



Equal Opportunity Policy for Rights of Persons with Disabilities

Reference

Version 1.5

September, 2021

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Employees of Accelya Solutions India Limited
Employees of Accelya Services India Private Limited

Name



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1. Objective

The policy aims to take effective measures and provide suitable facilities and amenities to ensure that the persons with disabilities enjoy their rights equally with others in Accelya India. This Policy contains details of the facilities and amenities that the employer will be providing to the disabled employees in order to enable them to effectively discharge their duties in the establishment.

2. Scope

Policy is applicable to all disabled employees of Accelya Solutions India Limited and employees of Accelya Services India Private Limited (the company referred as “Accelya India”) and its subsidiaries in India. The interpretation of term disability will be as per ‘Clause 3’ of the policy and the Rights of Persons with Disabilities Act, 2016.

3. Definitions

Disabled persons under this policy have been categorized as: - (i) Persons with disability. (ii) Persons with benchmark disability and (iii) Persons with disability having high support needs.

3.1. Person with disability

Person with disability means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others.

3.2. Person with benchmark disability

Person with benchmark disability means a person with not less than forty per cent of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority.

3.3. Person with disability having high support needs

High support means an intensive support, physical, psychological and otherwise, which may be required by a person with benchmark disability for daily activities, to take independent and informed decision to access facilities and participating in all areas of life including



education, employment, family and community life and treatment and therapy. Person with disability having high support needs means a person with benchmark disability certified under clause (a) of sub-section (2) of section 58 who needs high support;

3.4. Discrimination

Discrimination in relation to disability, means any distinction, exclusion, restriction on the basis of disability which is the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field and includes all forms of discrimination and denial of reasonable accommodation.

4. Disabilities Covered

The following disabilities are covered within this Policy

- A. Locomotor Disability (a person's inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both), including:
 - 1. Leprosy Cured Person
 - 2. Cerebral Palsy
 - 3. Dwarfism
 - 4. Muscular Dystrophy
 - 5. Acid Attack Victim

- B. Visual Impairment including:
 - 1. Blindness
 - 2. Low Vision

- C. Hearing Impairment (deaf and hard of hearing)
 - 1. Deaf
 - 2. Hard of hearing

- D. Speech and Language Disability



- E. Intellectual Disability including
 - 1. Specific Learning Disabilities
 - 2. Autism Spectrum Disorder
- F. Mental Behaviour including
Mental Illness
- G. Disability caused due to:
 - 1. Chronic Neurological conditions such as:
 - a) Multiple Sclerosis
 - b) Parkinson's disease
 - 2. Blood disorder including:
 - a) Thalassemia
 - b) Hemophilia
 - c) Sickle Cell disease
 - 3. Multiple Disabilities including deaf blindness

Any other category as may be notified by the Central Government from time to time.

5. Appoint a Liaison Officer

Accelya India has specifically allotted Talent Acquisition Team, as its Liaison Officer under this policy. This role shall oversee the recruitment of disabled persons under this Policy and make the necessary provisions and facilities for such employees in Accelya India.

6. Employee Benefits under this policy

1. Special facilities and amenities will be provided to the employee with disabilities on request to enable them to effectively discharge their duties in the establishment. Certain facilities and amenities can be made available irrespective of request from the person with disability (for example wheel chair assistance / special chair / allowing work from home on certain days etc.). The persons with disabilities should be informed as to the facilities and amenities that are available which they can make use of at our offices/s.
2. There should be a separate entrance for the person with disabilities in form of Ramp which should be on the side of main entrance.



3. A separate Lavatory with proper amenities should be arrange for the Person with Disabilities
- 4.
5. On request provisions for assistive devices, barrier-free accessibility and other such provisions for persons with disabilities on their request (whether barrier-free accessibility can indeed be provided if requested for will depend on the facility, structure and practicality of the implementation).
6. Wage Limit for ESIC for the person with Disabilities should be 25,000/- instead of 21,000/
7. Where a person is suffering from permanent physical disability (including blindness), then he is eligible for profession tax exemption under **section 27A** of the Maharashtra profession tax act.

7. Identified Posts and manner of selection of persons for Disabled Person

All vacancies at Accelya India are available for disabled candidates subject to required skills for the post provided that the disability should not prevent the person with disability from effective discharge of his / her duties.

Accelya India is committed to and shall take all efforts to provide additional facilities to the disabled employees such as training facilities, assistive devices, and barrier free accessibility and formulate additional benefits for the disabled such as preferences in transfer etc.

Note:

- The person claiming benefits under this policy will have to provide certificate of registration issued by the competent authority.

8. Maintenance of Records

Accelya India shall maintain records containing the following particulars:

- a) Number of persons with disabilities who are employed and the date from when they are



employed.

- b) The name, gender and address of persons with disabilities.
- c) The nature of disability of such persons.
- d) The nature of work being rendered by such employed person with disability and;
- e) The kind of facilities being provided to such persons with disabilities.



Revision History

Month of creation	October 2017
Month of Next Revision	September 2022

Version No.	Published Date	Sections Changed	Authored By	Reviewed By
Version 1.1	October 2017	Policy Creation	Rahul Patil	Vardayini Sharma
Version 1.2	July 2019	Company Name Change	Vaishali Modak	Ramesh Naicker
Version 1.3	September 2020	Reviewed with no change	Heena Kurawale & Trupti More	Ramesh Naicker
Version 1.4	September 2021	Reviewed with minor changes	Sampada Shet	Ramesh Naicker
Version 1.5	September 2021	Policy reviewed and updated in new template.	Sampada Shet	Ramesh Naicker