



***CHEMCON SPECIALITY CHEMICALS LIMITED***

***Equal Opportunity Policy for Persons with Disabilities***



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## **1. INTRODUCTION**

Chemcon Speciality Chemicals Limited (the “Company”) is committed towards ensuring equal opportunity to all applicants and employees. This commitment is reinforced by our Code of conduct and our Values and Behaviors.

This Equal Opportunity Policy is consistently applied throughout the period of engagement of the individual with the organization.

An Equal Opportunity Policy is a framework adopted by the Company to ensure that all individuals are treated fairly and without discrimination, regardless of their sex, gender, disability, sexual orientation, or any other protected characteristic. The goal of such a policy is to create an environment where everyone has an equal chance to succeed, contribute, and participate, and where no one is subjected to unjust treatment or disadvantage due to factors beyond their control.

The above Policy is in compliance with the provisions of Rights of Persons with Disabilities Act, 2016 and Rights of Persons with Disabilities Rules, 2017.

## **2. SCOPE**

The scope of our Equal Opportunity Policy for Persons with Disabilities extends across every facet of our organization. It's typically applicable to all aspects of the organization's operations.

The Equal Opportunity Policy is applicable to all job applicants during selection process for employment and employees during employment period.

## **3. OBJECTIVE AND KEY FEATURES OF THE POLICY**

The objective of policy is to create an organization where every individual, regardless of their abilities or gender identity, is provided with an equitable and inclusive environment that enables them to fully participate, contribute, and achieve their potential.

In accordance with the statutory requirements and the law of the land, the company ensures that work environment is free from any discrimination against persons with disabilities, gender, gender identity and any other characteristics or status that is legally protected. Further, the organization will take all actions to ensure that a conducive environment is provided to all employees to perform their role and excel in the same.

The primary objective of this policy is to eradicate all forms of discrimination, bias, and prejudice based on disability status or gender identity.

This policy is designed to foster an inclusive culture that respects and values diversity.



Beyond our organization, this policy aims to contribute to broader societal change by setting an example of inclusivity and demonstrating the benefits of diverse and accepting communities.

#### 4. OUR COMMITMENT AND REPORTING MECHANISM

All employees have the responsibility to comply with the Equal Opportunity Policy. The company's commitment towards inclusion reflects strongly in the non-discrimination statement which is a part of company's code of conduct. Head of the Departments and team members need to monitor the work environment to ensure that it is free from discrimination, harassment, encourages inclusion and respect for others.

All employees are encouraged to report any incidents of violation of this policy and Head of the Department should act promptly when concerns arise, or complaints are filed.

In case of any concern by any employee of the Company, that person can write to the [investor.relations@cscpl.com](mailto:investor.relations@cscpl.com).

#### 5. REVIEW

The policy document shall be approved by Board. The policy document shall be periodically reviewed on a need basis and any amendments made therein shall approved by Board.

#### 6. DISSEMINATION OF THE POLICY

The approved Policy shall be uploaded on the website of the Company at [www.cscpl.com](http://www.cscpl.com).

*Disclaimer:*

- *In case any of the provisions hereinabove, contravenes any law or any instrument having force of law-the law time being in-force shall prevail.*
- *Wherever the policy is translated in the vernacular language for easy understanding by the employees. If there is any conflict or varied interpretation of the policy in vernacular language, the interpretation of English version shall prevail.*