



**KALPATARU PROJECTS INTERNATIONAL LIMITED**  
(Formerly Kalpataru Power Transmission Limited)

---

**Equal Opportunity Policy**

---

Document reference	KPIL/EqualOpportunity/Policy/02	
Document Version	02	
Proposed by	Chief Human Resources Officer	
Approver	Managing Director and CEO	
Date approved	02 <sup>nd</sup> May 2023	
Amendment No.	Date	Approved by
01	27 <sup>th</sup> September 2024	Managing Director and CEO

## INTRODUCTION

At Kalpataru Projects International Limited (“KPIL”), we value our employees and believe in a diverse workforce. We are committed to providing equal opportunities in employment and creating an inclusive workplace. We follow an organization wide zero tolerance Policy towards discrimination and to undertake a "zero compromise" stance on issues related to Diversity, Equity, and Inclusion (DEI).

Equal opportunity policy applies to all Kalpataru Power International Limited (KPIL) employees and its operations. This policy will be guiding document for business partner workforce. This commitment extends to all aspects of our operations, including our subsidiaries, joint ventures, suppliers, vendors, and contractors, who are all covered under the scope and coverage of this policy

KPIL strives to create employment opportunities such that all employees achieve their full potential. Also, diversity and inclusion are considered essential leadership competencies and success characteristics for our employees. This policy is aligned with international standards and frameworks such as the International Labour Organization (ILO), United Nations Sustainable Development Goals (UN SDGs), UN Development Programme (UNDP), as well as Indian legislations including the Sexual Harassment of Women in the Workplace (Prevention, Prohibition, and Redressal) Act 2013, Rights of Persons with Disability Rules and Equal Remuneration Act 1976.

### **Our Guiding Principle towards this will be:**

- Treat everyone equally giving due respect and care as well as embrace differences. This would be applicable and encompass all employees and workers, contractors and their employees, suppliers, clients and their representatives, people in the communities in which we operate and anyone with whom we engage.
- To create a work environment free from any form of bullying, harassment and discriminatory behavior towards any individual or group and ensuring intolerance towards sexual harassment
- Offering employment opportunities solely on performance, merit, competence and potential without any discrimination based on gender, sexual orientation, disability, marital status, pregnancy & maternity, caste, socio-economic status, faith, nationality, ethnicity, race, colour, age, religious or political views
- Providing equal opportunities in terms of recruiting and promotion, along with opportunities for learning and development and other employee benefits.
- Fair and equitable opportunity to be given to all persons with disabilities while recruiting them for suitable positions.
- Ensure an environment with appropriate facilities and amenities for persons with disabilities to enable them to effectively discharge their duties in the establishment without any hindrance.
- Incentivizing value chain partners (suppliers, dealers, customers, local community) to support vulnerable communities and promote diverse and ethnic representation.

- Develop and implement management strategies, objectives, and targets that ensure equal opportunities for career development and equal remuneration, establish employee support groups, and regularly report and measure DE&I performance and initiatives.

This Equal Opportunity Policy is in accordance with the relevant statutory provisions including the provisions of the Rights of Persons with Disabilities Act, 2016 along with the Rights of Persons with Disabilities Rules, 2017. We shall comply with the principles of the policy in letter. We will support the highest standards of ethics, values and governance across all our people practices.

**Communication of the policy:**

- This Policy will be available to all employees via the Company's Intranet sites and normal communication vehicles within the business.
- Suitable material will be included in Company publications, management conferences, and supervisory training courses to promote sensitization on discriminatory behavior, harassment and inclusive work place.
- All recruitment literature and employment advertising will indicate that the Company is an Equal Opportunity Employer.

**Grievance Mechanism**

Grievances w.r.t. this policy will be governed through the Grievance Redressal Policy of KPIL and the mechanism therein.

**Amendment:**

This Policy may be amended as and when required to do so under an obligation of statute or management call and the CHRO will be authorized to release such amendment.

Manish Mohnot

Managing Director and CEO