed to providing the following for persons with Benchmark disability:

- a) IREL ensure that the work environment is free from any discrimination against persons with disabilities, and that no opportunity is denied to persons with disabilities, only on the grounds of the disability.
- b) IREL provide reservation in appointments, as per Government of India instructions issued from time to time.
- c) IREL supportively consider, to the extent possible, the request of persons with disabilities with respect to transfer during promotion and intra-transfer/ posting, for optimally utilizing their services.

- d) IREL give preference, to the extent possible, to the requests by persons with disabilities for allotment of appropriate residential Government accommodation.
- e) IREL initiate awareness and sensitization training programmes for employees.
- f) IREL follow Government rules regarding Leave to employees to meet specific requirement of disabilities.
- g) IREL provide any allowances admissible under Government Rules to disabled employees.
- h) IREL make premises and office space accessible to disabled persons unless it is deemed to be a restricted or prohibited place in IREL (India) Limited and will compromise the strategic interest of the country.
- i) IREL provide appropriate Grievance redressal mechanism.

5. GRIEVANCE REDRESSAL

An Officer not below the rank of Chief Manager will be the designated "**Nodal Liaison Officer for PwBD**" in IREL (India) Limited. The Officer shall be the nodal point for receiving and disposing of all grievances filed under this policy. The Nodal Officer shall investigate the complaint and shall take up the matter with the management for corrective action as need be. Further, every complaint shall be enquired within 1 month of its registration.

The Officer shall maintain a record of complaints. Individuals filing grievance shall be given an adequate opportunity of being heard by the Nodal Grievance Officer. If necessary, the hearing should be in the presence of the authority mandated by IREL for implementation of relevant suggestion/request.