

Human Rights Policy

Introduction

As an organization that focuses on sustainable growth, we are fully aware of our responsibilities during power generation. The following Human Rights policy shall be applicable to all our subsidiaries.

"OGPL Would respect and support the dignity, well-being and human rights of all stakeholders and ensure conformance to fundamental labour principles like freedom of association, right to collective bargaining, protection from discrimination including the prohibition of child labour and forced labour, in all its operations"

Conducive environment:

OGPL shall ensure the conformance to Human Rights of all stake holders including the community, employees, contractors, suppliers, customers by protecting the dignity of all. The physical and mental well- being of all stakeholders shall be ensured by providing a conducive and safe environment that will provide commensurate remuneration, clean drinking water, personal protective equipment, necessary training to mitigate risk and ensure the workplace free of harassment in anyway.

Employees:

OGPL shall ensure that the wages are paid in accordance with the Minimum Wages Act and other applicable laws of the land. Employees shall be fairly remunerated, and the wages shall be regularly reviewed in a fair process. All employees shall be given opportunity to take part in the safety committee to identify improvement areas

It shall be ensured that the privacy of information of employees have adequate protection and shall not ask for irrelevant information for any reason. OGPL shall Avoid supporting Human Right abuses

Child Labour is prohibited throughout the organisation. The age proof at the time of joining duty is must. OGPL shall not make use of slave, forced or compulsory labour in any form. OGPL shall make the contractors, suppliers and others with whom we have a substantial involvement strongly aware of the standards, which we expect from them.

The employees shall have freedom to resign and the company shall not withhold or retain the personal papers of its employees (for eg - passport, Aadhar card, educational certificates etc)

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Freedom of Association and Right to collective bargaining

- a) It is the choice of each employee as to whether or not they wish to join a trade union, and company respect those choices
- b) Freedom of Association is enshrined under Constitution of India in the Trade Union Act. OGPL's Code of Conduct on regulatory compliance requires Company to comply with all laws of land and go beyond compliance wherever possible
- c) Company does not interfere with the rights of workers to express themselves freely, nor their right to access information, which enable them to perform their work properly

Protection from discrimination – OGPL shall employ on the basis of job requirements and shall not discriminate on grounds of age, ethnic or social origin, gender, marital status, sexual orientation, differently abled, Race, language, political affiliation or religion, personal beliefs, spiritual practice

Benefits:

OGPL shall Provide women with maternity leave for the period as prescribed under the Maternity Benefit Act, without risk of losing their employment or responsibilities. In case of any accident OGPL shall take care to treat the injured employee, give reasonable time to recover from the injury or illness and when the individual returns, Company will ensure that injured/ ill individuals are given appropriate duties and assistance while they recover from the injury or illness which might include making reasonable adjustments to the workplace, although these should not cause the business unjustifiable hardships.

Privacy

OGPL shall Understand the perspectives of local/indigenous people through consultation & respecting their rights, by judging the unintended consequences that could be created by our operations that cause problems for local people, including minorities or indigenous people. Beliefs and values of locals which need to be protected shall be attended to immediately upon receipt of any complaints. Personal information of all employees be kept confidential and shared only to those who need such information to the extent required for official purposes.

Training: OGPL shall impart training to all employees to make aware of the Human Rights Policy of the company.

This policy shall be applicable to OGPL and its subsidiaries . All suppliers, value chain partners and other stakeholders shall be encouraged to comply with this policy

For ORIENT GREEN POWER COMPANY LIMITED,



HEAD HR & ADMIN