

**Nahar****SPINNING MILLS LTD.****Recognised Four Star Export House**

Corporate Office : "Nahar Tower", Industrial Area-A, Ludhiana - 141 003 (INDIA)

Regd. Office : 373, Industrial Area-A, Ludhiana - 141 003 (INDIA)

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CIN No. : L17115PB1980PLC004341 GSTIN : 03AAACN5710D1Z6

Policy for Disabled Person**APPLICABILITY**

Applicable for all Employees of Nahar.

Responsibility- HR Head & Production Head**The focus of the Policy is on the following:**

1. To ensure that the design of the building such as ramp/ lift should be according to the disabled persons.
2. To ensure the accessible, gender-sensitive, safe, usable and functional washroom facilities should be provided for disabled persons.
3. To ensure the proper text and pictogram signage such as tactile path, lights, display boards, signposts are necessary, located to be visible and touchable.
4. The use of signage of male and female symbols, in accordance with local customs and standards, with raised outlines and bright colour contrast will be more evident to everyone and particularly helpful for persons with visual impairments.
5. Learners with disabilities need to be adequately and appropriately supported in and out of the Factory with the right resources and assistive technology, and with leadership, staff and workers communities that are responsive to their needs.
6. To ensure the accessibility of software tools and technology for the people with disabilities.
7. Provision for inquiry and information: Human assistance, reader, scribe, soft copies of reading material, screen reading.

W. e. f Date: 01.06.2025

Next Review: 31.5.2026


Anil Sharma**VP Personnel & HR**