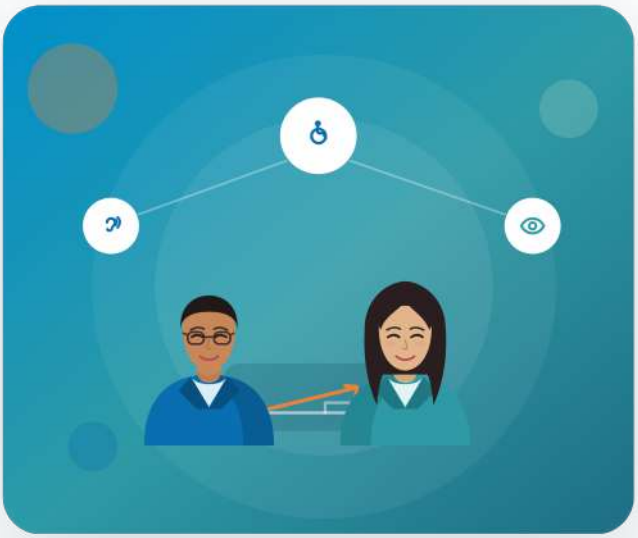
OUR VALUES IN PRACTICE

Disability Inclusion and *Accessibility*

- *Ability recognised, barriers removed*

Inclusion is designed into the workplace, not added as an afterthought. **Access. Support. Respect. Participation.** When avoidable barriers are removed, accessible processes are built in, and reasonable support is offered with dignity, capability is recognised on merit and more people can take part fully and safely.



ACCESS	SUPPORT	RESPECT	PARTICIPATION

Remove the barrier, and capability speaks for itself. Accessibility is simply good workplace design.

QUANTUM SYSTEMS MANAGEMENT PVT. LTD.
www.quantumsystems.in

01 WHAT THIS VALUE MEANS TO US

Designed in, not added on

For us, disability inclusion and accessibility are about design, not goodwill alone. They mean building processes, spaces, and communication so that more people can take part, and removing the avoidable barriers that get in the way of capable people doing good work.

They mean reasonable support offered with dignity, personal needs handled with respect and confidentiality, and individuals listened to rather than assumed about. Above all they mean recognising people for their capability, with accessibility treated as a normal part of responsible workplace design.

02 WHY IT MATTERS IN RESPONSIBLE BUSINESS

Access widens what teams can do

Capable people, fuller teams

When barriers come down, talented people who might otherwise be excluded can contribute fully. Accessible workplaces widen the pool of capability, improve safety for everyone, and make participation real rather than nominal.

A mark of social accountability

Within social and ESG expectations, accessibility shows how seriously an organisation takes fairness and human dignity. Designing for access reduces risk, signals good management, and earns trust with people and partners.

> *Ability recognised, barriers removed*
>
> Accessibility is not a special arrangement. It is thoughtful design that lets capable people take part fully, contribute their best, and be recognised for it.

03 HOW WE EMBED THIS IN PRACTICE

What this looks like in everyday work

Respectful conduct
Behaviour stays professional and non discriminatory, with people recognised for what they bring.

Reasonable support
Where support helps someone do their role well, it is arranged practically and without fuss.

Safe participation
Work activities are set up so everyone can take part safely, with risks thought through in advance.

Inclusive meetings
Meetings, training, and engagement are run so that everyone can follow, contribute, and be heard.

Accessible processes
Communication, tools, and ways of working are designed so more people can take part without friction.

Barrier removal
Avoidable barriers are looked for and removed, because access is part of good workplace design.

Dignity and confidentiality
Personal needs are handled discreetly and respectfully, shared only with those who need to know.

Capability based decisions
People are evaluated on capability and the real requirements of the role, never on assumptions.

04 WHAT WE EXPECT OF ONE ANOTHER

Shared responsibility across our network

Our employees
Treat colleagues as capable equals, offer help respectfully, and raise access barriers when they notice them.

Managers and leadership
Design work to be accessible, arrange reasonable support, and own inclusive practice within their teams.

Our business partners
Uphold accessible, non discriminatory practices in their own operations and in work shared with us.

Clients and collaborators
Engage with us in a manner that respects accessibility and the capability of everyone involved.

05 GOVERNANCE AND ACCOUNTABILITY

Accessibility becomes credible only when it is supported. We hold ourselves to clear conduct standards, accessible processes, working escalation pathways, confidentiality where appropriate, firm non retaliation, fair review of concerns, and leadership responsibility. Where a barrier is found, we remove it.

06 | OUR CLOSING COMMITMENT

Quantum Systems is committed to a workplace where ability is recognised and avoidable barriers are removed. We will keep designing for access, offering support with dignity, and judging people on capability, so that everyone can take part and contribute fully.

Quantum Systems Management Pvt. Ltd.