

## Navneet Foundation Disability Mainstreaming Policy

### Objective

Navneet Foundation is committed to promoting inclusivity, dignity, and equal opportunities for persons with disabilities (PwDs) across all its programs, workplaces, and community initiatives. This policy ensures that disability inclusion is embedded into the Foundation's structures, culture, and practices, in line with the Rights of Persons with Disabilities Act, 2016.

### Scope

This policy applies to all employees, volunteers, consultants, beneficiaries, partners, and stakeholders engaged with Navneet Foundation across its projects and activities.

### Core Principles

1. **Non-Discrimination:** No individual will face discrimination based on disability in recruitment, participation, or access to opportunities.
2. **Accessibility:** Programs, communications, and facilities will be designed to be accessible and barrier-free.
3. **Inclusion in Programs:** Persons with disabilities will be meaningfully included in planning, decision-making, and participation across all program areas.
4. **Capacity Building:** Staff and volunteers will be oriented on disability rights, inclusive practices, and sensitivity to ensure respectful engagement.

### Commitment

- Provide reasonable accommodations for employees and participants with disabilities.
- Ensure that communication materials, workshops, and community activities use inclusive methods (e.g., simple language, visual aids, assistive technology where possible).
- Promote awareness to challenge stigma and stereotypes around disability.
- Partner with organizations and experts to strengthen inclusion efforts.

### Reporting and Grievance

Any concern related to discrimination or exclusion of persons with disabilities must be reported to the designated Disability Inclusion Focal Point, Mayuri Mistry at Navneet Foundation on email [csr@navneet.com](mailto:csr@navneet.com). Reports will be addressed promptly, and corrective action will be taken.

### Monitoring and Review

This policy will be reviewed annually to track progress on disability inclusion and updated in alignment with evolving best practices and legal requirements.

This policy has been approved by trustees of Navneet Foundation at its meeting held on 29<sup>th</sup> August, 2025.