



ELIXIR EQUITIES PRIVATE LIMITED

(FORMERLY AXIS EQUITIES PVT. LTD.)

REGISTERED OFFICE: 58, MITTAL CHAMBERS, 228, NARIMAN POINT, MUMBAI 400021 TEL.: 6115 1919
CIN: U67120MH1997PTC112103 | email: trade@elixirequities.com | www.elixirequities.com



Equal Opportunity Policy

(As per the Rights of Persons with Disabilities Act, 2016)

1. 1. Preamble

Elixir Equities Pvt. Ltd. is committed to creating an inclusive and accessible workplace where persons with disabilities (PW Ds) have equal opportunities to contribute and grow. This policy is in compliance with the Rights of Persons with Disabilities Act, 2016 and applicable State Rules.

2. 2. Objectives

- Ensure non-discrimination in recruitment, promotion, training, and career advancement.
- Provide reasonable accommodation and workplace adjustments to employees with disabilities.
- Promote accessibility in infrastructure, technology, and communication.
- Establish a grievance redressal mechanism for employees with disabilities.
- Maintain proper records and reporting in compliance with the law.

3. 3. Scope

This policy applies to:

- All current and prospective employees of Elixir Equities Private Limited.
- All locations, offices, and business units of Elixir Equities Private Limited in India.

4. 4. Non-Discrimination

No person with a disability shall be denied employment, promotion, training, or benefits on grounds of disability. Decisions regarding employment shall be based on merit, qualifications, and ability to perform essential job functions with reasonable accommodation where required.

5. 5. Facilities & Reasonable Accommodation

- Workplaces will be made accessible (ramps, lifts, signage, restrooms, workstations).
- Assistive devices/software will be provided where required (screen readers, hearing aids, accessible digital platforms).
- Flexible work arrangements may be considered based on individual needs.



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6. 6. Accessibility

Elixir Equities Pvt. Ltd. will ensure compliance with applicable accessibility standards in physical and digital infrastructure. Company websites and communication platforms will follow Web Content Accessibility Guidelines (WCAG 2.1).

7. 7. Grievance Redressal

A Grievance Redressal Officer (GRO) is appointed to handle complaints regarding discrimination or denial of reasonable accommodation.

GRO Name: Radhika Dipan Mehta

Contact: 9820075942

Complaints must be addressed within 30 days of receipt.

8. 8. Record Maintenance

HR will maintain data on employees with disabilities, accommodations provided, and related actions.

Reports shall be submitted to authorities as prescribed by law.

9. 9. Awareness & Sensitization

Periodic training and awareness programs will be conducted for all employees to promote sensitivity and inclusion. Managers and team leaders will receive additional training on handling requests for reasonable accommodation.

10. 10. Review of Policy

This policy will be reviewed annually and updated as required by changes in law or company practice.

Approved by: Dipan Mehta

Chairman

Mumbai, 16th August, 2025