



Policy on Rights of Persons with Disabilities Act, 2016

1. Introduction:

IFIN Global Group recognizes the importance of fostering an inclusive and supportive work environment for all employees, including those with disabilities. This policy is aligned with the Rights of Persons with Disabilities Act, 2016, and aims to ensure equal opportunities, dignity, and respect for individuals with disabilities in our organization.

2. Scope:

This policy applies to all employees, job applicants, and other stakeholders associated with IFIN Global Group.

3. Definition of Disability:

In accordance with the Rights of Persons with Disabilities Act, 2016, "disability" includes:

- ✓ Blindness
- ✓ Low vision
- ✓ Leprosy-cured
- ✓ Hearing impairment
- ✓ Locomotor disability
- ✓ Intellectual disability
- ✓ Mental illness
- ✓ Autism spectrum disorder
- ✓ Cerebral palsy
- ✓ Muscular dystrophy
- ✓ Chronic neurological conditions
- ✓ Specific learning disabilities
- ✓ Multiple sclerosis
- ✓ Speech and language disability
- ✓ Thalassemia
- ✓ Hemophilia
- ✓ Sickle cell disease
- ✓ Multiple disabilities



Policy on Rights of Persons with Disabilities Act, 2016

4. Equal Opportunities:

IFIN Global Group is committed to providing equal opportunities for individuals with disabilities in all aspects of employment, including recruitment, training, career development, promotions, and other employment-related practices.

5. Reasonable Accommodations:

IFIN Global Group will make reasonable accommodations to ensure that employees with disabilities can perform their job responsibilities effectively. This may include modifications to the workplace, work hours, or job duties, as long as these accommodations do not impose undue hardship on the organization.

6. Non-Discrimination:

IFIN Global Group prohibits discrimination against individuals with disabilities and ensures that they are treated with dignity and respect. Harassment or discriminatory actions based on disability will not be tolerated.

7. Accessibility:

The organization is committed to making its facilities, information, and communication accessible to all employees, clients, and visitors, including those with disabilities.

8. Training and Sensitization:

IFIN Global Group will conduct regular training sessions to raise awareness and sensitization among employees regarding the Rights of Persons with Disabilities Act, 2016, and the importance of inclusivity in the workplace.

9. Grievance Redressal:

A grievance redressal mechanism will be established to address concerns or complaints related to the implementation of this policy. Employees are encouraged to report any issues promptly.

10. Review and Revision:



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This policy will be reviewed periodically to ensure its effectiveness and compliance with any amendments to the Rights of Persons with Disabilities Act, 2016.

11. Compliance:

IFIN Global Group is committed to complying with all applicable laws and regulations related to the rights of persons with disabilities.