

PADMA

Disability Policy

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Owner: Padma Textiles Sustainability Department

Purpose: This policy is to ensure that all employees are treated equally and fairly, regardless of their disability. Padma Textiles is committed to providing a workplace where all employees are treated with dignity, respect and equal.

Definitions

- **Disability:** A disability is a physical, mental, or emotional impairment that substantially limits one or more major life activities.
- **Discrimination:** Discrimination is the act of treating a person differently based on their disability.

Policy

As Padma Textiles we are aware that participation of people with disabilities in the workforce is beneficial for both individuals and society. When people with disabilities participate in the workforce, they become economically independent, contribute to society, and provide a better standard of living for themselves and their families. Employers who employ people with disabilities can bring more diversity to the workforce and create a more creative and productive work environment. The participation of people with disabilities in the workforce is an important benefit for both individuals and society. Employers who employ people with disabilities can have a positive impact on both the economy and society.

Padma Textiles is committed to the following principles

- All employees are entitled to equal treatment, regardless of their disability.

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- As Padma Textiles we will not discriminate against employees on the basis of their disability.
- Padma Textiles will make reasonable accommodations for employees with disabilities
- Make reasonable accommodations to enable people with disabilities to access the workplace.
- Provide the necessary equipment and assistance for people with disabilities to be able to do their jobs.
- Ensure that people with disabilities are not discriminated against in the workplace.

Implementation

- Padma Textiles will conduct annual audits to ensure compliance with this policy.
- Padma Textiles will provide training to all employees on this policy.
- Padma Textiles will have a process in place for employees to report discrimination on the basis of disability.