



Equal Opportunities Policy

1. Purpose:

Alok Industries Limited ('the Company') is committed to promoting equal opportunities and creating an inclusive workplace for all employees. This Policy aims to eliminate discrimination, ensure fair treatment, and provide equal access to opportunities for individuals regardless of their disability status.

2. Non-Discrimination:

The Company prohibits discrimination against employees, job applicants, or any other individuals based on disability. All employment-related decisions, including recruitment, hiring, promotion, training, and benefits, will be based on qualifications, skills, and abilities, without any bias towards disability.

3. Reasonable Accommodation:

The Company will provide reasonable accommodation to enable employees with disabilities to perform their job duties effectively. Reasonable accommodation may include workplace modifications, assistive technologies, flexible work arrangements, or any other necessary adjustments that ensure equal participation and productivity.

4. Accessibility:

The Company is committed to creating an accessible environment for employees with disabilities. The Company will strive to eliminate barriers that may hinder their mobility or access to facilities, information, and communication within the organization. This includes providing accessible formats for company communications and ensuring that physical spaces are designed to accommodate individuals with disabilities.

5. Inclusive Recruitment:

The Company promotes inclusive recruitment practices that encourage persons with disabilities to apply for job opportunities. The Company will provide equal consideration to all applicants, including those with disabilities, and make reasonable adjustments during the recruitment process to ensure equal participation and fair evaluation.

6. Training and Awareness:

The Company will provide regular training and awareness programs to all employees to foster a culture of inclusivity and sensitivity towards persons with disabilities. These programs will aim to educate employees about disability-related issues, promote understanding, and encourage respectful interactions.

7. Grievance Mechanism:

The Company will establish a grievance mechanism to address any concerns or complaints related to equal opportunities and disability discrimination. Employees will have access to a confidential and impartial process to report any incidents of discrimination and seek resolution.

8. Compliance and Review:

The Company will comply with all relevant laws and regulations pertaining to equal opportunities for persons with disabilities. The Company will periodically review and update this Policy to ensure its effectiveness and alignment with evolving legal requirements and best practices.

By implementing this Policy, the Company reaffirms its commitment to creating a diverse and inclusive work environment that values and respects the rights and contributions of all individuals, including persons with disabilities.