

ADVAIT CAPITAL PRIVATE LIMITED

Equal Opportunity & Accessibility Policy for Persons with Disabilities

1. Preamble and Objective

Advait Capital Private Limited (“the Company”) is a Non-Banking Financial Company (Investment and Credit Company) registered with the Reserve Bank of India and classified under the Base Layer of the Scale Based Regulation framework. The Company is committed to providing equal opportunity to persons with disabilities and to ensuring that its infrastructure, information and communication technologies, digital platforms, services and facilities are accessible to them, without discrimination.

This Policy is framed in compliance with Section 21 of the Rights of Persons with Disabilities Act, 2016 (“RPwD Act”), Rule 8 of the Rights of Persons with Disabilities Rules, 2017 (“RPwD Rules”), and the Accessibility Standard Guidelines for infrastructure and services in Financial Institutions notified by the Department of Financial Services, Ministry of Finance, vide Notification No. 17/24/2024-IF-I dated 02.09.2024 (“DFS Accessibility Standards”), to the extent applicable to the Company.

2. Applicability

This Policy applies to the Company as an establishment and employer. As the Company employs fewer than twenty (20) persons, this Policy is framed in the abridged form permitted under Rule 8(4) of the RPwD Rules, setting out the facilities and amenities the Company provides to persons with disabilities. The Company is a wholesale, non-deposit taking, non-retail-customer-interface (Type-II) entity that deals only with Corporate customers and not with individual, retail or walk-in customers; accessibility measures are accordingly applied in a manner proportionate to its size and operations.

3. Non-Discrimination

The Company shall not discriminate against any person on the ground of disability in any matter relating to employment, including recruitment, terms and conditions of service, promotion, remuneration, transfer or training. All positions in the Company are open to qualified persons with disabilities on an equal basis.

4. Facilities and Amenities Provided

In accordance with Rule 8(4) of the RPwD Rules, the Company provides the following facilities and amenities to enable persons with disabilities to discharge their duties and access the Company’s services effectively:

- Barrier-free access to the Company’s office premises to the extent feasible, including accessible entry, seating and sanitation arrangements, with necessary modifications made as per space availability.
- Reasonable accommodation and assistive support to employees with disabilities.
- Accessibility of the Company’s website and digital platforms in line with the applicable web accessibility standards (WCAG 2.1 / IS 17802 and the Guidelines for Indian Government Websites,

as applicable), including features such as appropriate headings, sufficient colour contrast, text alternatives, keyboard navigation and accessible document formats.

- Practical assistance to any person with a disability in accessing the Company's services, including reading and completion of forms where required.
- Sensitisation of employees to interact appropriately with, and provide support to, persons with disabilities.

5. Nodal Officer

Although the Company, having fewer than twenty employees, is not required under the RPwD Rules to appoint a Liaison Officer, it designates a Nodal Officer for accessibility matters in keeping with the DFS Accessibility Standards. The Nodal Officer shall be the point of contact for accessibility-related matters and grievances, and shall oversee implementation of this Policy. The name and contact details of the Nodal Officer shall be displayed at the Company's premises and, where maintained, on its website.

Nodal Officer: Arpit Maheshwari **Contact:** 9154416011

6. Grievance Redressal

Any person having a grievance regarding the content or implementation of this Policy, or regarding accessibility, may address it to the Nodal Officer. The Company shall endeavour to resolve such grievances in a fair and time-bound manner.

7. Registration, Publication and Review

In accordance with Section 21(2) of the RPwD Act, a copy of this Policy shall be registered with the Chief Commissioner or the State Commissioner for Persons with Disabilities, as applicable. The Policy shall be published on the Company's website, or, failing which, displayed at a conspicuous place on its premises. This Policy shall be reviewed periodically and updated to reflect changes in applicable law, regulatory guidance or the Company's operations.

8. Approval

This Policy has been approved by the Board of Directors of Advait Capital Private Limited.

For and on behalf of Advait Capital Private Limited

Nagaraju Mahavadi
Managing Director (DIN: 07950277)

Date:

Place: Hyderabad