



CENTRE FOR SIGHT

Every eye deserves the best

A **Mahindra** Collaboration

Dated – February 28, 2024

NEW DELHI CENTRE FOR SIGHT LTD.

Policy Under The Transgender Persons (Protection of Rights) Act, 2019

Obligations of New Delhi Centre for Sight Ltd.

NDCFS shall ensure compliance with the provision of this Act and provide such facilities to transgender persons as may be prescribed.

Objective:

The primary objective to create an atmosphere that ensures the fair treatment of transgender individuals, free from discrimination, harassment, and bias, while establishing a robust grievance redressal mechanism

Applicability:

This policy applies to all the offices/branches/centres of New Delhi centre for sight Ltd. including its existing subsidiaries as well as any subsidiaries established/acquired in the future.

Definition:

Transgender person

“Means a persona whose gender does not match with gender assigned to that person at birth and includes trans-man or trans-woman (whether or not such person has undergone Sex Reassignment Surgery or hormone therapy or laser therapy or such other therapy), person with intersex variations, genderqueer and person having such social-cultural identities as kinner, hijra, aravani and jogta.

Persons with intersex variations

Means a person who at birth shows variation in his or her primary sexual characteristics, external genitalia, chromosomes or hormones from normative standard of male or female body;

Non-discrimination in employment

iRx is committed not to discriminate against any transgender person in any matter relating to employment including, but not limited recruitment, promotion and other related issues on any of the following grounds, namely:

CIN No.: U85120MH2002PLC338742

A UNIT OF NEW DELHI CENTRE FOR SIGHT LTD.

Registered Office: First Floor, Flat No. 101, B- Wing, Dhruv, CHSL, Gulmohar Main Road, Ville Parle, Mumbai-400049 MH.

Safdarjung Enclave 011-45738888	Preet Vihar 011-42504250	Dwarka 011-41524500/01/05	Vikasपुरी 011-25612976/77	Robini 011-43089700-03	Rajouri Garden 011-47401363/64	Ashok Vihar 011-43728774/75	Pusa Road 011-30653991/96	Okhla 011-41059300/01/02	Gurgaon Sec 29 0124-4210317/18	Gurgaon New Railway Road 0124-2220101/1101/2101	Faridabad 0129-4004441/42	
Meerut 0121-2648870	Agra 7060411166	Moradabad 0591-2452405/07	Jaipur Malviya Nagar 0141-4010713	Jaipur Vaishali Nagar 0141-4003024	Ajmer 0145-2442000/888	Jodhpur 0291-2613342/44	Indore Vijay Nagar 0731-4001400	Indore Agrasen Square 0731-4089877	Vadodara Genda Circle 0265-2339944/45	Vadodara Vraj 9574324555	Bharuch 0264-2246611	
Anand 0269-245300	Surendarnagar 8155062555	Bhavnagar 0278-2565542	Rajkot 0281-2240241	Hyderabad Banjara Hills 040-40045500	Hyderabad Kukatpally 040-40045594/95	Hyderabad Basheerbagh 040-66364808	Mumbai 022-26283610	Kurnool 0351-8255226	Kadappa 0856-2258877	Rajahmundry 0883-2446555	Vijaywada 0866-2546050	Vizag 0891-2507475



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- A. The denial, or discontinuation of, or unfair treatment in services
- B. The unfair treatment in, or in relation to, employment or occupation;
- C. The denial of, or termination from, employment or occupation;
- D. The denial or discontinuation of, or unfair treatment in, healthcare services;
- E. The denial or discontinuation of, or unfair treatment with regard to, access to, or provision or enjoyment or use of any goods, accommodation, service, facility, benefit, privilege or opportunity dedicated to the use of the general public or customarily available to the public in the premises of CFS;
- F. The denial or discontinuation of, or unfair treatment with regard to the right of movement;
- G. The denial or discontinuation of, or unfair treatment with regard to reside, purchase, rent, or otherwise occupy any property;
- H. The denial or discontinuation of, or unfair treatment in, the opportunity to stand for or hold public or private office; and
- I. The denial of access to, removal from or unfair treatment in Government or private establishment in whose care or custody a transgender person may be.

Grievance redressal mechanism

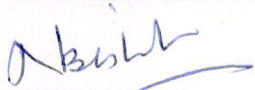
NDCFS has designated Vice President – Human Resources to be a complaint officer to deal with complaints relating to violation of the provisions of this Act, if any as per services rules and regulations of the company.

Offenses and Penalties

Whoever, -

- a) Compels or entices a transgender persons to indulge in the act of forced or bonded Labour other than any compulsory service for public purposes imposed by Government.
- b) Denies a transgender person the right of passage to a public place or obstructs such person from using or having access to a public place to which other members have access to or a right to use.
- c) Forces or causes a transgender person to leave household, village or other place of residence: and
- d) Harms or injures or endangers the life, safety, health or well-being, whether mental or physical, of a transgender person or tends to do acts including causing physical abuse, sexual abuse, verbal and emotional abuse and economic abuse, shall be punishable with imprisonment for a term which shall not be less than six months but which may be extended to two years and with fine.

For New Delhi Centre for Sight Ltd.


Neena Bisht

Vice President – Human Resources

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