


**ADANI TRANSMISSION LIMITED**  
**POLICY ON HUMAN RIGHTS**

	HR Policy Procedures	Document:	HRP-HR
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<b>Title: Group Policy on Human Rights</b>			

## Background

Adani Group is committed to upholding of fundamental human rights in line with the legitimate role of business. Our approach includes adherence to corporate business policies and compliance with applicable laws including internationally recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's declaration on Fundamental Principles and Rights at Work.

**We provide equal opportunities to all our employees and to all eligible applicants for employment in our company. We do not unfairly discriminate on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law."**

## Purpose/Objectives

To provide guidelines for common understanding and ensure adherence to the same.

## Scope

This policy applies to all direct employees, consultants (including fixed term appointees), associates, trainees, suppliers, vendors etc in all companies/businesses of the Group.

## The following guidelines shall be observed by the group in its business processes:

- i. Conduct business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- ii. Recognize our responsibility to respect human rights and avoid complicity in human rights abuses.
- iii. Treat everyone who works for Adani Group fairly and without discrimination. Employees, agency staff, vendors, customers and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- iv. Respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them.
- v. The Group will, within its sphere of influence, promote the awareness and realization of human rights across our value chain.
- vi. Ensure compliance and adherence to all the applicable human rights laws and national laws. The Group's policies strive to percolate these values at all levels in the organization.



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