

Disabilities Non-Discrimination & Equal Opportunity Policy

Dai-ichiKarkaria Ltd. is committed to providing employment on a non-discriminatory basis, ensuring that all its employees enjoy equal opportunity and growth. The company strongly discourages and prohibits discrimination at the work place based on disability, colour, caste, community, race, gender, age or place of birth, hereinafter referred to as "Possible Discriminatory Characteristics". In line with the principles of the company, Article 14 of the Constitution of India and the Rights of Persons with Disabilities Act 2016, the company has prepared the following policy for its employees:

1. DIKL will not discriminate or act prejudicially against employees on the basis of any Possible Discriminatory Characteristics.
2. DIKL shall not withhold opportunities, training or promotions for any employee due to Discriminatory Characteristics. All employees will be judged solely on their performance and merit.
3. DIKL will not discriminate against employees with physical or mental disabilities. DIKL shall however ensure that such employees are not given tasks that stress the disability of the employee thereby endangering the employee or hampering the employee's performance. DIKL shall take decisions realistically based on the extent of disability of the employee.
4. DIKL will not discriminate against an employee that acquires a disability during his employment with the company. Provided that if the disability is as such as to get in the way of the employee's responsibilities, DIKL will make best efforts to transfer the employee to a role that better suits them.
5. DIKL does not and will never condone any behaviour of torture, cruelty, inhuman or derogatory treatment against persons with Possible Discriminatory Characteristics.
6. Any employee facing a solitary incident or discriminatory practices in the company is strongly advised and encouraged to bring such solitary incident or discriminatory practices to the attention of the company's Diversity Officer, Amahe Cama.No employee will face punitive action for bringing forth a complaint against discriminatory behaviour, sharing information with the Diversity Officer or participating in an enquiry into discriminatory behaviour.
7. Upon enquiry by the company, if it is found that an employee has been indulging in discriminatory behaviour, the company shall take necessary action against such employee which, depending on the seriousness of the offense, may range from a formal warning to termination or any other punishment deemed appropriate by the company given the circumstances of the offense.
8. DIKL will make efforts to provide facilities to employees with disabilities to bring ease in their day-to-day functioning with the company.