



Equal Opportunity Policy

(In accordance with the Rights of Persons with Disabilities Act, 2016 and SEBI Circular SEBI/HO/ITD-1/ITD_VIAP/P/CIR/2025/111 dated 31 July 2025)

1. Objective

Jamnadas Morarjee Securities Limited is committed to ensuring equality, dignity, and non-discrimination for persons with disabilities (PwDs) in accessing our services, platforms, and premises. This policy lays down the facilities, measures, and responsibilities adopted in line with the Rights of Persons with Disabilities Act, 2016 ("RPwD Act") and SEBI directions.

2. Scope

This policy applies to all:

- Digital platforms and investor-facing applications operated by us.
- Client onboarding, KYC, and service processes.
- Physical offices and communication channels used to serve clients.

3. Equal Opportunity Principles

- Non-Discrimination: No person shall be denied access to services on the grounds of disability.
- Reasonable Accommodation: Necessary modifications or adjustments shall be provided without imposing disproportionate or undue burden, in line with Section 2(y) of the RPwD Act.
- Accessibility: Our platforms will progressively comply with WCAG 2.1, GIGW, and IS 17802 standards as per SEBI guidelines.

4. Facilities & Support for PwD Clients

- Digital Accessibility: Websites, portals, and mobile applications will incorporate accessibility features (alt text, OCR-based documents, captioned videos, screen-reader compatibility, etc.).
- Alternative Methods: Where digital KYC or onboarding poses barriers, clients may avail assisted methods such as:
 - Human-assisted video KYC
 - Offline/physical KYC with thumb impressions, guardian signatures, or attested copies
 - Telephone No: 022- 66332889 / email ID - jm@jmsl.in / helplines for accessibility support
- Grievance Redressal: Accessibility-related grievances may be raised through our dedicated helpline No: 022- 66332889 / email ID - grievance@jmsl.in / email ID - jm@jmsl.in
Escalations will be addressed by the Nodal Officer within prescribed timelines.

5. Nodal Officer for Accessibility

We have appointed Mr. Chandresh Mahendra Kampani Director, as the Nodal Officer for Digital Accessibility, responsible for:

- Overseeing accessibility audits and remediation,
- Addressing PwD grievances,
- Coordinating staff training and awareness,
- Reporting compliance to SEBI/Exchanges as required.

Contact: Phone: 022-66332889

Email: jm@jmsl.in

6. Training & Awareness

All employees and relevant third-party service providers shall undergo training modules on:

- Inclusive customer service
- Use of assistive tools
- Digital accessibility standards
- Sensitization towards the needs of PwD clients

7. Review & Reporting

- This policy shall be reviewed annually and updated as required.
- Annual compliance reporting will be submitted to the Stock Exchange in line with SEBI requirements.

8. Publication

This policy is published on our website and displayed at our office premises, in accordance with Rule 8 and Rule 15 of the RPwD Rules, 2017.