

	MANORAMA INDUSTRIES LIMITED	Document No	MI/POL/48/00
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	POLICY ON RIGHTS OF PERSONS WITH DISABILITIES	Page 1 of 1	

01. OBJECTIVE

The key objective of this policy is to promote employment and provide equal opportunity for persons with disabilities for skill development, especially for their vocational training and self-employment, discrimination against employment etc.

02. SCOPE

This policy applies to all employees employed in Manorama Industries Limited

03. RESPONSIBILITIES

Human Resources & Administration
Concerned HODs

04. LEGAL FRAMEWORK

Under the Right of person with Disabilities Act 2016 provide for the purpose of maintaining an Equal Opportunity Policy of persons with disabilities in relation to the matter of employment, facilities provided and other necessary information in compliance with the provisions of the Act.

05. EQUAL OPPORTUNITY

The Company shall provide equal opportunity and support employment of persons with disabilities and will not discriminate them on the ground of their disabilities.

06. APPOINTMENT OF LAISION OFFICER

A Liaison Officer to be appointed to oversee the recruitment of disabled persons and special facilities provided for them.

07. REVIEW & CONTROL

The Policy on Rights of Persons with Disabilities shall be reviewed/ revised/ modified from time to time in tune with the changes that may be required to meet the organizational needs as well as to comply with the statutory requirements.

08. AMENDMENT

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever.
Any amendment or deviation or changes in the policy is to be approved by Sr. GM-HR & Admin.

Manorama Industries Limited



Mr. Gautam Kumar Pal

Director

01.07.2023

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