

GARDEN REACH SHIPBUILDERS & ENGINEERS LTD.

HR/P&RR/ 53A /19

D(P)'s Secretariat
25 Mar 19

EQUAL OPPORTUNITY POLICY (RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016)

PREAMBLE

1. The Government has enacted the Rights of Persons with Disabilities Act, 2016 (RPWD Act, 2016) and Rights of Persons with Disabilities Rules, 2017. Being an equal opportunity employer Garden Reach Shipbuilders & Engineers Ltd. is committed to provide equal opportunity to all including differently abled persons as per the relevant provisions on the subject. It has been the Company's Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, the Company will take all actions to ensure that a conducive environment is provided to persons with disabilities to perform their role and excel in the same. The policy enunciated below is a step in that direction.

APPLICABILITY

2. The Policy applies to Garden Reach Shipbuilders & Engineers Ltd.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

3. The Company shall provide equal opportunity to differently abled persons considered for employment in positions where they could be employed. The Company would also provide them with necessary facilities and amenities to enable them to effectively discharge their duties for which they are employed. The Company will ensure that they are not discriminated because of their disabilities.

IDENTIFICATION OF POSITIONS AND MANNER OF SELECTION

4. The Department of Empowerment of Persons with Disabilities, Ministry of Social Justice and Empowerment identifies the jobs / posts suitable to be held by persons with benchmark disabilities and the physical requirement of all such jobs / posts from time to time. This identification of positions is followed in the Company.



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