



ASSAM ELECTRICITY GRID CORPORATION LIMITED

OFFICE OF THE MANAGING DIRECTOR

Regd. Office: (FIRST FLOOR), BIJULEE BHAWAN, PALTANBAZAR; GUWAHATI - 781001

CIN: U40101AS2003SGC007238 GSTIN: 18AAFCA4973J9Z3

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No. AEGCL/MD/HR/ADMIN/RPwD Act-2016/11/01/2025/13

Date: 02-04-2025

NOTIFICATION

Sub: "Equal Opportunity Policy for the Persons with Disability of AEGCL"

Pursuant to Resolution No. 28 of the 104th Board Meeting of AEGCL, held on 25-03-2025, the "Equal Opportunity Policy for the Persons with Disability of AEGCL" is hereby notified with immediate effect for the Persons with Disability (PwD) employees of AEGCL.

A P a s
2.4.25

General Manager (HR) i/c
AEGCL, Bijulee Bhawan,
Paltan Bazar, Guwahati-1

Memo No. AEGCL/MD/HR/ADMIN/RPwD Act-2016/11/01/2025/13(A) Date: 02-04-2025
Copy to:

1. PS to the Chairman, AEGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-1, for favour of kind information of the Chairman AEGCL;
2. PS to the Managing Director, AEGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-1, for favour of kind information of the Managing Director, AEGCL;
3. All CGMs/GMs/DGMs/AGMs/RE, AEGCL;
4. Company Secretary, AEGCL;
5. AGM (IT), AEGCL – He is requested to upload the notification along with the Equal Opportunity Policy for the Persons with disability of AEGCL, in the AEGCL's website;
6. Office copy.

A P a s
2.4.25

General Manager (HR) i/c
AEGCL, Bijulee Bhawan,
Paltan Bazar, Guwahati-1



ASSAM ELECTRICITY GRID
CORPORATION LIMITED

EQUAL OPPORTUNITY POLICY FOR
PERSONS WITH DISABILITY

(As required under Section 21(1) of the Rights of Persons with Disabilities
(RPwD) Act, 2016, of the Government of India)

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITY

The “**Equal Opportunity Policy for Persons with Disability of AEGCL**” was approved in 104th Meeting of the Board of Directors of the company held on Tuesday, the 25th day of March 2025.

Objective:

Assam Electricity Grid Corporation Limited is a vibrant growth oriented Public Sector Company registered under ‘Companies Act, 1956’ which was formed out of restructured Assam State Electricity Board in 2003 and was notified as the State Transmission Utility (STU). Assam Electricity Grid Corporation Limited is committed to provide equal opportunities in employment and creating an inclusive workplace in which all employees are treated with respect and dignity.

Section 21 of the Rights of Persons with Disabilities Act, 2016, mandates that every establishment shall notify “Equal Opportunity Policy” detailing measures proposed to be taken. Rules 8, of the Rights of Persons with Disabilities Rules, 2017 stipulates the manner of publication of “Equal Opportunity Policy”.

This Equal Opportunity Policy is in accordance with the aforesaid provisions and rules of “the Rights of Persons with Disabilities Act, 2016” and “the Rights of Persons with Disabilities Rules, 2017. The objective of the “Equal Opportunity Policy for Persons with Disabilities” is to ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect equally with others. The policy is intended to empower the employees with disabilities and enhance their engagement with the organization. This equal opportunity policy is consistently applied throughout the period of employment of the individual right from the recruitment process till superannuation.

The salient features of the policy are as under:

(a) The facility and amenity to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment:

AEGCL is always committed to providing easy accessibility and barrier free environment for PwDs as per the provisions of the RPWD Act, 2016. AEGCL ensures that the PwD employees are having easy access to basic facilities and amenities at their workplace so as to enable them to effectively discharge their duty. AEGCL also provides suitable

infrastructure subject to practical feasibility to enable employees with disability to have access to common facilities including physical environment, information and technologies and systems without any inconvenience. The existing head office of AEGCL located at Bijulee Bhawan, Guwahati, Assam is equipped with the provisions of ramp, grab bars, accessible toilets, wider doorways, parking facility, web facility, etc. for the convenience of the PwD. AEGCL also aims to revamp its other offices/Grid Substations to ensure compliance with the RPWD Act, 2016.

(b) The list of posts identified suitable for persons with disabilities in the establishment:

The HR (T&D and MP) section of AEGCL shall prepare a list of identified posts in Grade-I, II, III & IV for persons with disability.

(c) The manner of selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave, preference in allotment of residential accommodation if any, and other facilities:

- (i) Selection of persons with disabilities for various posts: In all such matter including the reservation applicable for the PwD, AEGCL follows the relevant office memorandum/orders/instructions etc. issued from the Government from time to time.
- (ii) Post-recruitment and Pre-promotion training: AEGCL shall ensure that equal opportunity is being provided to the differently-abled employees in matter of trainings.
- (iii) Preference in transfer and posting: As far as practicable, PwDs/ differently-abled employees shall be given preference in case of transfer and posting subject to administrative convenience.
- (iv) Special leave: In matters of leave the rules/regulations of AEGCL shall follow.
- (v) Preference in allotment of residential accommodation: Subject to availability, PwDs/ differently-abled employees shall be given preference in case of allotment of residential quarters.

(d) Provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities:

AEGCL shall ensure that all the required assistance/facilities required by the PwDs/ differently-abled employees are being provided /arranged in its offices and premises.

(e) Appointment of liaison officer by the establishment to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees:

The General Manager (HR), AEGCL shall act as the liaison officer to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees.

The above policy covers the PwDs/ differently-abled employees of AEGCL. It also cover those employees who acquire disability during service. Review of the policy shall be undertaken on regular intervals.

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2.4.25,

General Manager (HR) i/c
AEGCL, Bijulee Bhawan,
Paltan Bazar, Guwahati-1