

1. EQUAL OPPORTUNITY POLICY

1.1. Purpose

- 1.1.1. It is the intent and resolve of Whirlpool of India Limited ("**the Company**") to comply with the requirements of the law in the implementation of all facets of equal employment opportunity. To that end, the Company has framed this policy in consonance with the Rights of Persons with Disabilities Act, 2016 ("**Act**") and Rights of Persons with Disabilities Rules, 2017 ("**Rules**") to promote a non-discriminatory and an inclusive working environment and to enable persons with disabilities, to work without apprehension of prejudice, bias and discrimination and provide the right to be treated with dignity, respect and equality.
- 1.1.2. In keeping with the aforesaid objective, the Company is committed to providing necessary and appropriate modification and adjustments to ensure that persons with disabilities can exercise rights equally with others.

1.2. Scope

- 1.2.1. This policy covers all persons with disabilities. They could be job applicants, full time/part time employees, interns/trainees, contractual employees, including temporary employees. It also covers those employees who acquire disability during their work tenure.
- 1.2.2. This policy also applies to all aspects of employment, be it recruitment, training, working conditions, salaries, transfers, employee benefits and career advancement.

1.3. Policy Details

- 1.3.1. To further the above-mentioned objective, and to enable persons with disabilities to effectively discharge their duties, the Company aims to ensure the following:
 - (i) The physical and digital infrastructure adheres to the accessibility standards as prescribed under the Act and Rules and ensure availability of assistive devices as required by persons with disabilities to enable them to effectively discharge their duties in the establishment;
 - (ii) All recruitment is done based on merit and competence of candidates. Persons with disabilities are given an equal opportunity for all jobs/ positions and no discrimination is made on account of disability, if the candidate applying is otherwise competent to undertake and effectively discharge the role and responsibilities that the job/ position entails. To this end, wherever possible, application forms will be made available in alternate formats and any other specific reasonable accommodation for the interview, based on request;

- (iii) Persons with disabilities are provided preference in transfer/promotion as far as possible, subject to administrative constraints on account of incompatibility with the requirements of the job;
- (iv) Make reasonable accommodations, whenever necessary, as per the Act and Rules. Such accommodation would be provided: (1) to ensure equal opportunity in the application and selection process; (2) to enable a person with a disability to perform the essential functions of a job; and (3) to enable a person with a disability to enjoy the same benefits and privileges of employment as non-disabled persons;
- (v) Provide adequate job-specific training, post recruitment and pre-promotion as well as training materials in accessible formats on request to enable equal opportunity for career progression;
- (vi) Provide the option of leave without pay to undergo medical treatment. The procedure for availing leave without pay is as detailed in the Company's leave policy contained in the Handbook. Any request for extra leave, for a reason related to their disability, will be treated as a request for reasonable accommodation and will be evaluated accordingly; and
- (vii) Appoint a liaison officer who shall be responsible for creating awareness of this policy, and: (a) to ensure that facilities, amenities and support are provided to persons with disabilities and the accessibility standards as laid down in the Act are met; (b) be the point of contact for any and all requests from persons with disabilities; (c) prevent instances of discrimination to achieve an inclusive and accessible environment for persons with disabilities; (d) address any complaints or grievances of persons with disabilities promptly; and (e) such other requirements as maybe reasonably necessary from time to time. The Company has appointed Manish Gupta [manish_gupta@whirlpool.com, and official phone number +91-9717075566] as the liaison officer.

1.3.2. All employees have the responsibility to comply with the Equal Opportunity Policy and are encouraged to report any incidents of violation of this policy.

Last updated on: December, 2023