

S.R.G. NARROW FAB LIMITED

(Formerly Known as S.R.G. NARROW FAB PRIVATE LIMITED)

Registered Office: R.S. NO. 282/P & 285/P, PLOT NO. 4105, ROAD NO.41,

G. I. D. C. SACHIN, TALANGPUR, Surat, SURAT, Gujarat, India, 394230

CIN: U17122GJ2008PLC055476

website: www.srgelastics.com

Mobile No: +91 9879905050

Email Id: srgelastics12@gmail.com

Equal Opportunity Policy for Persons with Disabilities Act, 2016 and Transgender Persons (Protection of Rights) Act, 2019

OF (S.R.G. NARROW FAB LIMITED)

1. Policy Statement

S.R.G. Narrow Fab Limited is committed to promoting equality, diversity, and inclusion. We recognize the rights of persons with disabilities to equal opportunities and are dedicated to providing a work environment that is accessible, inclusive, and free from discrimination. This policy outlines our commitment to complying with the RPwD Act, 2016, and the rights of transgender persons under the Transgender Persons (Protection of Rights) Act, 2019 and ensuring that PwDs & Transgender Persons are empowered to contribute effectively to our organization.

2. Scope

This policy applies to all employees, job applicants, contractors, transgender persons and stakeholders associated with S.R.G. Narrow Fab Limited, across all locations and departments.

3. Objectives

- Ensure non-discrimination against PwDs & transgender persons in all employment- related decisions.
- Provide reasonable accommodations to enable PwDs & transgender persons to perform their roles effectively.



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- Enhance accessibility in the workplace, including physical infrastructure and digital platforms.
- Promote awareness and sensitivity towards disabilities among all employees.

4. Facilities and Amenities for PwDs & Transgender Persons

S.R.G. Narrow Fab Limited is committed to providing the following facilities and amenities to support PwDs & transgender persons:

- **Accessible Infrastructure:** Ensuring barrier-free access to all areas, including ramps, elevators, accessible restrooms, and designated parking spaces.
- **Assistive Technologies:** Provision of necessary assistive devices and technologies to facilitate job performance.
- **Flexible Work Arrangements:** Offering flexible working hours, remote work options and other accommodations as needed.
- **Support Services:** Access to counselling, mentorship programs, and employee assistance services.

5. Identification of Suitable Positions

A thorough assessment will be conducted to identify roles suitable for PwDs & transgender persons, considering the nature of the job and the individual's abilities. This includes positions in areas such as customer service, administration, quality control, and more.

6. Recruitment, Selection, and Career Advancement



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- **Inclusive Recruitment:** Job postings will encourage applications from PwDs & transgender persons, and selection processes will be adapted to accommodate their needs.
- **Equal Opportunities:** PwDs & transgender persons will have equal access to training promotions, and professional development programs.
- **Performance Management:** Appraisals will be conducted fairly, with considerations for reasonable accommodations provided

7. Reasonable Accommodation

In line with the **RPwD Act, 2016, & Transgender Persons (Protection of Rights) Act, 2019** will provide necessary and appropriate modifications to the work environment or job processes to enable PwDs & Transgender Persons to perform their duties effectively, without imposing a disproportionate or undue burden on the company. Examples include modified workstations, specialized equipment, or adjusted work schedules

8. Liaison Officer

A designated Liaison Officer will be appointed to oversee the implementation of this policy address concerns related to PwDs, and ensure compliance with legal requirements

In line with the **Transgender Persons (Protection of Rights) Act, 2019**, the company shall appoint a **Complaint Officer** to handle grievances related to transgender rights and discrimination.

9. Awareness and Sensitization



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Regular training sessions and workshops will be conducted to educate employees about disabilities, promote empathy, and foster an inclusive culture. These programs aim to eliminate biases and encourage supportive interactions.

10. Grievance Redressal Mechanism

Both PwDs and transgender employees can approach either the Liaison Officer (PwDs) or the Complaint Officer (Transgender Rights) for grievance redressal. All complaints will be handled with strict confidentiality and prompt resolution.

11. Maintenance of Records

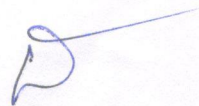
S.R.G. Narrow Fab Limited will maintain records pertaining to:

- Number of **PwDs & Transgender Persons** employed and their roles.
- Nature of disabilities and accommodations provided.
- Training and development programs attended.
- Promotions and career progression of PwDs.

These records will be available for inspection by authorized government officials, as required under the **RPwD Act, 2016 & Transgender Persons (Protection of Rights) Act, 2019**.

12. Accessibility Compliance

All physical and digital infrastructures will adhere to the accessibility standards prescribed by the Government of India, including:



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- **Physical Infrastructure:** Compliance with the Harmonized Guidelines and Space Standards for Barrier-Free Built Environment.
- **Digital Accessibility:** Websites and digital content will conform to the Guidelines for Indian Government Websites (GIGW) and be available in accessible formats like ePUB or OCR-based PDFs.

13. Policy Dissemination

This policy will be:

- Published on the company's official website.
- Displayed prominently within all office premises,
- Shared with all employees through internal communication channels.
- Registered with the Chief Commissioner or State Commissioner for Persons with Disabilities, as mandated.

By implementing this policy, S.R.G. Narrow Fab Limited reaffirms its commitment to creating an inclusive workplace where every individual, regardless of their abilities, can thrive and contribute meaningfully.

Note: This policy should be reviewed periodically or upon any amendment in applicable laws to ensure its effectiveness and alignment with any amendments to the **RPwD Act, 2016 & Transgender Persons (Protection of Rights) Act, 2019**, or related regulations.

Official Contact Number: 9687477074

Liaisoning Officer & Complaint Officer Name: Shruti Agarwal



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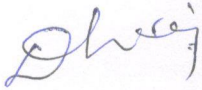
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For S.R.G. Narrow Fab Limited

Dated: 23/06/2026



Authorised Signatory

Dhiraj Ummedsingh Gunecha

Managing Director