Persons with Disability (PwD)

Equal Opportunities Policy

Document Name	Persons with Disability – Equal Opportunities Policy
Version	1
Effective Date	2nd March 2026
Document Owner	Practice Lead – DE&I
Document Approver	Sr. Exe Vice President - HR

1. Overview

The Bank strongly believes in being intentionally inclusive, fostering a culture where every individual is respected, and differences are valued.

We are committed to the principle of equal opportunities at work, irrespective of gender, age, region, marital status, sexual orientation, persons with disabilities (unless prohibitive towards discharge of the role) or any other status protected under applicable law

2. Objective:

The objective of this policy is to ensure that persons with disabilities (PwDs) enjoy equal opportunity, access, and dignity at work.

This policy aligns with the Rights of Persons with Disabilities Act, 2016, Rights of Persons with Disability Rules, 2017, and the Bank's Code of Conduct and DEI framework.

The Bank maintains zero tolerance for any form of discrimination on account of disability and as per the bank's code of conduct.

3. Scope and Applicability of the Policy:

This policy is applicable to:

a. All individuals with disabilities who are employees (full-time, part-time, probationary, contractual, or temporary).
b. Prospective candidates with disability applying for employment.
c. Employees who acquire disability during their tenure with the Bank
d. Interns.

4. Confidentiality & Sensitivity

Any disability-related information disclosed during the hiring process shall be kept strictly confidential and used only for the purpose of facilitating necessary accommodations and any processes. Any disability related information will be shared only with those concerned who have a need to know such information to process any request or to comply with statutory mandates.

5. Leave and Benefits

The Bank shall provide:

a. Leave as per bank policy and consider unpaid special leave for disability-related medical treatment depending on the case.

6. Liaison Officer

a. Senior HR Leaders will be appointed as Liaison Officer to oversee recruitment, accommodation and integration of PwDs. There will be one Central Liaison Officer for the Bank – Head – DE & I
b. Contact details of the Liaison Officer shall be published and regularly updated.

7. Dissemination of Policy

- This policy shall be published on the Bank's internal portal and Bank's website