

Equal Opportunity Policy as per RPwD Act, 2016

Legal Basis

- Section 21 of the **RPwD Act, 2016**
- Rule 8 of the **Rights of Persons with Disabilities Rules, 2017**

“We are committed to providing equal employment opportunities to all individuals, including persons with disabilities, and to fostering an inclusive and accessible work environment. Discrimination on the grounds of disability is strictly prohibited in Kitex.”

Key Elements of the Equal Opportunity Policy

1. Non-Discrimination

- Kitex is Committed to provide equal opportunities to persons with disabilities in employment, education, and access to services.
- We Ensure no discrimination in hiring, promotion, training, or working conditions.

2. Facilities and Amenities

- Differently abled employees are provided with work as per their ability and they are assigned work in the lower floors. They are also supported in other activities and assigned with a designated support person in case of emergencies.

3. Identification of Posts

- Specific and accessible work designations such as packing, folding etc are identified and assigned to them.

4. Recruitment Process

- We ensure fair and accessible recruitment procedures — including reasonable accommodation.

5. Grievance Redressal Mechanism

- A senior welfare officer and HR officer is established of a grievance redressal mechanism for employees with disabilities.

6. Accessibility

- Steps are made in the workplace and digital infrastructure accessible as per the accessibility standards notified by the government.

7. Training and Awareness

- Periodic Awareness and sensitization of employees about disability inclusion and rights.

8. Monitoring and Review

- Periodic review and audit of the implementation of the policy is conducted.
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