

PAHARIMATA COMMODITIES PRIVATE LIMITED

CIN: U51109WB1995PTC073699 · RBI CoR: B-05.05756 dated 14 November 2003 · Non-deposit taking NBFC-ICC (Base Layer)

Registered Office: Office No. 214, 2nd Floor, Siddha Weston, 9 Weston Street, Kolkata – 700013

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PCPL/POL/008	1.0	1 April 2026	1 April 2026	12 months from adoption	Amol Kothadiya, Director

EQUAL OPPORTUNITY POLICY

(Framed under Section 21 of the Rights of Persons with Disabilities Act, 2016 read with Rule 8 of the Rights of Persons with Disabilities Rules, 2017)

1. Preamble

Paharimata Commodities Private Limited (“the Company”) is committed to providing equal opportunities in employment and to creating an inclusive workplace for persons with disabilities. This Policy records the measures the Company has adopted pursuant to the Rights of Persons with Disabilities Act, 2016 (“RPWD Act”).

2. Scope

This Policy applies to all establishments and offices of the Company and covers all aspects of employment: recruitment, selection, training, deployment, career progression, transfer, and retention.

3. Non-Discrimination

The Company does not discriminate against any person with a disability in any matter of employment, and no employee or applicant shall be denied an opportunity solely on the ground of disability, unless it is shown that the inherent requirements of the role cannot be met with reasonable accommodation.

4. Facilities and Amenities

The Company shall provide appropriate facilities and amenities to enable employees with disabilities to discharge their duties effectively, including reasonable accommodation in workstation design, assistive devices where feasible, and barrier-free access to the extent practicable at its premises.



5. Posts Identified for Persons with Disabilities

The Company shall identify, and keep updated, the posts and functions suitable for persons with disabilities across its operations (including roles in credit administration, accounts, compliance support, documentation, and information technology)

6. Selection and Training

Recruitment for identified posts shall be conducted without bias; selection criteria shall test only the inherent requirements of the role. Employees with disabilities shall have equal access to training, skill development and career advancement, with training materials and methods adapted where reasonably required.

7. Transfers and Postings

Transfer and posting decisions in respect of employees with disabilities shall consider accessibility of the destination office and continuity of any accommodation provided.

8. Assistive Aids and Barrier-Free Accessibility

The Company shall progressively align its premises and its digital systems (including its website) with applicable accessibility standards and shall consider requests for assistive aids and technology from employees with disabilities on their merits.

9. Registration and Records

The Company maintains records of people with disabilities employed, the facilities provided, and related particulars, available for inspection as required under the RPWD Act and Rules.

10. Grievances

Any employee or applicant aggrieved in a matter covered by this Policy may raise the grievance with the designated officer, and it shall be examined and responded to within 30 days.

11. Display and Review

This Policy is displayed on the Company's website and at its office. It shall be reviewed by the management periodically and updated in line with changes in law or the Company's establishment size.

