

## SUZLON ENERGY LIMITED

### DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB) POLICY

#### 1. Policy History

Date of Board approval	Particulars	Effective Date
22 <sup>nd</sup> July 2024	Introduction and implementation of Diversity, Equity, Inclusion and Belonging (DEIB) Policy	22 <sup>nd</sup> July 2024

#### 2. Purpose of this Policy:

- 2.1 Suzlon Energy Limited (“SEL” or the “Company”) is committed to create and maintain a diverse and inclusive work environment where all employees are valued, respected, and provided with the equal opportunities for personal and professional growth. Accelerating culture of inclusion where every individual feels belonged.
- 2.2 Diversity, Equity, Inclusion, and Belonging (“DEIB”) are fundamental principles that underpin our commitment to creating a workplace and community that fosters the full potential of every individual. The Company believes that creating a work environment that enables us to attract, retain and fully engage diverse talents leads to enhanced innovation and creativity in our service and a better understanding of our diverse client base. The Company ensures that its associates or potential hires, third-party support staff and suppliers are not unlawfully discriminated against, directly or indirectly, as a result of their color, creed, race, nationality, ethnic or national origin, connections with a national minority, marital or civil partnership status, pregnancy, age, disability, religion, or similar philosophical belief, sexual orientation, gender or gender reassignment or trade union membership etc. and will never tolerate harassment in any form.
- 2.3 These DEIB initiatives are carried on by the Company through its flagship “Spectrum program”.

#### 3. Applicability of this Policy:

- 3.1 This Policy applies to Suzlon Energy Limited.
- 3.2 This Policy shall be adopted by the Company’s subsidiaries subject to suitable modifications, if and to the extent required.

#### 4. Definitions:

Unless repugnant to the context:

- 4.1 “Act” shall mean the Companies Act, 2013 including the Rules made thereunder, as amended from time to time.
- 4.2 “Applicable Laws” shall mean the Companies Act, 2013 and Rules made thereunder, the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015; the NGRBC Guidelines as

amended from time to time and such other Act, Rules or Regulations which are / may be applicable.

- 4.3 “Belonging” for the purpose of this Policy would mean a sense of being accepted, valued, and welcomed within a particular group, community, or environment.
- 4.4 “Board” or “Board of Directors” shall mean the Board of Directors of the Company.
- 4.5 “Bullying” for the purpose of this Policy would mean repeated, aggressive behavior intended to intimidate, harm, or control another person, often involving an imbalance of power.
- 4.6 “Company” or “SEL” shall mean Suzlon Energy Limited.
- 4.7 “Discrimination” for the purpose of this Policy refers to the unjust or prejudicial treatment of individuals or groups based on certain characteristics, such as race, gender, age, religion, disability, sexual orientation, or any other protected class recognized by law.
- 4.8 “Diversity” for the purpose of this Policy refers to the range of differences and variations that exist among people, encompassing dimensions such as race, ethnicity, gender, sexual orientation, age, religion, socio-economic status, physical and mental abilities, etc.
- 4.9 “Equity” for the purpose of this Policy refers to the principle of ensuring fairness and justice by recognizing and addressing the unique needs and circumstances of individuals or groups.
- 4.10 “Guidelines” or NGRBC Guidelines shall mean the National Guidelines on Responsible Business Conduct issued by the Ministry of Corporate Affairs on 10<sup>th</sup> December 2018.
- 4.11 “Harassment” for the purposes of this Policy involves any unwanted conduct, behavior, or communication that creates an intimidating, hostile, or offensive environment for an individual or group based on their protected characteristics.
- 4.12 “Inclusion” for the purposes of this Policy is the practice of creating an environment where all individuals, regardless of their backgrounds, identities, or abilities, feel valued, respected, and included.
- 4.13 “Listing Regulations” shall mean the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 together with the circulars issued thereunder, including any statutory modification(s) or re-enactment(s) thereof for the time being in force.
- 4.14 “Policy” or “this Policy” shall mean this Diversity, Equity, Inclusion and Belonging (DEIB) Policy.
- 4.15 Interpretation – In this Policy unless the contrary intention appears, words and expressions used and not defined in this Policy but defined in the Applicable Laws shall have the meanings respectively assigned to them in those Applicable Laws.

## 5. Review of the Policy and disclosure requirements:

- 5.1 This Policy has been implemented w.e.f. 22<sup>nd</sup> July 2024.
- 5.2 This Policy shall be disclosed on the website of the Company.
- 5.3 This Policy is subordinate to the applicable statutory provisions including the Companies Act, 2013, Listing Regulations etc. and in the inconsistency between this Policy and the Applicable Laws (including due to subsequent amendments to the Applicable Laws), the provisions of the Applicable Laws will prevail.
- 5.4 The Board shall oversee the implementation of this Policy and review it periodically to incorporate the best practices and changes required in terms of compliance with Applicable Law.
- 5.5 The Board reserves any right to alter, modify, add, delete or amend any of the provisions of this Policy subject to Applicable Laws.

## 6. Policy statement:

- 6.1 The Company' philosophy is to build Inclusion and implement this Policy through DEIB Council, which are committed to encouraging and embracing our employees' differences.

**Diversity** includes differences of all people which is not limited to, diversity of gender, sex, race, caste, creed, religion, age, sexual orientation and language.

**Equity** aims to ensure that all individuals have equal opportunities and non-discrimination based on personality traits or physical characteristics.

**Inclusion** refers to including and accommodating people, embracing people and diversity.

**Belonging** is defined as the feeling of security and support related to acceptance, inclusion, and identity for a member of a certain group or place.

- 6.2 The Company is committed to:

- Providing a diverse workforce and inclusive workplace.
- Creating a safe and secure work environment that is free from any discrimination which includes but is not limited to our policy of zero tolerance to sexual harassment.
- Having a robust framework to attract, engage and retain talent of all ages, genders, nationalities and abilities.
- Building and fostering Diversity of
  - i. **Gender** - Focused initiatives that to help attract and retain talented women professionals through efforts spanning workplace practices, flexible time, safe travelling, zero tolerance on Sexual Harassment, and other support geared to facilitate smooth onboarding / re-absorption of women after career breaks.
  - ii. **Generational** - Targeted to ensure for associates of multiple generations co-exist and develop as per individual aspirations and expectations.
  - iii. **Differently abled** - To enable equal opportunities for differently abled

- professionals (also known as persons with disabilities) with initiatives aimed at an inclusive approach and ensuring equal opportunity.
- iv. **Cultural** - programs, policies and initiatives to promote cultural acclimatization of associates & inclusion across all countries through localization of talent, policies, learning interventions on cultural integration, cultural sensitivity trainings and other support.
  - v. **Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual Plus-other identities (LGBTQIA+)** - Inclusion and support to colleagues across the broad spectrum of sexual orientations, gender identities and experiences.
- 6.3 The Company also has in place a Board Diversity Policy which sets out the Company's approach to ensure adequate diversity in its Board of Directors.

## 7. Implementation

- 7.1 The implementation of the Policy is a dynamic and ongoing process that requires the collective efforts of every stakeholder of the Company. To ensure the effective execution of our DEIB principles, the Company has set up the DEIB Council which will be responsible for guiding, monitoring, and evaluating the efforts made by the Company.
- 7.2 The DEIB Council will focus on developing an environment where every individual, regardless of their background or identity, feels valued, included, and empowered.
- 7.3 The Company, through DEIB initiatives, focuses on ensuring equity and fairness in all aspects of the workplace, advocating for policies and practices that promote equal opportunities. The Company through the DEIB initiatives seeks to challenge biases and work tirelessly to foster understanding, empathy, and respect among all employees. Through education, advocacy, and collaboration, the Company strives for meaningful and lasting change, holding ourselves accountable for progress. Together, the Company aims to build a workplace culture that thrives on the strengths of our diverse community, driving innovation and excellence.

## 8. DEIB Council

- 8.1 The DEIB Council will serve as a DEIB advisory group to the Board and recommend policies, practices, and procedures that support and/or advance an organizational culture that promotes and fosters diversity, equity, inclusion & belonging.
- 8.2 The DEIB Council will advocate for the professional development of underrepresented groups within the Company, which includes addressing any barriers preventing underrepresented groups from participating in related activities as also address cultural barriers impacting members from all parts of the world, serve as a repository for DEIB information, awareness, and educational efforts and implement DEIB goals and objectives that achieve the above.
- 8.3 The implementation of the Policy is the responsibility of the Council, which is expected to model all behaviors set out in this Policy.

- 8.4 The Council shall meet quarterly and shall consist of members from each of the Company's significant lines of business and corporate functions. This cross-functional approach to membership will allow multiple perspectives and experiences to be included in the overall advancement of enterprise-wide DEIB goals.
- 8.5 The DEIB Council shall comprise of persons from different backgrounds experiences, perspectives, who will appoint a Chairperson from amongst themselves, this selection would be based on voting or self-nomination, in special circumstances.

The composition of the DEIB Council is set out in **Annexure A** below and the role of the DEIB Council, its Chairman, Steering Committee, Secretary, Members and Implementation Team is stated hereinbelow:

- i. **Role of Council Chairperson:** sets the overall strategic direction for diversity and inclusion efforts in alignment with the organization's goals and values. Chairs the Council meetings, sets the Governance framework, goals and review mechanisms for the DEIB Council. Responsible for directional management, measures the progress of DEIB initiatives, evaluates the effectiveness & impact. The specific roles and responsibilities will include-
  - a. Setting annual and quarterly goals in line with the DEIB policy
  - b. Assign roles and responsibilities.
  - c. Give direction on success metrics, targets and monitoring mechanisms.
- ii. **Role of Council Steering Committee:** Steering Committee is responsible for creating strategies for DEIB Council Board, reviewing the Programs, initiatives, provides strategic guidance and steers the Council's decisions to create effectiveness and impact towards diversity and inclusion. Each Committee member is given accountability for specific initiatives. These specific roles and responsibilities will include-
  - a. Each Committee member will be accountable and responsible for atleast one agenda/ goals set by the Chairperson.
  - b. Committee members can form their own cross functional team to drive execution and monitor progress.
  - c. Committee members are required to share progress in the quarterly DEIB Council meeting and submit a written report on the same to Council Secretary.
- iii. **Role of Council Secretary:** The role of the Council Secretary is to set the agenda for the DEIB Council quarterly meetings, provide Diversity Dashboard to the Council members and to the IMC (Implementation Champions). The Council Secretary acts as the bridge between the DEIB Council, IMC and DEIB Taskforce. The members forming part of the IMC and DEIB Taskforce can be the same members depending on the project to project basis.
- iv. **Role of DEIB Members:** DEIB members bring their unique backgrounds, experiences, and perspectives, solutions to concerns by underrepresented groups in the workforce to the council, enriching discussions, and decision-making processes. They actively engage in council meetings, events, and

initiatives, demonstrating a strong commitment to driving positive change in the organization's diversity and inclusion efforts.

v. **Role of Council Implementation Team:**

The Implementation Team ensures that the high-level DEIB strategies set by the council are translated into actionable plans and activities. They take the lead in implementing specific DEIB initiatives, programs, and policies within the organization and work closely with the respective members of the steering committee.

8.6 **Role and responsibilities of the DEIB Council:**

The role of the DEIB Council shall be to:

- To promote and foster an inclusive and diverse environment within the Company.
- **Advocate for DEIB:** Advocate for the importance of DEIB in all aspects of the Company's operations.
- **Develop and Implement Policies:** Work on creating, revising, and implementing policies and practices that support DEIB. This may include recruitment and hiring practices, promotion policies, and creating inclusive workplace culture.
- **Raise Awareness and Educate:** Conduct workshops, seminars, and awareness campaigns to educate employees or members about the benefits of diversity and how to create an inclusive environment.
- **Promote Equal Opportunities:** Strive to ensure that everyone has equal access to opportunities for growth, development, and advancement, regardless of their background or identity. Commits to providing accessible infrastructure to enable physical access for persons with disabilities.
- **Foster a Respectful Environment:** To work towards creating an atmosphere of respect, where all individuals feel valued and appreciated for their unique contributions. Additionally, promote understanding between cultures. Build an environment which is conducive for collaboration, fairness, and attaining maximum potential by identifying the barriers and mitigating them. Promote the professional development of women in the workforce.
- **Monitor and Report Progress:** To track and report quarterly on the Company's progress towards its diversity and inclusion goals and keep board informed on annual basis. This might include metrics on hiring, promotions, and overall employee satisfaction.
- **Address Issues and Concerns:** They provide a platform for employees or members to raise concerns about diversity and inclusion, and work towards resolving them in a fair and just manner.
- **Collaborate with Leadership:** To collaborate with the Company's leadership to ensure that diversity and inclusion are integrated into the overall strategic vision and goals.
- **Celebrate Diversity:** To organize events or initiatives that celebrate the diverse backgrounds and experiences of the members or employees.
- **Serve as a Resource:** To serve as a resource for individuals seeking guidance or support related to diversity and inclusion matters.
- **Stay Informed:** To stay updated on current research, best practices, and legal requirements related to diversity and inclusion to ensure the Company remains compliant and progressive in its approach.

- **Change agents:** To act as change agents for the Company challenge the status quo champion DEIB and promote the company as an employer of choice.
- The Council shall ensure that there is zero tolerance towards any discrimination, harassment, bullying across our value chain.
- The overall objective of the DEIB Council shall be to create an environment where individuals from all backgrounds feel welcomed, respected, and empowered to contribute their unique perspectives and talents towards the Company's success to ensure a more innovative, productive, and harmonious work or community environment. The DEIB Council will ensure the current, and future employee practices related to recruitment, retention, and promotion are protected through equal employment opportunities.

## **9. Reporting and addressing concerns:**

- 9.1 Employees are encouraged to report any incidents of discrimination, harassment, or retaliation to the DEIB Council at [spectrum.diversity@suzlon.com](mailto:spectrum.diversity@suzlon.com). All complaints will be taken seriously, with the aim of acknowledging receipt within 48 hours.
- 9.2 A dedicated team of the DEIB Council will thoroughly investigate each report, whilst ensuring privacy and confidentiality. Depending on the nature of the violation, responses may range from corrective actions, education, or even disciplinary measures. The process will be completed within 90 days.

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### COMPOSITION OF THE DEIB COUNCIL

<b>Particulars</b>	<b>Name</b>
Council Chairperson	Mr. J. P. Chalasani, Group Chief Executive Officer
Council Steering Committee	Mr. Himanshu Modi, Mr. Rajendra Mehta, Mr. KMN Pillai, Mr. IC Mangal, Mr. Venkat S. Ms. Nishtha Gupta Dr. Jasmine Gogia, Ms. Dharini Mishra, Ms. Shubha Arora.
Council Secretary	Ms. Kavita Dasan
Members	Ms. Kavita Dasan, Ms. Sainukta Manah, Ms. Kamilini Sanyal
Council Implementation Team	DEIB Taskforce (Corporate office, Plant and Site level) The Taskforce will be assigned project wise and it will be constituted at the beginning of each project.