

The Clearing Corporation Of India Limited

Policy against Discrimination of Person Affected with HIV and AIDS

In accordance with the provisions of the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome Policy for Establishments, 2022 (“Model Policy 2022”), The Clearing Corporation of India Ltd. (CCIL) and its subsidiaries (collectively referred to as “Company”) ensure that the work environment is free from any discrimination against persons infected with HIV and AIDS and also any discrimination against people affected by HIV and AIDS (i.e. people living, cohabiting and residing with an HIV positive person currently or in past).

The Company abides by the Model Policy 2022 as notified by the appropriate authority under the Central Government, in so far as it is applicable to the Company. The policy applies to all aspects of employment, including recruitment, training, working conditions, salaries, transfers, employee benefits, career advancement, etc. Further, the Company ensures the maintenance of confidentiality of the medical information of infected persons and provides appropriate facilities to such persons. Any addition may be made to the Model Policy 2022, as may be necessary in order to provide for better protection of the infected/affected person.

As per the Model Policy, the Company must designate a person, as it deems fit, as the ‘Complaints Officer’ to dispose of complaints of violations of the provisions of this Act in the establishment. Accordingly, Head of Department of Human Resource & Administration Department (HoD - HR & Admin), may be appointed as ‘Complaints Officer’ as per the provisions of this Act. In case any employee / individual needs to report a complaint relating to violation of the provisions under this Policy, the same may be reported to the Complaints Officer:

- a. By letter in closed/sealed envelope marked ‘Confidential’ and addressed to-
Head of Department, Human Resources & Administration Department
CCIL Bhavan, S K Bole Road, Dadar (W), Mumbai 400028”
- b. By way of email addressed to-
“complaintofficer@ccilindia.co.in”
