

# ADANI ENERGY SOLUTIONS LIMITED

(formerly known as Adani Transmission Limited)

<b>Document Title</b>	<b>Human Rights Policy</b>
Document Type	Policy
URL/Location	<a href="https://www.adanienergysolutions.com/-/media/Project/Transmission/Investor/documents/Policies/Human-Rights-Policy.pdf">https://www.adanienergysolutions.com/-/media/Project/Transmission/Investor/documents/Policies/Human-Rights-Policy.pdf</a>
Language in which the document is written	English
Relevant keywords to facilitate search and classification	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Operational Practices</li> <li>• Risk Assessment</li> <li>• Due Diligence</li> <li>• Stakeholder Engagement</li> <li>• Risk Mitigation</li> <li>• Accountability</li> <li>• Diversity and Inclusion</li> <li>• Equal Pay</li> <li>• Non-Discrimination</li> <li>• Forced Labour</li> <li>• Child Labour</li> <li>• Collective Bargaining</li> <li>• Labour Rights</li> <li>• Suppliers</li> <li>• Partners</li> <li>• Training</li> <li>• Monitoring</li> <li>• Remediation</li> <li>• Compensation</li> <li>• Grievance Mechanism</li> <li>• Compliance</li> </ul>

# Human Rights Policy

Adani Energy Solutions Limited [AESL] is committed to upholding fundamental human rights in line with the legitimate role of the business. Our approach includes adherence to corporate business policies and compliance with applicable laws including internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organization [ILO] declaration on Fundamental Principles and Right at Work.

The Policy on Human Rights draws its inspiration from the following standards and frameworks:

- The Universal Declaration of Human Rights
- Social Accountability 8000 (SA8000) Standard
- The 2 main Covenants (Civil and Political Rights; Economic, Social and Cultural Rights)
- International Treaties and Conventions related to Human Rights
- OECD-Due Diligence Guidance for Responsible Business Conduct

## Policy Coverage

**Rights at different Levels:** Individual Rights such as the Right to Life and Liberty, Individual Rights towards the Community; Social, Economic and Cultural Rights, etc.

**Freedoms:** such as the Freedom of Speech and Religion; Freedom from Fear and Want

- **Requirements for Our Own Operations:**

AESL is committed to ensuring that all our employees, direct activities, products, and services adhere to our human rights standards. This involves educating, developing, training, monitoring, and continuous improvement to uphold our human rights standards.

- **Requirements for Our Suppliers and Partners:**

AESL requires its suppliers and partners to comply with our human rights policy and conduct regular assessments to ensure compliance. This includes conducting due diligence to ensure compliance and taking necessary actions if violations are identified. Our commitment extends to building long-term partnerships based on mutual respect for human rights.

## Applicability:

All stakeholders include employees, associates, customers, vendors, contractors, consultants, JV Partners where AESL has management control, etc.

## Commitment Statement

AESL pledges to respect human rights in accordance with internationally accepted standards. There may be reasonable restrictions imposed on the Rights and Freedoms through stated policies and a Governance framework.

- AESL will not engage in or support **human trafficking** in any form.
- AESL is committed to eliminating all forms of **forced and compulsory labour**.
- AESL will actively work and advocate to prevent **child labour** within our operations and supply chains.

# Human Rights Policy

- AESL will respect the rights of our employees to **freely associate**.
- AESL recognizes, respects and supports the **right to collective bargaining** for our employees.
- AESL ensures **equal pay for equal work**, irrespective of gender or other protected characteristics.
- AESL is committed to preventing **discrimination and harassment** in all forms within our operations and business relationships.
- AESL upholds and promotes **other human rights** as outlined in international standards and frameworks.

## Operational Requirements

### Human Rights Due Diligence Process

AESL is committed to having a robust Human Rights Due Diligence Process to proactively and systematically identify potential human rights impacts:

- AESL will regularly assess, and review risks related to human rights within our operation control.
- AESL will evaluate risks in our value chain and other business activities to prevent human rights violations.
- AESL will conduct thorough due diligence for new business relations, including mergers, acquisitions, and joint ventures, to identify and mitigate potential human rights impacts.
- AESL will perform Systematic periodic reviews of our risk mapping to ensure up-to-date identification and management of potential issues.

### Understanding and Addressing Human Rights Issues

AESL acknowledges that understanding human rights issues is essential for identifying, preventing, mitigating, and addressing adverse impacts. Integrating human rights considerations into business decision-making and risk management systems is a priority and hence AESL will be:

- Training employees and partners in human rights issues and policy.
- Embedding human rights considerations in corporate governance and operational practices.
- Monitoring and reporting on our human rights performance and progress.
- Taking prompt and effective actions to address identified potential human rights violations.
- Regularly reviewing and improving our human rights policies and practices.

### Mitigation and Remediation Measures

AESL is committed to mitigating and remediating negative impacts of human rights risks by maintaining:

- established **accessible and confidential channels** for employees, partners, and stakeholders to report human rights complaints and or grievances.

## Human Rights Policy

- Implemented **fair and transparent resolution process** that ensures complaints and or grievances are addressed promptly and effectively.
- Provide **support systems** for affected parties, including counseling, legal assistance, and compensation where appropriate.

### Stakeholders: Roles and Responsibilities

By clearly defining and communicating these roles and responsibilities, AESL seeks to cultivate a shared commitment among all stakeholders to respect, protect, and advance human rights throughout its operations and value chain.

- ❑ **Leadership:** The leadership team at AESL is responsible for setting an example and actively promoting diversity and inclusion throughout the organization value chain.
- ❑ **Managers and Supervisors:** Managers and supervisors play a crucial role in implementing this policy within their teams and ensuring equitable treatment. Fostering open communication channels, providing resources for capacity-building, and ensuring that grievance redressal mechanisms are accessible and effective for all parties.
- ❑ **Employees:** All employees, whether on roll or off roll, are expected to champion the principles of human rights, diversity, and inclusion. Their responsibilities include treating colleagues with respect, reporting any violations or concerns, and participating in training and awareness initiatives that reinforce the company's values. Employees should also collaborate to build a supportive work environment where everyone feels valued and empowered.
- ❑ **Partners:** Business partners, suppliers, and contractors must align their practices with AESL's human rights policy. This includes maintaining ethical labor standards, preventing discrimination, and ensuring safe and fair working conditions. Partners are responsible for transparently communicating their compliance efforts and collaborating with AESL to address any concerns or incidents efficiently.
- ❑ **Wider Community:** The broader community, including local residents, advocacy groups, and civil society organizations, plays a vital role in upholding human rights standards. They are encouraged to engage with AESL, provide feedback, and participate in dialogue that fosters mutual understanding and accountability. The community can also help identify potential impacts and contribute to the development of sustainable and equitable solutions.

### 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](#).