



AYANA
RENEWABLE POWER PRIVATE LIMITED

Labour and Working Condition Policy

Ayana Renewable Power Private Limited (ARPPL) and its SPVs advocates the fair treatment of workers and will seek to identify potential issues related to labour and working conditions which may arise in the engagement of both permanent and contracted workers.

This policy is focussed on mitigation and management of any adverse conditions in the workplace, and the impact of ARPPL's or it's SPV's operations by considering the following.

- Promoting fair treatment, non-discrimination, and equal opportunity for all workers on any grounds.
- Promoting compliance with national employment and labour laws.
- Promote safe and healthy work environments
- Protecting workers' rights including vulnerable categories of workers such as migrant workers, workers engaged by third parties, and workers in the client's supply chain.
- Commitment to an incident and injury free workplace, commitment to protecting health and well-being of workmen.
- Prohibiting use of forced labour and child labour.
- Recognising right of all workers to freedom of association and the right to collective bargaining.
- Prohibiting coercion or intimidation as well sexual or workplace harassment in the workplace
- Commitment to treat gender equally and implement equitable and transparent remuneration systems.
- Providing a transparent and clear platform to all workers for raising grievances and redressal.

MD & CEO

AYANA RENEWABLE POWER PRIVATE LIMITED