

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 SME(s)
- Ensure diversity plan & policy is part of the company's overall strategic vision
- Supplier Diversity (Indirect Employment)
- Employee Engagement/ CSR 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/ Supplier Diversity

- Job Mapping
- Ensure recruitment process is disabled friendly
- Share Inclusive practices as part of Induction
- Reasonable Accommodation, Assisitive tech and devices
- Career Path
- Source Corporate/ Annual/ Festive/ Conference Gifts



Learning & Development

- Focussed training for Employees with Disability and Managers
- Job Shadowing/ On the Job training
- Soft Skills/ Domain/ Process/ Tech Training
- Retention Assessment



Evaluation

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

