

## Scope

The Policy applies to all employees of Fourth Partner Energy (hereinafter referred as FPEL) including employees of the SPVs of FPEL.

## Objectives

- Adhere to all applicable statutory and regulatory requirements and good workplace practices for its employees and contractors and contract workers across its operations and services;
- Committed to employing individuals on the basis of merit, having readiness to align with the business strategy, possessing required competencies to fit in the organization's culture and will integrate smoothly and productively into the organization to meet current and future business requirements;
- Committed to being an equal opportunity employer and does not discriminate against any employee or job applicant because of his or her community, colour, religion, national origin, gender, orientation, or age;
- Committed to ensure that all new employees are given on-boarding support and induction training as a process of integrating the new joiner with the working environment of the organization;
- Strongly opposes the use of child labour and does not employ persons below 18 years of age. FPEL also mandates that its suppliers and subcontractors does not employ child labour and comply with the local laws in this regard. In the absence of local laws, FPEL mandate that the suppliers and subcontractors will not employ persons below 18 years of age;
- Recognizes that all employees have a right to work in an environment in which the dignity of individuals is respected and which is free from harassment. It is committed to eliminating intimidation or harassment of or in any form;
- Safeguard the interests of stakeholders and affected communities through periodic engagement, participation and information disclosure, and effective management of grievances resulting from asset routine operations as well as any unplanned events;
- Provide compensation and benefits to affected communities as per applicable Reference Framework and ensure that economic status of the communities is enhanced by providing livelihood restoration opportunities;
- Maintain the identity, dignity, human rights, economies and cultures of Indigenous Peoples (IP), and for assets that trigger adverse impacts on IP, implement necessary safeguards for the affected Indigenous Peoples;
- Implement socially useful programs for welfare and sustainable development of the local community through targeted CSR initiatives; and
- Establish an information disclosure and reporting mechanism to apprise relevant environmental and social information to relevant stakeholders, and especially to the impacted community.



**(Vivek Subramanian)**  
Executive Director

**Date: 08<sup>th</sup> June 2021**