

Equal Opportunity Policy

[In compliance with Section 21 of Rights of Persons with Disabilities Act, 2016 r/w Rule 8 of Persons with Disabilities Rules, 2017 and Rule 12(2) of the Transgender Persons (Protection of Rights) Rules, 2020]

Version 2.0

Objective:

SADCO'S Equal Opportunity Policy aims to treat employees without any discrimination with regard to their race, religion, belief, sex, colour, creed, age, national and ethnic origin, marital status, pregnancy, sexual orientation, political affiliation and physical ability (as stated in the applicable laws).

Policy Statement:

- SADCO is committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees (including promotion, transfers, assignments and beliefs).
- SADCO prohibit discrimination in the workplace whether on grounds of gender, marital or domestic partnership status, pregnancy, carer's responsibilities, sexual orientation, gender identity, race, colour, national or ethnic origins, religious belief, disability or age.
- Continuously strive to ensure that all the facilities, technologies, information and privileges are accessible to people with disabilities and transgender persons.

Applicability:

This policy applies to all SADCO'S employees and other person as applicable per law

SADCO'S Obligation:

- Ensure compliance with the provisions of Rights of Persons with Disabilities Act, 2016 and Transgender Persons (Protection of Rights) Act, 2019 r/w Rules made thereunder ("the law");
- As far as possible, endeavor to provide such facilities and amenities to persons with disabilities and transgender persons to enable them to effectively discharge their duties in the Company;
- Take into account the specific and special needs of persons with disabilities and transgender persons employed by it, and ensure that

its facilities (including physical/ digital infrastructure, information and communication technology, safety and security and transportation system, if any, provided by the Company) are easily accessible;

- Keep confidential, any information shared by employee on disability/medical condition/ sexuality/gender identity.

Grievance Redressal:

- Mr. NILESH SHAH, Partner of the Company have been appointed as “Complaints Officer” under Section 11 of the Transgender Persons (Protection of Rights) Act, 2019 r/w Rule 13 of the Transgender Persons (Protection of Rights) Rules, 2020, for the purpose.
- The grievances shall be redressed expeditiously within the time frame stated in the law.

Penal Actions:

Any person violating this policy will be subjected to disciplinary action.

Review/Amendments to this policy:

This policy has been adopted by the partners of SADCO. partners may review and amend the terms of this policy as and when required due to regulatory changes or under any other circumstances necessitating revision to this policy