

POLICY ON RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016

1. PREAMBLE:

Epcogen Private Limited is committed to promoting equality, diversity, and inclusion in the workplace. We recognize the importance of creating an accessible and supportive environment for individuals with disabilities. This policy is in accordance with the Rights of Persons with Disabilities Act, 2016, and aims to ensure equal opportunities and a barrier-free workplace for all employees.

2. OBJECTIVES:

To eliminate discrimination against persons with disabilities.

To provide equal opportunities in employment, training, and career development.

To create an inclusive work environment that accommodates the diverse needs of employees with disabilities.

3. DEFINITIONS:

Person with Disability: As defined by the Rights of Persons with Disabilities Act, 2016, a person with long-term physical, mental, intellectual, or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society.

Reasonable Accommodation: Adjustments or modifications that ensure persons with disabilities can enjoy or exercise their rights equally with others.

4. NON-DISCRIMINATION:

Epcogen Private Limited strictly prohibits discrimination against persons with disabilities in all aspects of employment, including recruitment, hiring, training, promotion, and termination.

5. REASONABLE ACCOMMODATION:

The company is committed to providing reasonable accommodation to employees with disabilities to ensure they can perform their job duties effectively. Requests for accommodation will be evaluated on a case-by-case basis, and efforts will be made to implement appropriate adjustments.

6. ACCESSIBLE INFRASTRUCTURE:

Epcogen Private Limited will strive to maintain a physically and technologically accessible workplace. This includes accessible facilities, workstations, digital platforms, and communication methods.

7. TRAINING AND AWARENESS:

Regular training programs will be conducted to raise awareness about disabilities, promote a culture of inclusion, and educate employees on accommodating their colleagues with disabilities.

8. EMPLOYEE ENGAGEMENT:

Efforts will be made to actively involve employees with disabilities in decision-making processes, providing them with opportunities for career development and advancement.

9. COMPLIANCE:

Epcogen Private Limited will ensure compliance with all relevant provisions of the Rights of Persons with Disabilities Act, 2016, and any other applicable laws and regulations.

10. MONITORING AND REVIEW:

The effectiveness of this policy will be monitored regularly, and necessary adjustments will be made to enhance its impact and relevance.

11. RESPONSIBILITY:

The Chairperson, will oversee the implementation of this policy. The Human Resources department will act as the focal point for addressing concerns and providing guidance on disability-related matters.

12. CONTACT INFORMATION:

For inquiries or concerns related to disability rights, please contact the Human Resources department at hr@epcogen.com.

Date: 01 April 2023



Aditya Krishna
Epcogen Private Limited

