



HPL ELECTRIC & POWER LTD

DIVERSITY, EQUITY AND INCLUSION POLICY

OBJECTIVE

HPL is dedicated to promoting diversity and inclusion both within the organization and across the communities we engage with. Our goal is to achieve gender parity at all levels, beginning with our Board. This diversity policy will define, strategize, and guide our efforts, setting a clear roadmap to bridge existing gaps and achieve our diversity objectives. It is a forward-looking policy that envisions a diverse and inclusive culture across all facets of our business.

DEFINITION FOR DIVERSITY, EQUITY, AND INCLUSION (DEI)

HPL is an equal-opportunity employer, committed to ensuring no discrimination based on age, gender, sexual orientation, physical or mental disabilities, family status, religious beliefs, region, ethnicity, political beliefs, perspective, experience, or any other attributes protected by law. We recognize and value the uniqueness of each individual, fostering an environment where everyone feels respected, included, safe, and engaged as we embrace and integrate diverse perspectives.

SCOPE & APPLICABILITY

At HPL, we recognize that achieving and maintaining a D&I-driven environment requires a balanced and collective effort throughout the organization. Additionally, collaboration with key stakeholders such as communities, governments, and special interest groups is essential to advancing our D&I agenda. Diversity and inclusion at HPL are endorsed by the highest levels of leadership, including the Management Committee and Board, and applies to all employees and business partners. This umbrella policy includes the following key components:

- Equal Employment Opportunity for Persons with Disabilities
- Framework for Inclusion of the LGBTQ+ Community

INCLUSION IN ACTION

Our initiatives and programs help employees become more aware of their biases so they can demonstrate inclusive behaviour. Inclusive strategies are followed throughout the employee lifecycle (hiring, training, career development, rewards and recognition, compensation & benefits, etc.) and drive enhanced employee experiences.

- **Policies and procedures**
HPL's people policies and processes emphasize fairness, equity, and inclusivity, fostering a balanced and diverse workforce. Our policies provide specific benefits and support for historically underrepresented groups to ensure non-discrimination. All policies are aligned with statutory requirements.
- **Communication and Awareness**
We actively communicate our DEI philosophy to employees through leadership team meetings, awareness campaigns, and blogs. Our communications are designed to be inclusive and accessible to all.
- **Equal Employment Opportunity**
We are an equal-opportunity employer, committed to merit-based decisions in hiring, compensation, training, promotions, and retirement. We strictly prohibit discrimination based on ethnicity, race, caste, religion, disability, gender, age, sexual orientation, marital status, or any other legally protected characteristic. This commitment extends to all employees, managers, and third parties, ensuring a discrimination-free workplace.
- **LGBTQ+ Inclusion**
HPL is committed to maintaining a workplace free from all forms of harassment, including sexual harassment, and discrimination based on sexual orientation, gender identity, race, gender, age, disability, or any legally protected characteristic. This policy applies to all employees and third parties and enforces a zero-tolerance approach to any prohibited behaviour, ensuring a safe and inclusive environment for all, including LGBTQ+ individuals.

- **Grievance Redressal**

Our grievance redressal system allows employees, vendors, and other stakeholders to report issues, including harassment, discrimination, or unfair practices. The framework ensures confidentiality and objective evaluation, with disciplinary actions taken as necessary. Complaints related to sexual harassment are addressed under HPL's POSH framework. Any aggrieved employee can raise their concerns/grievance arising out of this policy directly to the Chairperson of the Posh Committee.

- **Protection Against Retaliation**

HPL strictly prohibits retaliation against anyone reporting harassment, discrimination, or participating in related investigations. Complaints of retaliation are thoroughly investigated, and appropriate disciplinary action is taken to ensure a safe and supportive workplace.

RESPONSIBILITY & REVIEW

Our Chairman of the Board will be accountable for controlling and setting the policy. The Board Executive committee will review this policy annually and recommend appropriate revisions to the Board as may deem necessary.

Approved and Adopted: Date

Signing Authority (Name & Designation)