

## ADANI POWER LIMITED

### Human Rights Policy

#### 1. Introduction

As a responsible coal-based thermal power plant operator, we are committed to upholding and promoting human rights in all aspects of our business. Recognizing the significant impact of our operations on employees, contractors, communities, and the environment, this policy outlines our commitment to conducting business in alignment with internationally recognized human rights standards.

#### 2. Scope

This policy applies to all levels of our organization, including employees, contractors, suppliers, and other business partners. It covers every aspect of our operations, from power generation to supply chain management and community relations.

#### 3. Commitment to International Standards

We are dedicated to respecting the principles enshrined in:

- The Universal Declaration of Human Rights (UDHR)
- The International Labour Organization (ILO) Core Conventions
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Voluntary Principles on Security and Human Rights (VPSHR)

#### 4. Sustainable Development Goals (SDGs):

Our commitment to human rights directly supports several SDGs, especially **3: Good Health and Well-being, SDG 5: Gender Equality's 6: Clean Water and Sanitation, SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities 13: Climate Action and SDG 16: Peace, Justice, and Strong Institutions.**

#### 5. Respect for Fundamental Human Rights

We commit to:

- **Non-Discrimination (SDG 5, SDG 10):** Ensuring a workplace free from discrimination based on race, gender, religion, age, disability, sexual orientation, or any other status, and promoting diversity and inclusion.
- **Freedom of Association and Collective Bargaining Rights (SDG 8):** Respecting employees' rights to form and join trade unions, engage in collective bargaining, and participate in decision-making processes.
- **Prohibition of Forced and Child Labor, Human Trafficking (SDG 8):** Strictly prohibiting all forms of forced labor, child labor, and human trafficking in our operations and supply chain.
- **Safe and Healthy Working Conditions (SDG 3, SDG 8):** Providing a safe and healthy working environment, with continuous improvement in occupational health and safety standards and practices.

- **Fair and Equal Remuneration (SDG5):** Providing the employees fair and equal remuneration solely on the basis of their performance, free from any biases on the basis of gender, age, ethnicity, and other aspects.

### 6. Human Rights Due Diligence (HRDD)

We commit to ethical principles and human rights due diligence:

- **Identify, assess, and manage human rights impacts (SDG 16):** Focusing on issues related to forced labour, child labour, human trafficking, freedom of association, collective bargaining rights, fair remuneration, discrimination, harassment, working conditions, and safety, across our own business operations, primary supply chain, and in new business relations.
- **Engage with stakeholders (SDG 16):** Including employees, women, children, indigenous people, migrant workers, local communities, and relevant community groups to understand and address their concerns.
- **Regularly review and update risk assessments (SDG 8, SDG 16):** To reflect the dynamic nature of our operations and global best practices.

### 7. Community Engagement and Broad-Based Support

Recognizing the potential impact of our operations on local communities, we are committed to:

- **Free, Prior, and Informed Consent (FPIC) (SDG 16):** Ensuring meaningful consultation and consent from Indigenous Peoples and other affected communities before initiating projects that may impact their lands or resources.
- **Community Development (SDG 1, SDG 8, SDG 10):** Supporting sustainable community development initiatives that enhance the social and economic well-being of the communities where we operate. This includes investments in local infrastructure, healthcare, education, and livelihood programs that align with community needs and priorities.
- **Broad-Based Community Support (SDG 11):** Fostering inclusive and participatory community engagement to build trust, ensure that our projects benefit local populations, and mitigate potential negative impacts.
- **Environmental Stewardship (SDG 6, SDG 13):** Committing to responsible resource management, minimizing emissions, managing waste effectively, and investing in cleaner technologies to reduce environmental impacts.

### 8. Corporate Responsibility Initiatives

As part of our broader corporate responsibility, we commit to:

- **Education and Skill Development (SDG 4, SDG 8):** Implementing programs that enhance education and vocational training opportunities for local communities, particularly for youth and marginalized groups.
- **Health and Well-being Programs (SDG 3):** Supporting health initiatives, including access to clean water, sanitation, and healthcare services, to improve the well-being of our employees and surrounding communities.

- **Economic Empowerment (SDG 8):** Promoting economic growth by supporting local businesses, creating jobs, and ensuring fair wages and working conditions.
- **Sustainable Practices (SDG 12, SDG 13):** Integrating sustainable practices into our operations, reducing our carbon footprint, and supporting global climate action efforts.

### 9. Grievance Mechanism

We provide accessible and confidential grievance mechanisms for all stakeholders to raise concerns about human rights impacts related to our operations. This includes:

- **Internal Reporting Channels (SDG 16):** Clear and confidential processes for employees and contractors to report human rights concerns without fear of retaliation.
- **Community Feedback Mechanisms (SDG 16):** Transparent channels for local communities and other stakeholders to voice concerns, with a commitment to timely and fair resolution.

### 10. Training and Capacity Building

We will conduct regular training programs to:

- **Ensure understanding of human rights (SDG 4, SDG 8):** Helping employees, contractors, and suppliers understand their roles in upholding human rights.
- **Raise awareness of potential human rights risks (SDG 4, SDG 16):** And how to address them effectively.
- **Foster a culture of respect for human rights (SDG 5, SDG 10, SDG 16):** Throughout our operations.

### 11. Monitoring and Reporting

We are committed to:

- **Regularly monitoring human rights performance (SDG 16):** Through internal audits, external assessments, and stakeholder feedback.
- **Publicly reporting on human rights initiatives (SDG 12, SDG 16):** Including impacts and progress in our sustainability reports and other relevant platforms.
- **Continuous improvement (SDG 8):** Based on monitoring results and evolving global standards.

### 12. Governance and Accountability

We will ensure robust governance structures to uphold this policy:

- **Board-Level Oversight (SDG 16):** Our Board of Directors will oversee the implementation and effectiveness of our human rights policy.
- **Dedicated Human Rights Officer (SDG 16):** A senior executive will be designated as the Human Rights Officer, responsible for policy compliance, risk management, and coordination of human rights initiatives across the organization.

### 13. Remediation and Corrective Actions

In case of any human rights violations linked to our operations, we are committed to:

- **Providing effective remediation (SDG 16):** To affected individuals or communities, including compensation and other appropriate remedies.

- **Implementing corrective actions (SDG 16):** To prevent recurrence, learning from incidents, and improving our policies and practices.
- **Collaborating with relevant authorities and stakeholders (SDG 17):** To address and remediate human rights impacts.

#### **14. Continuous Improvement**

We are committed to continuous improvement of our human rights practices. This includes regularly reviewing and updating our policy to reflect evolving international standards, stakeholder expectations, and industry best practices, aligned with relevant SDGs.

#### **15. Communication**

This policy will be communicated to all employees, contractors, suppliers, and stakeholders. It will be made publicly available on our company website and through other appropriate communication channels, contributing to transparency and accountability (SDG 16).

#### **Conclusion**

Our commitment to human rights is integral to our operations and our contribution to the SDGs. Through broad-based community support, corporate responsibility initiatives, and adherence to this policy, we aim to protect and promote the rights of all individuals and communities affected by our operations, contributing to a more just, inclusive, and sustainable society.

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