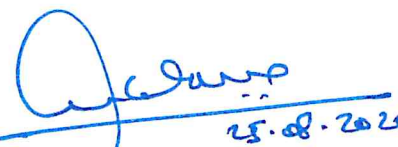


SOCIAL ACCOUNTABILITY POLICY

We at **ADANI TRANSMISSION LIMITED**, engaged in engineering, procurement, project management, construction and operation & maintenance of sub stations & transmission lines and associated infrastructure are committed to Protection of Human rights across all our facilities and operations. We will ensure that Policies and procedures are evolved in a manner to assure protection of human dignity. Our human resource and contractor and supply chain management policies are formulated in manner to honour fundamental rights bestowed by the constitution of India, commitments of International Labour Organization (ILO) Conventions ratified by India, Applicable national and provincial statutory and regulatory requirements for employee engagement and work place management, requirements stipulated by International standard for Social Accountability Management systems (SA 8000) and other codes of conduct and National and International instruments relevant for our business operations. Our commitment shall be demonstrated through the following actions:

- Our policies remain reliable, responsive, transparent and accessible to all the employees
- Workplace organization would ensure protection against imminent Life and fire safety threats while providing access to clean and hygienic facilities and offer freedom to remove themselves from exposure to hazards and report to unsafe conditions without any fear of retribution.
- Constitution of a Social performance team comprising of members of the Management and workers to assess risks, monitor review, report on the performance and provide feedback to the Management on improvements needed to enhance the effectiveness of Social Accountability Management systems.
- Effective communication arrangements on the Company policies, requirements of the standard and associated statutory and regulatory requirements among employees and contractors on site.
- Deployment of an effective Complaints Management systems to receive, respond, investigate, and report on complaints in a confidential, unbiased and non-retaliatory manner.
- Stakeholder engagement to attain a sustainable compliance and offer seamless cooperation for external verification.
- Training and capacity building to cover all the levels of the organization in an effective manner
- Due diligence and effective supplier and contractor control processes.

Date: 01.04.2020



25.08.2020

Anil Sardana
Managing Director & CEO