



HUMAN RIGHTS POLICY STATEMENT

Triveni Turbine Limited ("TTL") and its subsidiaries support the protection and elevation of human rights and is guided by fundamental principles of human rights. Our support for these fundamental principles is reflected in our policies and actions towards our employees, suppliers, clients, communities and the countries where we do business.

Commitment

TTL's commitment to human rights is long-standing, and is reflected in our Code of Business Conduct ("COBC") and Supplier Code of Conduct ("SCOC"). TTL is committed to maintaining and improving systems and processes to avoid complicity in human right violations. This policy is intended to succinctly express TTL's commitment to do business with ethical values and embrace practices that support environment, human rights, and labor laws.

Equal Opportunity and Non-discrimination

TTL is committed to building a culture in which all employees, including potential candidates can compete in a fair, open and transparent environment. Merit in qualification, performance and capability form the sole criteria for selection. It is TTL's constant endeavor to ensure there is no discrimination in respect of employment and occupation. Wages, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices.

Safe and Healthy Workplace

TTL strives to institutionalize health and safety processes, with special focus on aspects such as women's safety, motherhood and associated special care and assistance, assistance to persons with disability, emergency response and preventive health & safety measures. Employees are encouraged to highlight concerns or health/security hazards to the management.

Harassment-free Workplace

TTL treats all employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal or psychological. This includes behavior/action directed towards third parties during the course of conducting TTL's business. Employees have the right to freedom of opinion and expression.

Freedom of Association

TTL respects the right of employees to exercise their lawful right of free association.

Prohibition of Child Labour and Forced Labour

TTL prohibits child labour and forced or compulsory labour including bonded labour, slavery and human trafficking.

Data privacy

TTL is committed to protect the data privacy of employees (including ex-employees and retirees), customers and suppliers. Our current data protection and privacy framework includes multi-layer password protected authentication systems, automatic tools and tracking mechanisms, audits and information sharing on a need-to-know basis. We do not disclose information to third parties without explicit consent of our stakeholders, unless required by law to do so.



Grievance Mechanism

TTL implements the above standards by incorporating it in related policies, processes and guidelines across all our business operations. TTL conducts trainings to strengthen in-house awareness and education on the practice of human rights. TTL believes that an empowered workforce is the best way to receive feedback and identify improvement areas. The following grievance mechanisms provide all employees, vendors, suppliers and customers a secure and 24x7 access to raise grievances and to report confidentially and anonymously without fear of retaliation any breach of policies and procedures in TTL

- Ombuds process
- Prevention of Sexual Harassment Committees

Review

Our progress on aspects of human rights is owned by the Senior Management. TTL identifies and manages human rights impacts, risks and opportunities that continuously help strengthen our workplace policies, practices and programs. It is thus a constant endeavor to stand by our commitment and build frameworks to support TTL in implementing human rights standards.

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