

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

1. Purpose & Policy Statement

Aryakube Capital Private Limited ("Company") is committed to maintaining an inclusive and barrier-free workplace that respects individual dignity, autonomy, and equality. In accordance with **Section 21** of the Rights of Persons with Disabilities Act, 2016 ("RPWD Act"), this Policy sets forth the measures adopted by the Company to ensure that persons with disabilities enjoy full equality of opportunity in employment, career advancement, and non-discriminatory access to company services.

2. Scope & Applicability

This Policy applies to all operations and activities of **Aryakube Capital Private Limited**, including:

- a. **Employment & HR:** Recruitment, hiring, probation, performance evaluation, training, promotion, retention, and salary administration.
- b. **Workplace Environment:** Physical premises, digital systems, internal communications, and reasonable accommodations.
- c. **Financial Credit & Lending:** Customer-facing loan appraisal and credit operations, ensuring non-discrimination in access to financial credit under Section 13 and Section 2(x) of the RPWD Act.

3. Core Commitments & Compliance Provisions

3.1 Equal Opportunity in Employment

- a. **Non-Discrimination:** No qualified candidate or employee shall be discriminated against on the ground of disability in any matter relating to recruitment, selection, employment, or career progression.
- b. **Reasonable Accommodation:** In compliance with Section 20(2) of the RPWD Act, the Company shall provide reasonable accommodations including adaptive workstations, flexible working arrangements, and supportive technology to enable employees with disabilities to perform their roles effectively without imposing an undue burden on the organization.
- c. **Job Protection Upon Disability:** Pursuant to Section 20(4) of the RPWD Act, if an employee acquires a disability during their service, they shall not be terminated or reduced in rank. If no longer suitable for their current role, the employee shall be shifted to a suitable alternative position with identical pay scale and service benefits.

3.2 Access to Financial Credit

In line with Section 13(1) and Section 2(x) of the RPWD Act, banking, finance, and financial credit are recognized as public services.

The Company ensures that loan applicants with disabilities receive equal opportunity to apply for and access financial credit, and that credit decisions are conducted strictly on objective financial underwriting parameters.

3.3 Workplace Accessibility

The Company shall maintain accessible physical premises at its registered office of the company.

Digital interfaces, loan applications, and key policy communications shall be made available in accessible electronic formats upon request.

4. Maintenance of Records

Pursuant to **Section 22(1)** of the RPWD Act, the Company shall maintain employment records regarding persons with disabilities employed, facilities and accommodations provided, and related statutory compliance details. These records shall be open for inspection at all reasonable hours by authorized government officials.

5. Grievance Redressal Mechanism

To address any concerns, inquiries, or complaints regarding discrimination or non-compliance under this Policy, the Company designates the Nagendra babu K - Company Secretary & Senior Manager – Finance as the **Grievance Redressal Officer**:

Company Name: Aryakube Capital Private Limited

Office Address: 106, 01st Floor, Cyber Crown, Sec II, HUDA Techno Enclave, Madhapur, Hyderabad, Telangana 500081

Handling Timeline: All complaints registered in the Grievance Register shall be investigated and acted upon within two (2) weeks of receipt.

6. Statutory Registration & Display

In compliance with Section 21(2) of the RPWD Act, a copy of this Policy shall be registered with the State Commissioner for Persons with Disabilities (Government of Telangana) and prominently displayed on the Company's notice board and website.

For and on behalf of the Board of Directors
ARYAKUBE CAPITAL PRIVATE LIMITED


Kalyan Nagururu
Managing Director
DIN: 02652051

