UBL DISABILITY INCLUSION
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• **December 3\(^{rd}\), 2019**
  - Joined UBDN as founder Member
    - Signed the PROOF OF COMMITMENT TO MAKE 12.4% WORK with Light for the world
    - Signed an MOU with Sight Savers

• **February 2020** –
  - Disability Readiness Checklist
  - Inclusive hiring training or the HR team
  - Inclusive leadership training for our leaders
  - Site Accessibility Audit

**March 2022**
  - Launch of the Work placement program for people with disabilities
UBL Disability Inclusion

**WHAT WE HAVE DONE SO FAR**

1. Commissioning of the site accessibility audit with the aim of assessing our readiness to hire PWDs

2. Facilitation of Disability awareness trainings, sign language training for all staff in Jan and Feb 2022 to equip our staff with skills when working with PWDs

3. Launching in March 2022 the PWD internship program with a cohort of 10 (8 female and 2 male):
   - 6 with physical impairment
   - 2 with hearing impairment
   - 1 little person
   - 1 with a visual impairment

4. Winner of the I&D Award at the annual HR Managers Association Reveal awards

5. Winner of the Employer of the Year Award at the annual employer awards

**WHAT MORE WE HOPE TO DO**

1. Launch of the mentoring program for PWDs

2. Launch of the second cohort of the PWD internship program

3. Closing the infrastructural gaps identified from the site accessibility audit

4. Increase by 1% for permanent staff with disabilities

5. Working with procurement to source from Farmers with disabilities

6. Working with CR to support programs for PWDs through their skills for life programs
PWD Interns – first cohort of 10 interns

Sign Language classes

PWDs Induction and Onboarding

Disability Etiquette Classes
THANK YOU