

At Adani Energy Solutions Limited [AESL], we believe that diversity, equity, and inclusion are not just values we uphold, but principles that drive our success. We are committed to building a workplace that respects, celebrates, and values the unique backgrounds, perspectives, and talents of all our employees.

As a responsible and forward-thinking organization this DE&I Policy outlines our:

- commitment to creating an inclusive environment and promoting diversity in every aspect of our operations.
- dedication to creating a workplace where every employee feels valued, empowered, and has equal opportunities for success.

### **Policy Statement:**

#### **Equal Opportunity Employment:**

- AESL is an equal opportunity employer. We do not discriminate against our employees based on race, color, cultures, religion, gender, gender identity or expression, sexual orientation, ethnicities or national origin, nationality, abilities, age, remuneration aspects or any other protected status.

#### **Diverse Workforce:**

- We are dedicated to building a diverse workforce that reflects the rich diversity of India and our global society.
- We actively seek to recruit, develop, and retain employees from various backgrounds, and communities.

#### **Inclusive Culture:**

- We foster an inclusive culture where every employee feels valued, respected, and included.
- We promote open communication, collaboration, and mutual respect among all employees.

#### **Diversity Training and Education:**

- To promote cultural awareness and sensitivity, we provide diversity, equity, non-discrimination, anti-harassment in the workplace and inclusion training to all employees, helping them better understand and respect each other's differences and develop cultural competency.
- We encourage employees to participate in diversity-related programs and activities.

#### **Promotion of Equal Opportunities:**

- We ensure that all recruitment, promotion, and development processes are fair and free from bias.
- We promote career growth, advancement, and development based on merit and skills, regardless of an individual's background or identity.

#### **Accessibility:**

- We are committed to making our workplace accessible to employees with disabilities.
- We provide reasonable accommodation to ensure that all employees can perform their job functions effectively.

#### **Supplier and Contractor Diversity:**

- We encourage diversity and inclusion within our value chain.
- We seek to engage suppliers, vendors and contractors who share our commitment to diversity and inclusion.

**Reporting mechanisms:**

- We have established a single point person/channel in the form of a "Vigilance and Ethics Officer" to accept reports of violations and route them to the appropriate parties for investigation.

*Where "Vigilance and Ethics Officer" means an officer appointed to receive protected disclosures from whistle blowers, maintaining records thereof, placing the same before the Audit Committee for its disposal and informing the Whistle Blower the result thereof.*

- We promote an open-door policy that encourages employees to go to their managers or Business unit HR with concern.
- We also have an anonymous reporting mechanism in form of [whistleblower@adani.com](mailto:whistleblower@adani.com) for employees who don't feel comfortable speaking about these matters in a face-to-face conversation.

**Consequence mechanism:**

- We have a **zero-tolerance policy** for discrimination, harassment, and or retaliation of any kind.
- Discrimination or harassment based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or any other protected status is strictly prohibited.
- Employees who experience or witness such behavior are encouraged to report it promptly, and appropriate action will be taken.

**Role & Responsibilities:**

- **Leadership:** The leadership team at Adani Energy Solutions Limited is responsible for setting an example and actively promoting diversity and inclusion throughout the organization.
- **Managers and Supervisors:** Managers and supervisors play a crucial role in implementing this policy within their teams and ensuring equitable treatment.
- **Employees:** Every employee is expected to support and uphold the principles of this policy and actively contribute to creating an inclusive workplace.

**Review and Accountability:**

- This policy will be reviewed periodically to ensure its effectiveness and relevance.
- Adani Energy Solutions Limited will hold individuals accountable for any violations of this policy, and appropriate disciplinary action will be taken.

This policy is endorsed by the Board of Directors of AESL and will be communicated to all employees, stakeholders, and made publicly available on our website.

Adani Energy Solutions Limited is committed to fostering an inclusive and diverse workplace where everyone can thrive and contribute to our success. We believe that our diverse, equity, and inclusive culture is a source of strength and innovation, and we are dedicated to continually improving our diversity, equity, and inclusion initiatives.