

Midas Hygiene Ind (P) Limited

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Date: 6th January 2025.

To,
The Commissionerate for Persons with Disabilities
Maharashtra State
3 Church Road, Pune-411001

Subject: Notification of Equal Opportunity Policy and Appointment of Liaison Officer

Dear Sir/Madam,

In reference to the subject above, we are pleased to inform you that Midas Hygiene Industries Pvt. Ltd. has established an **Equal Opportunity Policy** in accordance with the provisions of the **Rights of Persons with Disabilities (RPWD) Act, 2016**, and the **Transgender Persons (Protection of Rights) Act, 2019**.

Further, as required under the aforementioned Acts, we have appointed the following individual as our designated Liaison Officer:

Sr.No.	Role	Name	Designation
1	Liaison Officer	Sunil More	Commercial/Liaison Manager

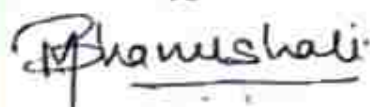
The Liaison Officer will be responsible for overseeing the implementation of our Equal Opportunity Policy, ensuring compliance with legal requirements, and addressing any related grievances or concerns.

For your reference, a copy of our Equal Opportunity Policy is enclosed herewith.

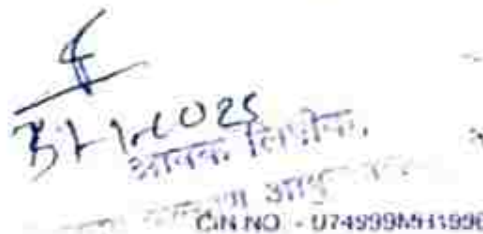
We remain committed to fostering an inclusive workplace and complying with all statutory obligations. Please feel free to contact us if any further information or documentation is required.

Thanking you,

Yours faithfully,
For Midas Hygiene Industries Pvt. Ltd.


Authorized Signatory




31/1/2025
CIN NO - U74999MH11996PTC099943



MIDAS HYGIENE INDUSTRIES PVT. LTD

Policy Name	Equal Opportunity Policy
Applicable to	All Midas Employees
With Effect From	01 st November 2023

Overview/ Introduction

Midas Hygiene Industries Pvt Ltd. is committed to being an equal opportunity employer which provides a safe, inclusive and enabling work environment for its employees. It aspires to create a workplace in which employees regardless of their race, religion, ethnicity, nationality, age, gender, sexual orientation or disability will work together collaboratively. Our Diversity, Equity and Inclusion (DEI) framework embraces equal opportunity for all. This is in accordance with The RPwD (Rights of Persons with Disability) Act, 2016 and Transgender Persons (Protection of Rights) Act, 2019.

Policy Statement/Declaration

Midas Hygiene Industries Pvt Ltd is committed to being an equal opportunity employer. We recognize the importance of having a diverse workforce and adopting inclusive and equitable work practices for all our employees. We are committed to:

- Building a workforce that is representative of different sections of society with provisions for reasonable accommodations for our colleagues with disabilities (in alignment to the RPwD Act, 2016).
- Providing facilities and amenities that are accessible for all and conducive to full and effective participation of employees at the workplace.
- Creating a work environment which is safe and non-discriminatory along with a suitable grievance redressal process to handle issues reported in a fair and equitable manner.
- Encouraging employees to be empathetic to the needs of their peers and to be compliant to the guidelines detailed in the EOP.

Responsibility

On this journey, Liaison Officer will periodically review impediments in achieving fair representation by coming up with an actionable strategy which will effectively address these challenges. We wish to focus on gender diversity and inclusion of person with disability in our mid-term strategy. The strategy is based on four pillars:

- **Hire** - Promoting equal representation of women in the recruitment and selection process; thus, ensuring fair balance of employees at all levels and functions. Ensuring no discrimination against any person with disability in any matter related to employment.



- **Develop** - Helping employees develop inter- personal, functional and leadership skills to enable them to achieve goals and improve performance.
- **Retain** – Analysing attrition trends for understanding any unique challenges faced by women, person with disability and making efforts to mitigate those.

Any employee who violates this policy or discriminates against a person with disability or different gender identity or renders harassment shall be dealt with under the code of conduct of Midas Hygiene Industries Pvt Ltd.

Guidelines

1. Facilities and Amenities - Midas Hygiene Industries Pvt Ltd will work towards providing a barrier free environment for all employees, which includes digital infrastructure, accessible transport, gender neutral washrooms, proper access to the buildings and parking areas.

2. Identification and Listing of Posts - Vacancies will be reviewed and opened for hiring persons with diverse needs. When it comes to the notice that a particular job profile does not suit an applicant, the situation will be reviewed on a case-by-case basis and appropriate reasonable accommodations will be considered.

3. Equal Opportunity Practices – The company will strive towards providing equal opportunity to candidates at the time of employment and to the employees during the course of their employment. Policies, processes, guidelines and practices around recruitment, training, transfer, leaves, medical benefits etc. would reflect this intent.

- **Recruitment and Selection**– The process of recruitment and selection will be reviewed and made accessible for a diverse set of applicants.
- **Training** –The company recognizes that all the trainings need to be accessible and available to employees with diverse needs for their effective working in the organization. The company will also work on identifying learning needs for employees to help them improve their job performance.
- **Leaves** –Leaves for the purpose of treatment, medical emergencies or ongoing treatments will be provided to employees on a case-by-case basis and as per the company's leave policy.
- **Reasonable accommodations** - will be reviewed on a case-by-case basis to address the individual working needs of employees and provide a comfortable and enabling working environment for all. The reasonable accommodation form can be accessed through the attachment.

4. Equal Pay -Midas Hygiene Industries Pvt Ltd does not discriminate in the compensations offered to its employees. The selection and promotion processes are merit based.

5. Grievance Redressal: zero tolerance to discrimination and harassment at the workplace
Midas Hygiene Industries Pvt Ltd is committed to providing employees a safe and secure working environment. All employees are supposed to follow guidelines listed above and also issues if any can be addressed to Liaison Officer or HR.



6. Liaison Officer –As per the RPwD Act, 2016 and Transgender Persons (Protection of Rights) Act, 2019, **Midas Hygiene Industries Pvt** has deputed the Mr. Sunil More (COMMERCIAL/LIAISON-MANAGER) as the Liaison Officer to ensure no discrimination or harassment is experienced by colleagues with disability and different gender identity.

7. Communication - Midas Hygiene Industries Pvt Ltd's Equal Opportunity Policy Is circulated among all its employees and introduced to new joiners in the induction programme.

All data related to the gender identity of transgender persons shall be kept confidential, subject to applicable law.

