

**SUZLON ENERGY LIMITED**  
**SOCIAL AND LABOUR POLICY**

**Policy History**

<b>Date of Board Approval</b>	<b>Particulars</b>	<b>Effective Date</b>
12 <sup>th</sup> March 2025	Introduction to Social and Labour Policy	12 <sup>th</sup> March 2025
<b>Document History:</b> First Revision: Second Revision		

**Purpose of this Policy**

Suzlon is a pioneer in global renewable energy solutions. At Suzlon, we are committed to respecting the rights of our employees and other stakeholders within our own operations and our value chain. The policy reflects Suzlon’s dedication to corporate social responsibilities and its role in advancing sustainable practices within the renewable energy sector.

The policy is aligned with the United Nations Sustainable Development Goals (SDGs), International Labour Organisation (ILO), Convention, Universal Declaration on Human Rights (UDHR), The Factories Act 1948, The Payment of Wages Act 1936, The Minimum Wages Act 1948, The Employees Provident Fund Act 1952, The Trade Unions Act 1926 and The Child and Adolescent Labour Act 1986. Further, it aligns with reporting frameworks including the Global Reporting Initiative (GRI), Business Responsibility and Sustainability Reporting (BRSR), World Economic Forum (WEF) and other national and international frameworks.

The primary objective of social and labour policy is to promote equitable opportunities, ensure social protection, and uphold fair treatment for all individuals in the workforce. It aims to address systemic inequalities, safeguard fundamental human rights, and enhance overall quality of life through inclusivity and fairness. Furthermore, this policy underscores the company’s unwavering commitment to ethical and responsible labour practices throughout its operations.

The policy is designed to prioritize the safety, well-being, and equitable treatment of all employees and workers across our value chain. It highlights the significance of fostering a positive and inclusive work environment, encouraging skill development, and ensuring that the company’s activities contribute meaningfully to the broader social and economic growth of the communities it serves.



**Applicability of this Policy**

This Policy applies to the Company's all operations and stakeholders including employees, customers, suppliers, and partners along with business functions, and throughout the lifecycle of its projects.

This Policy is to be read in conjunction with:

- Human Rights policy
- Work Etiquette policy
- Leave and Holidays policy
- Employee Compensatory Off policy

**Definitions**

- Board" or "Board of Directors" shall mean the Board of Directors of the Company.
- "We" or "Company" or "SEL" shall mean Suzlon Energy Limited.
- "Guidelines" or NGRBC Guidelines shall mean the National Guidelines on Responsible Business Conduct issued by the Ministry of Corporate Affairs on 15th March 2019.
- "Policy" or "this Policy" shall mean this Social Labour- Supplier Code of Conduct 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.

**Review of the Policy and Disclosure Requirements**

This Policy has been developed and adopted on 12<sup>th</sup> March 2025.

This Policy is subordinate to the Listing Regulations or other applicable statutory provisions including the Companies Act, 2013, as amended, and in the event of disparity between this Policy and the Applicable Laws (including due to subsequent amendments to the Applicable Laws), the provisions of the Applicable Laws will prevail.

The Board shall oversee the implementation of this Policy and review this Policy and allied management systems periodically to ensure their continuing applicability and relevance to its operation and evolving stakeholder expectations. This exercise shall be conducted once a year or as and when there are changes or future developments to incorporate the best practices and changes required in terms of compliance with Applicable Law.

The Board reserves any right to alter, modify, add, delete or amend any of the provisions of this Policy subject to Applicable Laws.

The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly.

### **Our Commitments**

We recognize that our employees, contractors, and supply chain workers are integral to achieving our mission of driving integrated sustainable energy solutions. This policy reaffirms our dedication to creating a safe, inclusive, and equitable work environment while contributing positively to the communities we serve.

The Company is resolute in adhering to local labour laws and international standards, including those set by the International Labour Organization (ILO). We are committed to ensuring fair treatment, equal opportunities, and the promotion of diversity in our workforce. Furthermore, we prioritize employee well-being by implementing measures to safeguard health and safety, offering reasonable work schedules, and providing opportunities for professional growth and development. Through these actions, we aim to foster a culture of respect, collaboration, and innovation, ensuring that our operations not only generate clean energy but also create meaningful social and economic value.

- 1. Reasonable work hours:** The Company recognises that employees' work schedules should be reasonable and respect their rights to rest, recreation and family life. The Company ensures compliance with local labour laws and international laws set by the International Labour Organisation (ILO). Employees receive adequate time off between work periods, including regular rest days. There is also provision for flexible working hours, 30 minutes rest breaks during daily shifts to all employees across all locations.
  
- 2. Leave entitlement for work-life balance:** The Company commits to providing employees with fair and adequate leave benefits that support their health, personal needs and work-life balance. This includes paid annual leave, sick leave and leave for special circumstances. In addition, the company recognises the importance of mental health and encourages employees to take necessary breaks to reduce stress and maintain overall well-being.
  - The Company provides Paternity and Maternity leaves, two (2 nos.) short-leaves in a month for 2-3 hours across all locations in either morning or evening hours; 3 nos. of Flexible/Birthday leaves annually; and Funeral leave/s to cater to exigencies.
  - There is a Wellness of Women policy ( WOW leave) which allows women employees to take additional one leave every month across our locations.
  - The Company allows an employee to gift leaves to an employee if he/she is suffering from 17 Critical illness or Partial / Permanent disability as per Suzlon Medclaim. 2 (d) Employees can additionally avail two days leaves

in a year for undertaking CSR related activities initiated by Suzlon foundation.

- 3. Income security and protection against income loss:** The company is committed to provide employees support during times when they are unable to work, such as during an illness, disability, maternity or paternity leaves and on-job injuries. The company also promotes a secure and supportive environment for employees who may experience loss of income due to unforeseen circumstances like in case of permanent disability or in an event of death support will be extended to the employees' next of kin.
- 4. Legal employment and work authorization:** The company ensures that the employees have all proper documents to work at the company location, legally and without any risk of discrimination or exploitation. The company will verify the right to work for all new hires, maintain appropriate records, and ensure ongoing compliance with relevant regulations. By doing this, Suzlon promotes fair labour practices, protects workers' rights and fosters a safe and legally compliant environment to work.
- 5. Employee participation and engagement:** The Company encourages employees to participate in communication or constructive engagement with their superiors or representatives. Company recognises the importance of providing employees a platform to voice their opinions or concerns regarding their work, safety and well-being. Platform provided includes CHRO Connect, regular meetings, feedback sessions, employee surveys or external helpline numbers whichever way the employees wish to reach out.
- 6. Living wages:** The Company will strive to arrive at a living wage that meets or exceeds the basic cost of living in the company location or work from home setting, covering the essential needs such as food, housing, healthcare and education. Regularly review and adjusting the wages are being carried out to ensure their alignment with changes with cost of living or inflation and providing clear wage information to the employees.
- 7. Living conditions:** The company will strive to ensure that all employees work in safe and healthy environments including access to adequate housing, clean water, sanitation and necessary healthcare facilities. The company regularly assesses and living conditions at its workplace and make improvements as needed to meet the living standards.

- 8. Modern slavery:** The company ensures that all employees are working on a voluntary basis and no form of forced labour will be tolerated. Employees will be free to resign with due notice and adherence to protocol as specified in the employee contractual agreements in compliance with the regulations.
- 9. Grievances and complaints:** The company has established proper channels and complaint management mechanism in accordance with Internal Grievance Redressal & Handling Mechanism for its employees to raise any grievances or complaint they have regarding the social labour and human rights practices within the company.

### **Responsibility and Accountability**

The Company will at minimum review this Policy on an annual basis to ensure its effectiveness and alignment with evolving regulations, standards, and best practices. We are committed to continuously improving our practices and ensuring that we meet the benchmark standards. The results of these reviews will be communicated to stakeholders and used to guide future strategies.

The implementation and adherence to this policy are the responsibility of the Company's Senior Leadership Team, with support provided by the Human Resource Management team. Social labour policy performance will be reviewed quarterly, and progress towards targets will be measured and communicated transparently on annual basis.

**Date:** 12<sup>th</sup> March 2025



JP Chalasani  
Group CEO  
Suzlon Energy Limited

