

## Statement

At Fourth Partner Energy Pvt. Ltd. (hereinafter referred to as “FPEL”), we are committed to operating as a responsible and sustainable renewable energy company. Our social policy outlines our dedication to create a positive impact on society, promoting social equity, and contributing to the well-being of our employees, local communities. We believe that by integrating social responsibility into our core business practices, we can create a cleaner and more equitable future for all. We recognize the importance of continuous improvement and will regularly review and update our social policy to align with evolving societal expectations.

## Scope

The policy applies to all employees, contractors, subcontractors working or engaged by FPEL across all our projects and facilities.

## Objective

The objectives of our social policy are as follows:

1. **Compliance:** Comply with applicable laws, regulations, and international standards, such as Good International Industry Practices (GIIP), IFC performance standards, World Bank Group guidelines, and Asian Development Bank (ADB) Safeguard Policy Statement.
2. **Social Risk Management:** Implement and continually improve management systems to effectively manage social risks and impacts.
3. **Workforce Development:** Employ capable and trained human resources, providing necessary awareness, training, and fostering a culture of environmental, social, health, and safety responsibility.
4. **Workplace Practices:** Promote and uphold good workplace practices for employees, contractors, and contract workers across all operations and services.
5. **Equal Opportunity:** Be an equal opportunity employer, avoiding discrimination based on gender, sexual orientation, age, race, colour, ethnic origin, or religious beliefs.
6. **Elimination of Child Labor & Forced Labour:** Strongly oppose and prevent the use of child labour & forced labour within the company and among suppliers and subcontractors.
7. **Dignity and Harassment-Free Environment:** Respect the dignity of individuals, maintain a harassment-free workplace, and eliminate intimidation or harassment in any form.
8. **Stakeholder Engagement:** Safeguard the interests of stakeholders and affected communities through engagement, participation, information disclosure, and effective management of grievances.
9. **Community Compensation and Benefits:** Provide compensation, benefits, and livelihood restoration opportunities to affected communities as per applicable frameworks.
10. **Indigenous Peoples' Rights:** Respect and maintain the identity, dignity, human rights, economies, and cultures of Indigenous Peoples, implementing necessary safeguards for affected Indigenous Peoples.
11. **Freedom of Association (FoA):** Abide by laws governing FoA as stipulated by the International Labour Organization (ILO). Freedom of association is intended to recognize the profoundly social nature of human endeavours.
12. **Grievance Redressal:** Establish grievance redressal mechanism for effective management of internal as well as external grievances.
13. **Community Development:** Implement socially useful programs for the wellbeing and sustainable development of local communities through targeted community development programs.
14. **Information Disclosure:** Establish an information disclosure and reporting mechanism to share relevant environmental and social information with stakeholders, including impacted communities.



(Vivek Subramanian)  
Executive Director

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