

**Nahar Spinning Mills Limited**  
**373, Industrial Area -A, Ludhiana**

**Policy For Disabled Person**

**With Effect From -1<sup>st</sup> April, 2026.**

**Next Review- 31<sup>st</sup> March, 2027.**

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 person.
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 board, 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 color 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 right resources and assistive technology and with leadership, staff and workers communities that are responsive to their needs.
6. To ensure the accessibility of the software tools and technology for the people disabilities.
7. Provision for enquiry and information: Human assistance, reader, scribe , soft copies of reading material, screen reading.

**Authorized Signatory**



**Nahar Spinning Mills Limited.**