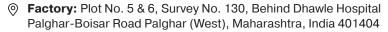
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Office: Dhanraj Mahal, A-Wing, 2nd Floor, Chhatrapati Shivaji Maharaj Marg, Near Regal Cinema, Colaba, Mumbai – 400001





Equal Opportunity Policy on Employment of Persons with Disabilities

Policy Main Section: Guiding Principles

Policy No: HR_ V1

Issue Date: 1st August 25

Background

The United Nations General Assembly adopted its Convention on the Right of Persons with Disabilities in December 2006 and India is a signatory to the said concentration, and it ratified the said convention in October 2007. In line with this consideration, this Act was enacted by parliament in 2016 called "The Rights of Persons with Disabilities Act, 2016". It provided equality of opportunity with all accessibility for full and equal enjoyment of all human rights and freedom for all people with disabilities without discrimination of any kind. Although the convention does not explicitly define disability, it considers that disability arises from health conditions in interaction with the environment. The overall context, guiding principles and key features of this policy are based on The Right of Persons with Disabilities Act, 2016.

Objective:

The objective of this policy is to provide equal employment opportunity, accessibility, no discrimination of any kind, respect and acceptance of people with disabilities to uphold the dignity of any person in the organization and prevent any discrimination against any person in the name of disability across the entire organization of TSA.

Approach, Scope, Definitions, and Application:

- The scope and implementation of this policy should adhere to and be limited by the rules and regulations prescribed under The Right of Persons with Disabilities Act, 2016.
- TSA Process Equipments Priviate Limited is committed to providing equality of access to
 employment, advancement and retention in the Organisation, recognising that it is in the
 Organisation's interest to recruit and maintain a diverse and skilled workforce that is
 representative of the diverse nature of society, which inculdes persons with disabilities.
- The Organisation undertakes to promote a workpalce culture based on fair practices which will safeguard the rights of persons with disabilities to be trated with dignity and respect and to enjoy equal terms and conditions of employment. However, treating people equally does not necessarily mean treating them the same. People with disabilities may have sepcific requirements which must be met in order that they are included as part of our workforce. Every member of the TSA family is expected to contribute and create such a sustainable workplace environment.
- "Disability" means diffculty in functioning at the body, person, or societal levels, in one or more life domains, as experienced by and individual with a health condition in interaction with contextual factors.
- "Person with disabilities" (differently abled persons) inculde those who have long-term physical or sensory impairments, which in interaction with various barriers may hinder their full and effeictive participation in soceity on an equal basis with others.

& (022) 6754 2299

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E3 AACCT1278N CIN U74999MH2004PTC149217 ⋈ salesho@tsapepl.com

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Office: Dhanraj Mahal, A-Wing, 2nd Floor, Chhatrapati Shivaji
Maharaj Marg, Near Regal Cinema, Colaba, Mumbai – 400001



Factory: Plot No. 5 & 6, Survey No. 130, Behind Dhawle Hospital Palghar-Boisar Road Palghar (West), Maharashtra, India 401404

- TSA recognieses that perons with disabilities inculde those who have a permanent disability
 that is apparently seen and can be distinguished from those whose disabilities are less
 apparent. Such disability shoulb be certified as a disability by a certifying surgeon appointed
 under the "The Right of Perons with Disabilities Act, 2016" or by a civil surgeon or the rules
 made thereunder. Whether or not a permanent disbality is noticeable that may have a
 repercussion on a perons's capacity to work, that person may require adaptation to the
 working environment through reasonable modification.
- The policy is applicable to TSA and its other business palce in india. It Applies to perons with disabilites entering or already working in the organisation, inculding those who may accquire a disability in the course of their employemnt.
- The total number of disabled perons (differently abled persons) to be employed shall be as per respective state government rules made under the Act (The Rights of Persons with Disabilities Act, 2016) or such specific notification to that effect.

Rights of Protection & Entitlements:

- 1. The rights of perons with disabilities will be protected on a equal basis with others, inculding the right to just and facourable conditions of service, and to equal opportunities and euql remuneration of work of equal value. This also encompassess safe and healthy wokring conditions, inculding protection from harassment and the redressal of grievances.
- 2. Persons with disabilites will not be discriminated aginast at any point in the employemnt cycle. This concerns all matters related to recruitment, selection, appointment, career guidance and development, learning opportunities, skill enhancement, performance evaluations, promotions, salary, incentives, bonuses, leave, travel welfare, talent mobility, transfers, retention in employment, return to work and all such HR related policies.

Facility of providing access to differently- abled persons

- a. A disabled person (differently abled person) needs speical arrangemnts at the workplace for his/her mobility and independnet functioning. These requirements of accessibility and other faciliteis like ramps and speical toilets etc. to suit the special needs are to be made availabe. The existing structures as well as any future construction are to be made disable- friendly. It is expected to address accessibility-related issues as per the stipulations of the Act.
- b. Differently abled persons may require speical aids and appliances for their daily functioning. Efforts will be made to acquire such speical aids and appliances as per requirement.

Selection and Recruitment

Recruitment and selection procedures will include the following measures:

- Any such vacany will reflect the principle that TSA committed to being an employer of choice, respecting workforce diversity.
- The notification of such vacany will be intimated to the local Employment Exchange.
- During the application process, candidates who make their disabilities known, will be requested to detail any special accommodation they may require to enable them to complete for the position on an equal basis with other candidates. All resonable efforts will be made by the company to comply with such requests.
- Selection will be maked purely on the basis of competence, experience, education, and skill that is required for the particulars role.
- All other criteria will be the same as per TSA policy on the selection and recruitment process.

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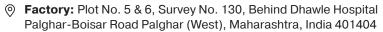
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Grievance Redressal Officer:

A Giverance Redressal Officer will be appointed who will address any compliant pertaining to issues related to any facility, diffculty or any discrimination, undue infulence, humiliating treatment or comment or deviation in policy implementation. He shall maintain such register / record of the compliant so received. He will address any such grievance/complaint in a reasonalbe period.

Effective date of the policy:

TSA and business place in India will adhere to the guidelines mentioned in the policy and to "The Rights of The policy will be in effect from 1st August 2025.