



CHAMBAL FERTILISERS AND CHEMICALS LIMITED

EQUAL EMPLOYMENT OPPORTUNITY POLICY

1. Objective

Chambal Fertilisers and Chemicals Limited (hereinafter referred to “the Company”) is committed to provide equal opportunities in employment and maintain a conducive and harmonious work environment for employees irrespective of their caste, creed, gender, race, religion, disability or sexual orientation.

2. Policy Statement

The employment decisions of the Company are made based on merit, qualification, business needs and other job related criteria and the Company shall provide suitable flexibility and accommodation in the recruitment process for fair evaluation of a person with disabilities.

In case an employee acquires disability during his / her employment with the Company, such person can return to work at the same level / position as before. In case the employee is unable to perform his/ her current job, the Company shall endeavor to deploy him / her in another role or function which suits his / her level / position or provide reasonable support for re-skilling the employee for another position atleast at the same level.

The Company is also committed to ensure that there is no unlawful discrimination, bullying or harassment of employee(s) with disability(ies) and all the facilities and privileges provided by the Company are accessible on non-discriminatory basis to the employees with disabilities.

3. Provisions for persons with disabilities

3.1 The Company shall ensure that:

- a) appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the Company;
- b) provision is made for an accessible environment, barrier free accessibility and availability of assistive devices as required by persons with disabilities; and
- c) persons with disabilities are enabled to participate in meetings in a convenient mode of communication.

3.2 All positions in Human Resource & Administration, Finance, Secretarial & Legal and Internal Audit Departments are open to person(s) with disability(ies). The appointment shall purely be based on merit, qualification and other job related criteria with suitable flexibility and accommodation in the recruitment process for fair evaluation of a person with disabilities.

The Company shall identify the training needs of employees with disabilities from time to time and provide appropriate trainings to them to enable them to perform their duties in an efficient manner.

3.3 The Company shall give preference to employees with disabilities while allotting accommodation in the township at Gadepan, in case the person is placed at Gadepan.

3.4 The employees with disabilities can avail special casual leaves as per the leave policy of the Company applicable from time to time.

3.5 In case of transfer and posting, the Company shall supportively consider, to the extent feasible, the requests for preferred place of posting of employees with disabilities, so as to optimally utilize their services.

3.6 The Company has designated Assistant Vice President- Human Resource & Administration as the liaison officer to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such persons.

4. Responsibility

The Human Resource & Administration Department has the functional responsibility of assuring compliance and implementation of this policy.

for Chambal Fertilisers and Chemicals Limited

Sd/-

Abhay Baijal
Managing Director

Date: 8th August, 2023