

<u>Version</u> 1.0	<u>Release Date:</u> 02.01.2023	Prepared by: Priyank Jha Sr. Manager HR
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Raksha Health Insurance TPA Pvt Ltd.

“The Rights of People with Disabilities Act, 2016” (RPWD) and “The Transgender Persons (Protection of Rights) Act, 2019”

Background

The Government of India notified “The Rights of People with Disabilities Act, 2016” (RPWD) and “The Transgender Persons (Protection of Rights) Act, 2019” to provide protection to the Rights of Persons with Disabilities and to Transgender Persons employed or otherwise hired by the Company and for matters connected therewith or incidental thereto.

In order to comply with the above order “Raksha Health Insurance TPA Pvt. Ltd.” has outlined this Equal Opportunity Policy in compliance with the requirements of “The Rights of People with Disabilities Act, 2016” and “The Transgender Persons (Protection of Rights) Act, 2019”.

At Raksha, we recognize the value of a diverse workforce and are committed to providing equal opportunities in employment thereby creating an inclusive workplace and work culture in which all employees are treated with respect and dignity. We constantly strive to ensure that our workforce is representative of all sections of the society. We believe that, by doing so, we would be better equipped to develop and deliver inclusive growth to all the employees of the organization along with achieving business excellence.

In compliance with this policy, we shall ensure equal opportunity is given to employ persons with Disabilities and Transgender Persons including the hiring/selection process, promotions, transfers, provision of training opportunities, compensation, employee benefits etc.

Policy Statement

Raksha is committed to eliminate all forms of unlawful discrimination (which includes direct discrimination, indirect discrimination, and denial of reasonable accommodation), bullying and harassment of people with disabilities and transgender persons. We continuously strive to ensure that all our facilities, processes, information, and privileges are accessible to people with disabilities and transgender persons.

Our decisions on employment, career progression, training or any other benefits are solely based on merit. We follow an inclusive evaluation process by ensuring that a person with disability is provided with such suitable flexibility and accommodation that may be required so that she/he may be evaluated fairly. Any information shared by employee on disability/medical condition/ sexuality/ gender identity shall remain confidential.

Terms Defined

Some relevant terms of the Rights of Persons with Disabilities Act, 2016 and The Transgender Persons (Protection of Rights) Act, 2019 are stated below:

Discrimination:

- a) Persons who seek to engage employees from amongst the persons with disabilities.
- b) Persons with benchmark disability who seek employment.
- c) Vacancies to which persons with benchmark disabilities seeking employment may be appointed

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.

Person with benchmark disability:

It 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.

Person with disability:

It 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.

Policy Details

Rights and Entitlements

Equal Opportunity Policy aims at ensuring that none of the employees with disability is discriminated against on the ground of disability, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim.

We shall not discriminate with respect to any aspect of the employment relationship including the hiring/selection process, promotions, transfers, provision of training

opportunities, compensation, employee benefits, termination or retirement policies, and disciplinary practices.

Further, the with regard to Transgender persons, we shall maintain confidentiality of the gender identity of the employees except where the Company or its representatives is required to disclose such information to government officials or in order to cater to or provide support to such Employees.

Positions for Disabled Persons and Transgender Persons

At Raksha, the hiring for all the positions is purely based on merit and the candidates are evaluated based upon their skills and competence. Flexibility and accommodations will be provided to persons with disabilities on an individual basis.

Manner of selection


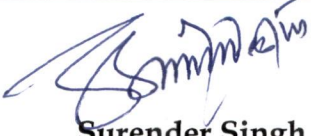

- Common placement information on vacancies is being advertised internally and externally.
- Wherever possible, common placement information on vacancies is being notified to colleges and other educational institutes.
- Selection criteria (Job description and Employee specification) will be kept under constant review to ensure that they are non-discriminatory and that they relate purely to the skills needed for the job and nothing else.

Facilities and Amenities

The Company shall, as far as possible, endeavour to provide such facilities and amenities to Persons with Disabilities and Transgender Persons to enable them to effectively discharge their duties in the Company. The Company shall consider the specific and special needs of Person with Disabilities and Transgender Persons employed by it and ensure that its facilities (including physical/ digital infrastructure, information and communication technology, safety and security provided by the Company) are easily accessible.

5. Training and Career development

'Raksha' endeavours to provide 'Training & Development' for all section of employees without discriminating persons with disabilities and to transgender Persons, from time to time. T & D includes demand and supply based training modules. Course materials meant for induction and training in accessible formats, are provided on request.

Prepared by	Reviewed by	Approved by
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