



Reliance Power Limited

Policy on Equal
Employment Opportunities

1. Objective

- 1.1. To provide fair and equal employment opportunities to all employees including job applicants.
- 1.2. To provide a conducive and inclusive working environment for all employees without any unlawful discrimination.
- 1.3. To improve quality of life for people with disability by promoting and safe-guarding their equality, dignity and social inclusion.
- 1.4. This policy endeavors to ensure that employees are not subjected to any unfair treatment / discrimination.

2. Scope & Applicability

- 2.1. This policy shall cover all levels of employees across all geographical locations of Reliance Power, its Associate Companies and SPVs.
- 2.2. This Policy also covers job applicants and all forms of employments such as interns, trainees, retainers and contractual employees of the Company.
- 2.3. The policy applies to all stages of employment, such as recruitment, training, promotion, working conditions, remuneration, transfers, employee benefits, career development etc.

3. Policy

- 3.1. Company treats everyone with respect and dignity and is committed to providing equality of access to employment, advancement and retention.
- 3.2. The Organization does not discriminate against any individual on the basis of his caste, race, religion, faith, nationality, ethnicity, gender, sexual preference, marital status, physical deformity or disability.
- 3.3. Hiring and promotion in the Organization will be purely based on merit. Evaluation shall be on the basis of qualifications, knowledge, skills, competence and potential of the person.
- 3.4. All employees shall receive fair and impartial treatment in all aspects of their employment without discrimination based on their political affiliation, caste, race, religion, faith, nationality, ethnicity, gender, sexual preference, marital status, physical deformity or disability.

4. Facilities and Equal Employment Opportunities for People with disability

- 4.1. Company shall ensure that person with disability is not subjected to any form of unfair treatment or discrimination.
- 4.2. Company shall provide physical infrastructure (buildings, furniture, facilities, and transportation) that is in line with the defined accessibility standards.
- 4.3. Company shall make reasonable accommodations, whenever necessary, for qualified employees or job applicants who have disabilities to ensure equal opportunity in the application and selection process.
- 4.4. Flexibility and reasonable deviation shall be provided to employee with disability on case to case basis to enable him to enjoy similar benefits and privileges of employment as non-disabled

employees.

- 4.5. Company shall ensure career growth for employees with disabilities and for those who acquire disability during their employment with the Company.
- 4.6. Company shall endeavor to extend a user friendly and barrier-free accessibility of work environment to all people with disabilities. Necessary assistance will be provided to the person with disabilities depending upon his request and nature of disability.
- 4.7. In case of a request for transfer, considering the nature of disability and manpower requirement of the Company, internal transfer shall be considered so as to enable efficient discharge of duties.

5. Grievance Redressal

- 5.1. Any instance of an employee with disability being discriminated against or not provided reasonable accommodation or denied access to any company facility will be regarded as a violation of the Policy.
- 5.2. Human Resources representatives shall provide advice and address grievances relating to the employment of candidates with disabilities and / or any other complaints regarding discrimination in any of the form against any job applicant / employee.
- 5.3. Company shall view any acts of discriminatory conduct committed by an employee (which includes harassment, vilification and victimization) as a serious misconduct and initiate appropriate disciplinary proceedings against the person(s) involved.

6. Communication

- 6.1. Company shall create awareness across all levels through periodic communication conveying Company's belief in non-discrimination, equal opportunities and fair treatment for all.
- 6.2. This Policy shall be displayed on Company Intranet for easy access to all employees.

7. Confidentiality

- 7.1. Company shall respect and maintain confidentiality of any information provided by the employee / job applicant relating to his disability.