

1 HUMAN RIGHTS POLICY

1.0 INTRODUCTION

Respect for dignity and potential of individuals is one of the core values of POWERGRID. We believe that growth and success of business multiplies when human rights and values are respected and protected. This policy is intended to express & institutionalize POWERGRID's commitment to embrace practices that support human rights in every geography where it operates. Through this policy, we strive to undertake measures to promote recognition and observance of Human rights by our stakeholders.

Human Rights policy of POWERGRID applies to all employees of POWERGRID and its subsidiaries. Our Policy aims at:

- a. Preserving the social and economic dignity and freedom of employees, irrespective of gender/ race/ social or economic status / religion.
- b. Respecting and promoting our commitment to the human rights and labour standards, in accordance with the provisions under the Constitution of India, laws of the land and internationally recognized human rights to which India is a signatory.

2.0 OUR POLICY

POWERGRID believes in equal opportunity to all people, irrespective of their gender, caste, creed or religion, including in matters of employment adhering to the guidelines for representation of marginalized/ deprived sections of the society and differently abled in Talent Acquisition. Further, we will have zero tolerance to harassment and discrimination in payment of compensation/ wages based on gender, caste, creed or religion.

POWERGRID respects freedom of opinion, expression and association. It doesn't prevent its Employees from forming & becoming members of associations/ unions. We believe in not barring our employees from rights to freedom of movement, to residence within India, to marry, to found a family, to own property and to exercise their franchise in elections or to publish their literary, artistic or scientific contribution in press, radio or television.

POWERGRID has a Conduct Discipline and Appeal rules, which provide the procedure for enquiry proceedings based on principle of natural justice, and also asserts the right of employees to appeal against any penalty imposed. POWERGRID also has various Codes of Conduct to prescribe standards of integrity and conduct that apply to the Board, Senior management and all the employees of the Company.

¹ Cir No. 564/2022 dated 13.04.2023

POWERGRID is committed to protect the right to privacy of its employees and other stake holders. POWERGRID would not disclose personal information/data to third parties, without their consent, unless required by law/ Statutory Authorities etc., to do so.

Effective resolution of grievances through Grievance Redressal Mechanism for employees and timely action for resolution of public grievances are of utmost importance to POWERGRID.

We recognize that we are part of the communities in which we operate and shall emphasize on the overall development of areas and communities around our establishments.

We expect all our contractors to adhere to the Human Rights policy and adopt similar policy and practices in their own organization including complying with applicable laws and regulations of the land.

3.0 TRAINING ON HUMAN RIGHTS:

POWERGRID shall sensitize its employees, contractor's personnel from time to time on Human Rights and shall continue to strive to create an atmosphere congenial for industrial harmony and growth.

4.0 IMPLEMENTATION:

This policy shall be available on the HR Policy portal on INTRANET and shall also be available on POWERGRID website. Compliance will be ensured at the Offices/ Projects/ Stations/ Regions by the respective heads and at the Corporate Centre by ED (HR). ED (HR) shall be responsible for overall implementation of the Policy in the Company and Corporate HR department shall monitor its implementation.

The nodal officer for receipt of complaints/ grievances regarding Human Rights violation shall be the Executive Director (HR). Upon receipt of such complaint, the same shall be suitably looked into, and necessary remedial action shall be taken in case of any violation.

5.0 REPORTING & REVIEW:

The reporting in respect of the Human Rights policy shall be done under the Business Responsibility & Sustainability Report (BRSR). The Human Rights policy shall be suitably reviewed at regular intervals based on inputs received from the relevant stakeholders or changes in any concerning rules/ regulations.

CMD is empowered & authorised to interpret, clarify, revise, amend/modify or discontinue any or all the provisions of this Policy.
