

TABLE OF CONTENTS

1	PREFACE	1
2	SCOPE AND APPLICABILITY	2
3	POLICY STATEMENT	3
4	NON DISCRIMINATION & GRIEVANCE REDRESSAL	4
5	LIAISON OFFICER, COMPLAINT OFFICER	5
6	AMENDMENTS AND GOVERNING LAW	6

PREFACE

The Govt. of India enacted the Rights of Persons with Disabilities Act, 2016 (“Act”) and Rights of Persons with Disabilities Rules, 2017 (“Rules“). Section 21 of the Act read with Rule 8(3) of the Rules prescribes formulation of Equal Opportunities Policy and its publication.

Mangalore Chemicals & Fertilizers Limited (“Company”) is committed to complying with the relevant laws that applies to it and believes in providing equal opportunity to all including differently abled persons and Transgender persons. This Policy aims to improve quality of life of person with disability/transgender person, self-determination, dignity and social inclusion of persons with disability, prevention of unfair treatment or discrimination against persons with disability.

SCOPE AND APPLICABILITY

This Policy applies to registered office, corporate office, works office and regional marketing offices of the Company in dealing with Persons with disabilities which include transgender persons those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with barriers, hinders his full and effective participation in society equally with others.

3 POLICY STATEMENT

3.1 *Non- discrimination, Full and effective participation and inclusion in society, Equality of opportunity to the Persons with disabilities and transgender persons*

3.2 ***Identification of jobs/positions***

The jobs / positions, for which person/s with disability/ies/ transgender persons could be considered, would be identified by the HR Head from time to time, in consultation with respective function heads for jobs / positions at the registered office, corporate office and regional marketing offices. The jobs / positions so identified would be notified by the Company to the employment exchanges. The jobs/ positions so notified should not be construed as reservation. List of jobs / positions so identified suitable for persons with disabilities/transgender persons is sole discretion of the Company and the management of the Company reserves the right to de-notify such jobs / positions from time to time as it may deem necessary.

3.3 ***Selection and Training***

The Company follows fair and transparent process of selection of prospective employees, without any discrimination or bias. A person with disability having necessary disability certificate/ identity as a transgender person issued by the competent authority will only be considered for such notified jobs / positions. In case no persons with disability are not found suitable / available, the Company may recruit other eligible candidates for those jobs / positions.

The HR dept. will impart necessary training to the selected candidates to enable them to discharge their duties effectively.

3.4 ***Facility and Amenity to be provided***

Walks and Paths Levels, guiding and warning Blocks, signage's to Barriers and Hazards, wheel chairs, walkers, Ramps, Parking, Lighting for Walkways, Transport & Parking facility, Lifts etc. would be provided to the employees with disabilities/transgender persons on need basis.

Suitable infrastructure, subject to practical feasibility, will be provided to enable employees with disabilities/transgender persons to have barrier free access to common facilities and wherever necessary, assistive devices would be provided.

3.5 ***Other Service Conditions***

The other service conditions like transfer, promotion and posting, leaves, retirement, termination etc. will be as per rules as applicable in the Company. All other policies & rules of the Company shall be equally applicable to the employees with a disability/transgender person.

4 NON DISCRIMINATION & GRIEVANCE REDRESSAL

No person with disability/transgender person shall be discriminated on the ground of disability/gender, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim. The Company ensures that this is not misused to deny any right or benefit to persons with disabilities/transgender person covered under the Act.

If any person with a disability/transgender person is discriminated on the ground of disability/gender, he shall file a complaint to the Managing Director, who shall either initiate action in accordance with the provisions of the Act; or inform the aggrieved person in writing as to how the impugned act or omission is a proportionate means of achieving a legitimate aim.

In case of false or malicious complaints / false evidence, if proven, the Complainant & the witness (es), will be subject to appropriate disciplinary action including but not limited to warning, censure, withholding promotion / increments, termination etc.

LIAISON OFFICER

The Deputy Manager (HR) will be the Liaison Officer as per provisions of Rule 8(e) of the Rules. The Liaison Officer shall look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees. The Liaison Officer shall be responsible for ensuring adherence to this policy and Act / Rules.

The Deputy Manager (HR) will be the complaint officer to deal with the complaints relating to the violation of provisions The Transgender Persons (Protection of Rights) Act, 2019 as per Section 11

6 AMENDMENTS AND GOVERNING LAW

This Policy may be amended by the Company as and when deemed fit. This Policy shall be governed by the Rights of Persons with Disabilities Act, 2016 (“Act”) and Rights of Persons with Disabilities Rules, 2017 (“Rules”), as may be in force for the time being.

In case of any amendment(s), clarification(s), circular(s) etc. issued by the relevant authorities, which make the provisions laid down under this Policy inconsistent with such amendment(s), clarification(s), circular(s) etc. then such amendment(s), clarification(s), circular(s) etc. shall prevail upon the provisions hereunder and this Policy shall stand amended accordingly from the effective date as laid down under such amendment(s), clarification(s), circular(s) etc.