

Equal Opportunity Policy

Hindustan Powerprojects Group including all its subsidiary, affiliate and or other entities, group companies is committed to providing equal opportunities in employment & growth at the work place wherein all employees are treated with respect & dignity and to create an inclusive work environment without there being any type of discrimination.

Guiding Principles:

1. Treat everyone with respect and dignity. This includes all employees (fixed term/permanent/temporary), trainees, consultants, advisors, retainers, contractors and their employees, vendors, suppliers, clients and their representatives, people in the communities in which we operate and anyone with whom we engage.
2. Have a robust framework and mechanism to attract, engage and retain talent of all genders, nationalities and abilities to work for us.
3. Ensure zero tolerance towards any form of harassment & behavior that is discriminatory or victimizes any individual or group in our workplace/s including zero tolerance towards sexual harassment.
4. Provide employment opportunities on merit without any discrimination based on gender, sexual orientation, disability, marital status, pregnancy & maternity, caste, socio-economic status, religion, faith, nationality, ethnicity, race, color, age, religious or political views.
5. Ensure equal opportunities with respect to recruitment, learning & development, promotion, facilities and benefits, transfers, compensation, separation and all other aspects of employment relationship based solely upon merit, performance, potential and qualification/s required for the job.
6. Provide, subject to the job requirements and merit, a fair and equitable opportunity to all persons including those with disabilities, while considering them for the positions where they can be suitably employed and take appropriate measures to ensure a conducive work environment for persons with disabilities to perform and excel in their role/s.
7. Encourage and support our partners to adopt these guiding principles.

This Equal Opportunity Policy is in accordance with the relevant statutory provisions in the 'Rights of Persons with Disabilities Act, 2016' along with the 'Rights of Persons with Disability Rules, 2017'. We will abide by the principles of the Policy in letter and in spirit. We will uphold the highest standards of ethics, values and governance in all our people practices.

Ver. Rev	Effective Date	Prepared by & Process Owner	Approved By	Description
1.0	01.04.2023	Subodh Singh	Shantanu Dhar	Revision 0