



**ADANI ENERGY SOLUTION LIMITED**  
**AFFIRMATIVE ACTION POLICY**

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### **1. PREAMBLE**

To provide equal employment opportunity to all qualified persons and to prohibit discrimination in employment on the basis of race, color, national origin, sex, marital status, family relationship, sexual orientation, age, pregnancy, mental or physical disability, religion, or veteran status, expunged juvenile record, parental or family medical leave, application for Workers Compensation, whistle blowing, association with a member of a protected class, and all other federal, state and local protected classes.

### **2. SCOPE**

The policies below apply to all employment actions including but not limited to recruitment, appointment, reappointment, promotion, demotion, transfer, termination, compensation, benefits, layoff, and training. Furthermore, the subsequent policies apply to all executive, academic, administrative employees and to full-time, part-time, temporary, probationary, interim, and contracted employees as well as those with appointments in self support programs.

### **3. POLICY**

The policies comprises the following guiding principles:

1. The Company affirms the recognition that its competitiveness is interlinked with the well being of all sections of the Indian society.
2. The Company believes that equal opportunity in employment for all sections of society is a component of its growth and competitiveness. It further believes that inclusive growth is a component of growth and development of the country
3. All Company policies and practices will expressly conform to the prohibition against discrimination.
4. All employees will be assured equal access to training programs, and not discriminate against members of protected groups.

## AFFIRMATIVE ACTION POLICY

5. All regulations and practices relating to employment actions, such as promotion, termination, layoff, demotion, advancement and reappointment, shall be equally applied and non-discriminatory.
6. All job requirements, selection criteria, and employment decisions shall be directly job-related and essential in nature to the job and/or necessary for business operations.
7. Seniority is based solely on the position and time employed in the position, where it can legitimately be applied.
8. The Company has / will have an employment policy that is in the public domain. It may place such policies and employment opportunities on its website to encourage applications from socially disadvantaged sections of society.
9. Adani Energy Solutions will share Affirmative Action updates, learning and experiences with Key stakeholders.
10. Adani Energy Solutions will follow positive discrimination during employment opportunities for disadvantaged sections of society.

### 4. POLICY REVIEW

This policy shall be reviewed from time to time so that the policy remains compliant with applicable legal requirements.

### 5. DISCLOSURES

The updated policy shall be continuously hosted on the website of the Company.