

Disability and Inclusion Framework



Inclusive Workforce

- Regular sensitization of Senior Management and Employees
- Recognize disability as a Business case
- Establish a D&I Leadership Team
- Appoint D&I Subject Matter Specialist(s)
- Ensure diversity plan & policy is part of the company's overall strategic vision
- Supplier Diversity (Indirect Employment) & Employee Engagement Programs



Inclusive Work Place

- Conduct Infrastructure and ICT accessibility audit
- Follow Universal Design Principles
- Evaluate the accessibility gaps and a roadmap to bridge them
- Emergency Preparedness Plan



Talent Acquisition

- Job Mapping
- Ensure recruitment process is disabled friendly
- Share Inclusive practices as part of Induction
- Ensure Reasonable Accommodation and as required, provide assistive tech and devices



Learning & Development

- Focussed training for Employees with Disability and Managers
- Job Shadowing/ On the Job training
- Soft skills training
- Retention Assessment



Evaluation

- Outcome based approach (Metrics) and Continuous Improvement
- Sharing experiences/ best practices with other Organizations