

Equal Opportunity Policy for Persons with Disabilities

At IKIO Lighting Limited, we strive to provide a work environment free of discrimination and harassment. We are an equal opportunity employer and employment decisions are based on merit and business needs.

This Equal Opportunity Policy is in accordance with the provisions of “The Rights of Persons with Disabilities Act, 2016”.

The objective of the “Equal Opportunity Policy for Persons with Disabilities” is to ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect equally with others.

Scope

The Policy applies to all employees with disability as defined in the RPWD Act, 2016. It also covers those employees who acquire disability as defined in RPWD Act, 2016, during their employment with this Company in all aspects of employment, including recruitment, training, promotion, and benefits.

This Policy is effective from 24th May, 2024.

Recruitment

IKIO Lighting Limited will not discriminate against persons with disabilities in the recruitment process. All job applications will be considered on merit, regardless of the applicant’s disability.

IKIO Lighting Limited will provide reasonable accommodation to applicants with disabilities, such as providing reasonable accommodation to applicants with disabilities, such as providing accessible facilities or modifying the application process.

Training

IKIO Lighting Limited will provide training opportunities to persons with disabilities on an equal basis with other employees. IKIO Lighting Limited will make reasonable accommodation to ensure that persons with disabilities are able to participate training programs.

Promotion

Persons with disabilities will be considered for the promotion on an equal basis with other employees. IKIO Lighting Limited will make reasonable accommodation to ensure that persons with disabilities are able to perform the duties of a promoted position.

Benefits

Persons with disabilities will be eligible for the same benefits as other employees, including health insurance, retirement benefits, and paid leave. IKIO Lighting Limited will make reasonable accommodation to ensure that persons with disabilities are able to access and use benefits.

Enforcement

This policy will be enforced by the IKIO Lighting Limited HR department. Any employee who believe that they have been discriminated against based on their disability can file a complaint with the HR Department. The HR Department will investigate the complaint and take appropriate action.

Amendments

The above policy shall be reviewed in every three years or earlier if found necessary.

Competent Authority

Head-HR or any officer duly authorized by him/her, will issue instructions for implement of this policy.

Conclusion

IKIO Lighting Limited is committed for providing equal opportunities to persons with disabilities. This policy is designed to ensure that we comply with the provisions of the RPWD Act and provide a workplace that is accessible and inclusive for all employees.

Date: 24-May-2024.

Place: Noida

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Reviewed By

Approved By

HR (Executive)

Corporate Head (HR & Admin)

