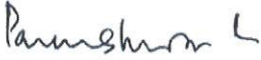



EQUAL OPPORTUNITY & ANTI-DISCRIMINATION POLICY

HR Policy:	Equal Opportunity & Anti-Discrimination Policy
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INDEX

1. Preamble 3

2. Scope 3

3. Definition 3

4. Policy Statement and Framework 3

 4.1 Equal Opportunity for Persons with Disabilities 4

 4.2 Governance Framework 5

1. Preamble

ReNew Power is committed in promoting equal opportunities at workplace. Our employment decisions are based on the ability of the individual to perform and deliver the job with no prejudice to personal characteristics that are unrelated to the requirements of the work.

2. Scope

The Equal Opportunity & Anti-Discrimination Policy is applicable to all job applicants, full time/ part time employees, interns/ trainees, contractual employees, including temporary employees. It also covers those employees who acquire disability during the tenure of employment.

3. Definition

Equal opportunity means that all individuals experience fairness, impartiality and equal access to all career opportunities at ReNew Power.

Discrimination at workplace is defined as any distinction, exclusion or preference that has results in nullifying or impairing equality of opportunity or treatment in employment or occupation, and is made on the basis of personal characteristics, including race, color, gender, religion, political opinion, national extraction or social origin, disability, age, sexual orientation, and/or HIV status.

4. Policy Statement and Framework

ReNew Power is committed to being an equal opportunity employer. We are committed to providing equal opportunities without any discrimination on the grounds of gender, marital or domestic partnership status, pregnancy, carer's responsibilities, sexual orientation, gender identity, race, color, national or ethnic origins, religious belief, disability or age.

To this end-

- Every individual is responsible for treating each other with respect and dignity, which includes respecting the rights and differences of others.
- Recruitment and selection process will be based purely on merit and not on any attribute or characteristics.
- Development and promotion opportunities (including but not limited to transfers, work assignments, etc.) will be based solely on performance, competence, potential and the business requirements.

Our objective is to attract and retain the best talent.

4.1 Equal Opportunity for Persons with Disabilities

ReNew Power commits to the obligations under the Rights of Persons with Disabilities Act, 2016. The policy covers all persons with disabilities and ensures that the work environment is free from any discrimination against persons with disabilities.

We encourage candidates with different disabilities to apply. Our decisions on employment, career progression, training or any other benefits are solely based on merit. ReNew Power is building systems and processes to ensure:

- Appropriate facilities and amenities (including but not limited to infrastructure, assistive devices, etc.) as per the prescribed standards are provided to persons with disabilities to enable them to effectively discharge their duties.
- An inclusive evaluation process will be followed by ensuring that a person with disability is provided with any suitable flexibility and accommodation that may be required so that she/ he may be evaluated fairly. Any information shared by employee on disability/ medical condition will remain confidential.
- Reasonable accommodations, whenever necessary, will be made for qualified employees or job applicants who have disabilities, as per the Act. Such accommodation would be provided to ensure equal opportunity in the application and selection process and to enable an employee with a disability to enjoy the same benefits and privileges of employment as non-disabled employees. Examples of reasonable accommodation may include (but not limited to) acquiring or modifying equipment or devices, modifying assessment and training materials, modifying work schedules, and reassignment to a vacant position.
- All company events and meetings are inclusive by ensuring that these are conducted at accessible venues with a provision of reasonable accommodation being available to employees with disabilities.
- An employee's request for extra leave, for a reason related to her/ his disability, will be treated as a request for reasonable accommodation and will be evaluated accordingly. Similarly, any specific request that enables an employee with disability to travel comfortably would be treated favourably.

If an employee acquires a disability during her/ his employment tenure, she/ he can return to work at the same rank as before. In case the employee is unable to perform the current job, the organisation will invest in re-skilling the employee for another position at the same rank or higher.

4.2 Governance Framework

Human Resources will maintain records of such employees and their requests.

A Governance Council comprising of the HR Head, a Management Committee member and the CMD would be created to examine the patterns, requests and implementation of our commitment to equal opportunity.

