



HPL ELECTRIC & POWER LTD

Human Rights Policy

OBJECTIVE

HPL is dedicated to upholding, safeguarding, and advancing human rights throughout its business operations and value chain. This Human Rights Policy, endorsed by the Board of Directors, reflects HPL's commitment to ethical practices and socially responsible behaviour in line with its core values and principles. The company also ensures adherence to all applicable local and international human rights laws. This policy is designed to:

- Uphold human dignity and rights through ethical practices
- Ensure all employees are treated with fairness and respect
- Promote an inclusive, non-discriminatory workplace that offers equal opportunities for all
- Foster awareness and realization of human rights across its value chain
- Assign accountability for addressing human rights impacts to the appropriate level and function within the business

SCOPE & APPLICABILITY

This policy applies to all HPL operations and extends to employees, suppliers, contractors, and other business associates & stakeholders. HPL strives to respect the economic, social, cultural, political, and civil rights of individuals who are impacted by or involved in its operations.

KEY AREAS OF FOCUS

AWARENESS AND TRAINING

HPL undertakes to make its employees aware of the human rights content of the Constitution of India, relevant national laws, and policies, as well as their application to businesses. Training programs are aligned with the principles outlined in the United Nations Guiding Principles on Business and Human Rights to promote awareness and understanding. This initiative extends across HPL's value chain to build a culture of respect for human rights.

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITY

HPL is committed to creating a workplace that is free from discrimination and harassment based on race, colour, religion, gender, sexual orientation, gender identity, disability, age, or any other status protected by law. HPL prohibits all forms of discrimination and strives to foster a culture of inclusion and diversity. Every employee is entitled to work in an environment that is respectful and supportive.

PEOPLE WITH DISABILITIES (PWD)

As an equal opportunity employer, we are open to employing people with all types of disabilities. However, going by the nature of jobs and considering the process and safety hazards in a manufacturing setup, and looking at the preparedness of the organization, we will consider following physical disabilities:

- Locomotor disability (Upper & Lower limb)
- Visual disability
- Hearing disability

RESPECT FOR VULNERABLE GROUPS

HPL is committed to fostering an inclusive and diverse work environment where all employees are treated with dignity and respect. Discrimination based on sexual orientation, gender identity, or disability will not be tolerated, and HPL will take steps to ensure that reasonable accommodations are provided to all employees as needed.

CHILD LABOUR AND FORCED LABOUR

HPL strictly prohibits the use of child labour, forced labour, and human trafficking within its operations and supply chain. The company ensures that all employment is voluntary and conducted under lawful terms. HPL's management will take appropriate steps to prevent any form of modern slavery and will provide clear channels for reporting any incidents of forced or child labour.

FREEDOM OF ASSOCIATION

HPL recognizes and respects the right of employees to freely join, form, or refrain from joining labour unions without fear of retaliation, intimidation, or harassment. We are committed to engaging in constructive dialogues with union representatives and complying with local laws related to collective bargaining.

SAFE AND HEALTHY WORK ENVIRONMENT

The health and safety of HPL employees is of paramount importance. We provide a safe and healthy working environment, with robust measures to protect against accidents and injuries. In cases where accommodation or food is provided, it is ensured to be safe, hygienic, and well-maintained.

FAIR WAGES AND WORKING HOURS

HPL ensures that employees are compensated fairly, with wages that meet or exceed local legal minimums, and comply with applicable laws regarding overtime and benefits. We promote fair working hours, with policies in place to prevent excessive hours that could lead to inhumane working conditions. Flexible working arrangements are available to help employees balance their work and personal responsibilities.

NO HARSH OR INHUMANE TREATMENT

HPL prohibits any form of physical abuse, mental harassment, or threat of such treatment within its operations. All employees are entitled to work in an environment free from bullying, humiliation, and violence.

GRIEVANCE MECHANISM

HPL provides accessible and confidential channels for employees and stakeholders to report any human rights violations. We are committed to investigating all concerns thoroughly and taking corrective actions where necessary. Additionally, HPL ensures that all individuals and groups whose human rights are impacted by its operations have access to grievance redressal mechanisms.

RESPONSIBILITY & REVIEW

Approved by the Board of Directors of HPL, the policy will be shared with employees, stakeholders, and made accessible on our website. HPL reserves the right to vary and/or amend the terms of this Policy from time to time.

Approved and Adopted: Date

Signing Authority (Name & Designation)