



# Right of Person with Disabilities

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## 1.1. Objective

The objective is to offer equal rights and opportunities for hiring and career progression for persons with disabilities. Accelya India would provide appropriate facilities and amenities to such individuals, enabling them to fulfill their responsibilities effectively.

## 1.2. Disabled persons have been categorized:

- Persons with disabilities: This 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.
- Persons with benchmark disability: This 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.
- Persons with disability having high support needs: This 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

## 1.3. Nature of Disabilities

Going by the nature of job requirement, we would consider hiring and retain employees with all types of disabilities as mentioned in the Right of Persons with Disabilities Act. We would consider the following disabilities:

- Locomotor Disability
- Visual Impairment.
- Hearing Impairment (deaf and hard of hearing)
- Speech and Language Disability
- Intellectual Disability
- Mental Behavior including Mental Illness
- Disability caused due to any other reason.



## 1.4. Identified Posts and selection of persons for Disabled Person

The Talent Acquisition Team will be its Liaison Officer and will be following Global Talent Acquisition Process for Identified posts and selection of persons for Disabled Person.

All vacancies 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.

On request company 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 to enable them to effectively discharge their duties.

**Note:** The person claiming benefits under this policy will have to provide certificate of registration issued by the competent authority. The company will collect and confidentially maintain data regarding employee's disabilities in relation to their employment, facilities provided and any other necessary information.

