

1.0 PHILOSOPHY:

“Human Rights are the very soul of our sense of nationhood.”

Respect for human rights is fundamental to the sustainability of any business and communities in which we operate. In NEEPCO and across our system, we are committed to ensure that people are treated with dignity and respect.

The constitution of India gives its citizen the following six human rights, which are:

- Right to Equality
- Right to freedom
- Rights against Exploitation
- Right to freedom of Religion
- Culture and Educational Rights
- Right to Constitutional Remedies

2.0 POLICY & ITS OBJECTIVES:

- NEEPCO believes that all its employees must live with social and economic dignity and freedom, regardless of nationality, gender, race, economic status or religion. In the management of its businesses and operations therefore, NEEPCO ensures that it upholds the spirit of human rights as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the ILO.
- NEEPCO respects the dignity of its employees in the workplace, and is accountable to ensure its employees' rights to personal security, a safe, clean and healthy workplace, and freedom from harassment or abuse of any kind. NEEPCO deals fairly and honestly with its employees regarding wages, benefits and other conditions of employment, and recognize their right to freedom of association. NEEPCO does not use forced/ compulsory or child labour. The Company does not tolerate discrimination and works to ensure equal opportunity standards, wherever it operates or works.
- NEEPCO is fully committed to compliance with applicable laws and regulations and doing the right thing consistently, without compromise. To ensure ethical and legal compliance, the Company has its Code of Conduct, which is applicable for the entire business.
- The Company is committed to train its employees and associates including contractor's personnel to be aware of and respect human rights in the workplace and in the local communities directly impacted by its operations.
- The Company also encourages its partners, suppliers, contractors, sub-contractors, security personnel and vendors to support and comply these policies, and places substantial value on working with others who share its commitment to human rights.
- NEEPCO goes beyond its operational boundary and has mandated its supply chain partners to comply with the NEEPCO Code of Conduct. All its partners are required to sign off on the terms and conditions of its business, which include complying with necessary laws and regulations of the land.

3.0 Putting into Practice:

(A) Talent & Community

The Company's work is spread across diverse communities and it has that rare opportunity to make a positive impact on these communities. The organisation has invested in empowering its surrounding communities to become self-sustaining income generating units, and encouraging its associates to be bigger piece of that story. Being part of the community fabric, it achieves part of its Talent Sustainability agenda by transferring unique skills and knowledge to the community members, and creating livelihood opportunities for them.

(B) Employee Voice and Engagement

The Company shall initiate its Employee Engagement Survey which will capture the employee perceptions and views, on various workplace dimensions such as Employee Engagement, Performance Enablement, Managerial Effectiveness, Trust, Career Growth and Development, Compensation and Benefits and Work Life Balance. NEEPCO will encourage employee participation in the survey.

(C) Prohibition of Child Labour and Forced Labour

In line with its unflinching commitment to good labour practices, the Company ensures that no person below the age of eighteen years is employed by NEEPCO and forced or compulsory labour is prohibited in all its units. The Company does not engage with vendors and suppliers who use child and/ or forced labour.

(D) Inclusive Workplace

NEEPCO is a firm advocate of creating awareness on empowering people who are differently abled and opening up employment opportunities for them. This is reflected in its policies and practices, which support an inclusive work environment. There are 44 differently abled persons employed by NEEPCO as on 01.02.2025 which constitutes 3.33% and are working in different units of NEEPCO.

(E) Freedom of Association

NEEPCO recognizes and respects the right of its employees to exercise freedom of association and collective bargaining.

(F) Diversity and Equal Opportunity

The Company's workforce operating across Indian geographies clearly demonstrates NEEPCO's commitment to diversity in the workplace and equal opportunities for all employees based solely on merit and ability. The Company has Policies in place to ensure that the work environment across NEEPCO is free from discrimination in any form, whether compensation, training and employee benefits, caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status or affiliation with a political, religious or union organization or majority/minority group. In the event of any case of sexual harassment or any other offensive conduct, it has established suitable processes and mechanisms to address them. Internal Redressal Committees have been constituted across businesses to handle such cases. To prevent such incidents from occurring, all employees undergo sensitization training.

(G) Grievance Redressal

To address employee concerns and complaints pertaining to human rights and decent labour practices, a Grievance Redressal Procedure with appropriate systems and mechanisms has been instituted across NEEPCO Units and is backed by Policies and statutory provisions. Implemented throughout the organization through an on-line portal, it allows for open and structured discussions on grievances raised on these issues and their resolution in a fair manner.

4.0 Communication of the Policy, Reporting & Implementation:

1. This policy is communicated to all employees in an appropriate and meaningful manner through Intranet & Notice Boards.
2. CMD, NEEPCO through Human Resource Department along with Functional Heads of the Company is responsible for ensuring that the policy is implemented throughout the Company.
3. Compliance will be ensured at the Projects/ Stations by their respective heads and at the Corporate Centre, ED (HR)/ Head of Welfare/ IR Wing of the organization. (Nodal Officer cum Chief Sustainability Officer)
4. Compliance of the Policy will be regularly monitored by Corporate HR Department and any grievances/ complaints with respect to violation of the policy shall be reported to the Corporate HR. The reporting of the policy shall be done through NEEPCO Business Sustainability Report.

5.0 Review & Monitoring

NEEPCO will periodically review the policy and our implementation with respect to its suitability and effectiveness.

The Company may also seek to third party interventions to monitor the adherence to this policy.

NEEPCO also welcomes feedback from and dialogue with interested parties. All feedback and comments on this Policy should be sent through NEEPCO Website.