	Business Specific HR Policy and Procedures	Document:	APL/HR/ESG/23-24/1
		Issue Date:	16.05.2023
		Effective from:	16.05.2023
		Version:	01
Title: Diversity, Equity & Inclusion Policy of Adani Power Limited			

Statement of Intent/ Purpose:

Adani Power Limited (APL) is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

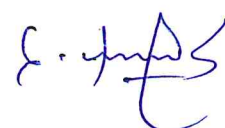
APL recognizes and promotes diversity as an important competitive advantage and equity and inclusion as human capital management model. APL takes pride in being an equal opportunity employer. We embrace and encourage our employees' differences in age, disability, family or marital status, gender identity or expression, sexual orientation, native language, place of origin, political affiliation, race, religion, socio-economic status, veteran status, and other characteristics that make our employees unique.

Scope:

APL's initiatives related to this policy are applicable but not limited to our practices and processes for human capital recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment.

Principles:

- Promoting a culture of respectful communication and cooperation between all employees through demonstrative leadership, regular training & due recognition of the best practices and attitudes.
- Making sure the observance of equal opportunities at all levels and stages of employment starting from recruitment to retirement as well as encouraging balance between genders and supporting the full development and enhancement of all the individual employees.
- Encouraging teamwork and employee participation, permitting the representation of all groups and employee perspectives. Promoting the use of objective criteria for recognition of personal skill and professional merit that ensures equity.
- Absence of any kind of discrimination in work environment based on age, gender, place of origin, marital status, disability, sensitive medical condition, sexual orientation, race, colour, religion, political opinion or any such condition.
- Ensuring that processes related to selection, performance, remuneration & benefits, training, promotion, and other professional development practices are based on objective criteria related to merit & the recognition of one's aptitude & achievement

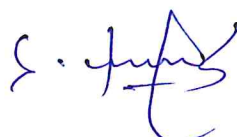


of objectives.

- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

Policy Control Mechanisms

- **Identification and assessment of risks** – APL identifies and periodically assesses real or potential risks in relation to the principles of diversity, equity, and inclusion, and establishes an internal control system to prevent and mitigate. If real or potential adverse effects to these principles materialize, APL undertakes to take the necessary measures to stop and mitigate any lingering impact to the possible extent. The company maintains continuous & open dialogue with its stakeholders to identify real or potential risks and predict future impacts.
- **Mechanisms for reporting** –
 - A. APL provides its stakeholders with specific channels for reporting in order to record, identify and respond to violations of human rights and discriminatory practices. These channels are reliable and confidential, offer adequate protection from possible retaliatory measures, are culturally appropriate, are accessible in physical and linguistic terms, and are transparent.
 - B. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from Manager or an HR representative.
- **Remediation** – APL undertakes to establish legitimate and effective mechanisms for remediating all the possible adverse impacts.
- **Supervision and collaboration with the authorities** – APL controls and rectifies any abuse committed to the detriment of the principles of diversity, equity, and inclusion. If necessary, it forwards the matter to the appropriate authority, with which it collaborates to the necessary extent.
- **Transparency and accountability** – APL assume responsibilities to provide adequate and truthful information on the principles outlined in this policy.
- **Monitoring and continuous improvement** – APL undertakes to periodically review its internal processes, define representative objectives on diversity, equity and inclusion, and establish accountability and progress monitoring mechanisms for set targets. APL is continuously developing tools and resources to carry out the monitoring, as well as an organizational structure responsible for achieving these objectives, which is responsible for implementing, reviewing, and supervising compliance with this policy.
- **To ensure that we create and maintain an inclusive environment, we will;**
 1. Provide diversity and inclusion training to all employees to raise awareness of unconscious biases.
 2. Foster an inclusive culture where all employees feel empowered to share their ideas and opinions without fear of discrimination or retaliation.



3. Make every effort to promote diversity at all levels of the organization and strive for equitable representation across all teams.
4. Implement systems to track and report on progress towards meeting our diversity and inclusion goals and regularly communicate this progress to all employees.
5. Provide ongoing support and programs that support the growth and development of all employees, regardless of their background or identity.

Ultimately, we believe that embracing diversity, equity, and inclusion will not only make our workplace more welcoming and supportive, but will also drive our success as a company.

Right to terminate or Amend this Policy:

The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with the prevailing law of the land.



S. B. Khyalia
Chief Executive Officer

Ahmedabad: 16.05.2023