

Nahar Capital and Financial Services Limited

375, Industrial Area-A, Ludhiana.

Policy for Disabled Person

APPLICABILITY

Applicable for all Employees of Nahar.

Responsibility- HR Head

The focus of the policy is on the following:

1. To ensure that the design of the building such as ramp/ lift should be according to the disabled persons.
2. To ensure the accessible, gender-sensitive, safe, usable and functional washroom facilities should be provided for disabled persons.
3. To ensure the proper text and pictogram signage such as tactile path, lights, display boards, signposts are necessary, located to be visible and touchable.
4. The use of signage of male and female symbols, in accordance with local customs and standards, with raised outlines and bright color contrast will be more evident to everyone and particularly helpful for persons with visual impairments.
5. Learners with disabilities need to be adequately and appropriately supported in and out of the Factory with the right resources and assistive technology, and with leadership, staff and workers communities that are responsive to their needs.
6. To ensure the accessibility of software tools and technology for the people with disabilities.
7. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading material, screen reading.

Authorized Signatory



Nahar Capital and Financial Services Limited

With Effect from- 1stApril, 2024.

Next Review- 31st March, 2025.