

EQUAL OPPORTUNITY POLICY

1. PREFACE:

The Rights of Persons with Disabilities Act, 2016, enacted by the Parliament as Act No. 49 of 2016, mandates that each establishment, as stipulated in Section 21(1) of the Act, is required to communicate an equal opportunity policy, outlining the envisaged measures to ensure unbiased employment opportunities. Embracing a unified belief in granting equal opportunities to all, including Persons with Disabilities, every establishment commits to fostering an inclusive environment that upholds the principles of equity and diversity.

Our Company being an organisation that employs personnel with talents and required skill sets is no exception and is committed to providing equal opportunity employment to deserving individuals.

2. TITLE:

This Policy shall be called **“Equal Opportunity Policy of Prince Pipes and Fittings Limited.”**

3. SCOPE:

The policy shall extend to whole of the Company its subsidiaries, joint-ventures and associate companies, which may be established in the future since presently the Company has no subsidiaries. The Policy shall be available on the Company’s website at <https://www.princepipes.com/investors/corporate-governance/policies>.

4. DEFINITIONS:

“Board” means the Board of Directors of Prince Pipes and Fittings Limited.

“Company” means Prince Pipes and Fittings Limited or Prince Pipes and its subsidiaries, joint-ventures and associate companies which may be established in the future since presently the Company has no subsidiaries.

“**Employees**” means employees of Prince Pipes and Fittings Limited its subsidiaries, joint-ventures and associate companies.

“**Policy**” means Equal Opportunity Policy.

5. FRAMEWORK:

a. **Non-Discrimination:**

We at Prince pipes firmly opposes any form of discrimination based on disability. The Company ensures that all qualified candidates with requisite talents are eligible to equal employment opportunities and choices related to recruitment, hiring, training, promotion, compensation and other employment terms hinge exclusively on an individual's merits, skills, and qualifications.

b. **Accessibility:**

The Company is dedicated to establishing an environment that is both accessible and inclusive for individuals with disabilities. We pledge to offer reasonable accommodations that empower individuals to fulfil essential job responsibilities, unless these accommodations result in an unjustifiable burden on the organization.

c. **Recruitment and Hiring:**

The Company is committed to fostering inclusive and barrier-free recruitment and hiring procedures. We guarantee that individuals with disabilities are granted an equitable chance to engage in the hiring process and showcase their skills and qualifications.

d. **Training and Development:**

At Prince Pipes, we extend accessible training and professional development avenues to all employees, including those with disabilities. Our comprehensive training initiatives are meticulously crafted to enrich skills, cultivate personal growth, and facilitate career progression.

e. **Work Environment:**

Prince Pipes is dedicated to upholding a work environment devoid of discrimination, harassment, and bias. Our emphasis on open communication and mutual respect among all employees fosters a culture of inclusion that underscores our commitment.

6. REPORTING MECHANISM:

At Prince Pipes, we strongly encourage any employee who believes they have experienced discrimination or harassment based on their disability to promptly report the incident to the Grievance officer and in extreme cases to use the whistle blower mechanism to bring to the attention any such discrimination . All reports will be diligently and comprehensively investigated, and requisite actions will be taken in accordance with legal protocols.

7. GRIEVANCE OFFICER:

In accordance with the stipulations outlined in Rule 8(3)(e) and Rule 10(1) of the Rights of Persons with Disabilities Rules 2017, it is mandated that an Officer shall be designated as the Liaison and Grievance Redressal Officer. This designated Officer shall bear the responsibility of ensuring strict adherence to the policies delineated herein, while simultaneously undertaking the role of addressing and resolving complaints and grievances raised by employees with disabilities.

Accordingly, the Board has appointed Mr. Shailesh Bhaskar as the grievance officer and compliance officer to look after the compliance of this policy.

Details of the officer is given below:

Name: Mr. Shailesh Bhaskar

Designation: Company Secretary & Compliance Officer

Contact details: 022 – 6602 2222

8. REGISTRATION:

Pursuant to Section 21, sub-section 2 of the Act, the Company is obligated to formally register a copy of this policy with the State Commissioner for Persons with Disabilities.

9. AMENDMENT:

The Board shall have the power to amend any of the provisions of this Policy, substitute any of the provisions with a new provision or replace this Policy entirely with a new Policy.
