VBS Ventures Private Limited

CIN - U85110MH2021PTC368822
+91 8813881303
contact@dazzle.dental
www.dazzle.dental

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

Particulars	Details
Company	VBS Ventures Private Limited
Corporate Identity Number	U85110MH2021PTC368822
Registered office	Unit No. 501/502, Notan Chambers, Turner Road, Bandra (West), Mumbai 400050
Workplaces covered	Dental clinic at the registered office Dental clinic at 4th Floor, Advani Chambers, August Kranti Marg, Kemps Corner, Mumbai 400036
Liaison Officer	Aashutosh Magdum, Manager grievance@dazzle.dental
Website	dazzle.dental
Effective date	8 September 2026

1. COMMITMENT AND SCOPE

1.1 This is the equal opportunity policy of VBS Ventures Private Limited (the **Company**), published as the law on the rights of persons with disabilities requires of every establishment. It applies at each establishment of the Company and covers every employee, apprentice, trainee and intern, every applicant for employment with the Company, and, so far as their engagement permits, the dentists and anaesthetists engaged on retainer or as visiting consultants and the contract workers deployed at the Company premises.

1.2 The Company does not discriminate against any person on the ground of disability in recruitment or selection, in the terms on which employment is offered, in pay, in training, in transfer or posting, in promotion, in the allotment of duties or in any other matter connected with employment. Whether a person can perform the work of the post, with reasonable accommodation where it is needed, is the only test the Company applies.

1.3 An employee who acquires a disability during service will not be dismissed or reduced in rank on that ground. The Company will discuss with that employee an adjustment to the duties or hours of the post or, where the post cannot be adjusted, a suitable alternative post on the same terms. Information about the disability of an employee or applicant is treated as confidential and is used only to give effect to this policy.

2. FACILITIES AND AMENITIES PROVIDED

2.1 So that a person with disability can discharge the duties of the post effectively, the Company provides, so far as its premises and the nature of clinical work permit, step-free or assisted entry, circulation space at the reception, chair side and work areas that a wheelchair user can pass through, an accessible washroom and accessible drinking water, seating and rest space, clear signage, and assistance in evacuation in an emergency, at each establishment. Where a change to leased premises requires the consent of the landlord or of the building society, the Company applies for that consent and pursues it.

2.2 The Company provides at its own cost the assistive devices and adjustments an employee needs for the work of the post, such as screen reading or magnification software, a large key or braille keyboard, an amplified or text based telephone, a height adjustable workstation or chair,

additional task lighting and modified instruments or handles, and it maintains and replaces what it provides.

2.3 The Company adjusts the way work is done where that enables a person with disability to do it: flexible start and finish times, additional or longer rest breaks, a reduced or altered roster, an exchange of duties between colleagues, work from home where the duties of the post allow it, leave for treatment, therapy or assessment and for the repair or replacement of an aid, and permission for a personal attendant, reader, interpreter or assistance animal on the premises.

2.4 Where an employee with disability asks to be posted at whichever establishment is nearer to the place of residence of that employee, or is easier for that employee to reach, the Company gives that request preference and accommodates it so far as staffing allows.

2.5 A request for a facility, an assistive device or an adjustment is made to the Liaison Officer, who decides it within a reasonable period, records the decision and, where the request is refused, gives the reason in writing. A request is refused only where meeting it would impose a disproportionate burden on the Company, and the Liaison Officer then considers with the employee what alternative can be provided.

2.6 From time to time, the Company identifies posts suitable for persons with disabilities in the establishment. Every vacancy, including a vacancy in a post identified as hereinbefore, is notified internally and advertised externally on the same terms for all candidates, and the notice states that applications from persons with disabilities are welcome, that adjustments are available on request and that the Liaison Officer is the point of contact for them. Recruitment notices and application forms are supplied in an accessible format on request. A candidate may ask for extra time, a scribe, an interpreter, an accessible test venue, a change in the format of a written or practical test, or an assessment of the work at the bench in place of a timed written test, and the request is granted unless it would defeat the purpose of the assessment. Interview panels are briefed not to enquire into a disability except to identify the accommodation the candidate needs. Selection is on merit and on the ability of the candidate to perform the work of the post with the accommodation available. Where two or more candidates are otherwise equally suited to the post, the Company gives preference to the candidate with a disability. No offer is withdrawn, and no probation is extended or terminated, on the ground of a disability disclosed after selection; the Company instead settles the accommodation required.

2.7 After recruitment, every employee with disability receives induction and orientation, on the job training in the work of the post, training in the safe use of equipment and of any assistive device provided, refresher and skill upgrading training, training required before promotion, and training in any new process or system introduced by the Company. Training material is provided in large print, in screen readable text, in simplified language or with sign language interpretation as the employee requires, additional time and one to one instruction are given where needed, and training is not withheld on the ground of disability.

3. LIAISON OFFICER

3.1 The Company has appointed **Aashutosh Magdum, Manager**, as Liaison Officer for the purposes of this policy. The Liaison Officer looks after the recruitment of persons with disabilities and the provision of the facilities and amenities described above, keeps the accessibility of each establishment under review, maintains the record described below and reports to the board on the working of this policy. The name and the electronic mail address of the Liaison Officer, grievance@dazzle.dental, are displayed with this policy at each establishment.

3.2 Any employee, applicant or other person who believes that this policy has not been followed, or who wishes to complain of discrimination on the ground of disability, may write to the Liaison Officer at grievance@dazzle.dental or hand a written complaint to the Liaison Officer at any establishment of the Company. The Liaison Officer acknowledges the complaint, enquires into it and communicates the outcome in writing within a reasonable period. A complaint made in good faith attracts no detriment of any kind, and this route is in addition to, and does not affect, the right of any person to complain to the State Commissioner for Persons with Disabilities for Maharashtra.

4. RECORD OF EMPLOYEES WITH DISABILITIES

4.1 The Company maintains a register of its employees with disabilities in the form set out below, containing the particulars the law requires. The Liaison Officer keeps the register current at each establishment and produces it, on demand, for inspection by any person authorised in that behalf under the law on the rights of persons with disabilities. Entries are retained for the period of employment and for eight years after it ends.

Sl. No.	Name of employee	Gender	Address	Nature of disability	Date from which employed	Nature of work rendered	Facilities and assistive devices provided

5. PUBLICATION, REGISTRATION AND REVIEW

5.1 This policy is published on the website of the Company at dazzle.dental and is displayed at each establishment at a place where employees and visitors can read it. A printed copy is given to any employee or applicant who asks for one, and it is given in an accessible format on request.

5.2 A copy of this policy is registered with the office of the State Commissioner for Persons with Disabilities for Maharashtra, and the acknowledgement of that registration is retained with the statutory records of the Company. A copy of every revised policy is registered in the same manner and the acknowledgement retained in the same way.

5.3 This policy takes effect on 8 September 2026 and is reviewed by the board at least once every two years, and sooner on any material change in the law, in the premises or operations of the Company or in the number of persons it employs, including any change that takes the Company to twenty or more employees.