

## NHPC HUMAN RIGHTS POLICY

### 1.0 Preamble

- 1.1 NHPC Limited is a Mini Ratna Category-I Company with major shareholding of Government of India. NHPC Ltd. is committed to plan, promote and organize an integrated and efficient development of power through conventional and non-conventional sources in India and abroad.
- 1.2 NHPC's commitment towards environment and people is affirmed through its Corporate Vision and Mission, policies and practices adopted by the organization. Our vision is to be a global leading organization for sustainable development of clean power through competent, responsible and innovative values.
- 1.3 As part of our efforts to deliver our Sustainability Vision, NHPC Limited or 'the Company') have established this Policy to demonstrate our commitment to protecting and enhancing the human rights of individuals and promoting inclusivity, diversity and equality.

### 2.0 Introduction:

- 2.1 The Constitution of India which was adopted by the Constituent Assembly on 26<sup>th</sup> November, 1949 and came into force on 26<sup>th</sup> January, 1950 guarantees certain basic human rights in the form of fundamental rights. The six fundamental rights include:
- Right to Equality,
  - Right to freedom,
  - Right against exploitation,
  - Right to freedom of Religion,
  - Cultural and Educational Rights and
  - Right to constitutional Remedies.
- 2.2 Constitution of India under Article-12 provides that these fundamental rights are justiciable (i.e., enforceable through judiciary ) against the State meaning thereby the Government of India and the Legislature of each of the States and all local or other authorities within the territory of India or under the control of the Government of India. NHPC, being a Govt. of India enterprise, is also covered by definition of State.

### 3.0 The Policy:

- 3.1 NHPC Ltd. is committed to respecting, protecting and upholding of the fundamental human rights of all stakeholders and in the every geography, where it operates. NHPC

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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 along with the rights enshrined under the Constitution of India.

- 3.2 NHPC Ltd. ensures conformance to fundamental labour principles including the prohibition of child labour, forced labour, freedom of association and right to collective bargaining and protection from discrimination (based on age, gender, marital status, economical status, differently abled, race, national / regional origin, ancestry, indigenous status, personal beliefs, religion & spiritual practice, political affiliation, sexual orientation and HIV/AIDS) in all its operations by imparting relevant training and aligning the conduct of its employees.
- 3.3 NHPC respects the dignity of employees in the workplace, and we are accountable to ensure our employees' rights to personal security, a safe, clean and healthy workplace, and freedom from harassment or abuse of any kind. We deal fairly and honestly with our employees regarding wages, benefits and other conditions of employment, and recognize their right to freedom of association. We do not use forced compulsory or child labour. We do not tolerate discrimination in work and to ensure equal opportunity standards, wherever NHPC operates or works.
- 3.4 The Company also encourages its business partners & contractors, to respect human rights, adhere to applicable international principles and respect the spirit and intent of this policy.

### **4.0 Applicability**

This policy applies to all employees and stakeholders of NHPC Ltd. (herein collectively referred to as "Company"). This policy shall also act as an advisory for the independent contractors and business partners, who are associated with the 'Company', to uphold and adopt the principles enshrined in this policy.

### **5.0 Principles**

#### **5.1 Equal Opportunity, Non-Discrimination, Diversity and Inclusion**

The Company encourages an inclusive work environment, wherein diversity is valued and equal opportunities are available to all the employees and stakeholders.

The Company endeavors that the work environment, across its operations, remain free from discrimination in any form. The Company prohibits discrimination in the matter of

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compensation, training, opportunities and employee benefits on the basis of caste, creed, religion, language, ethnicity, disability, age, gender, sexual orientation, race, colour, marital status or union organization or any other status protected by appropriate laws.

### **5.2 Prevention of Harassment**

The Company is committed to treat its employees with dignity and provide a work environment free from all forms of harassment, whether physical, verbal or psychological. The Company has 'zero tolerance' towards and prohibits sexual harassment and/or any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances.

### **5.3 Freedom of Association**

The Company recognizes and respects the right of its employees to exercise freedom of association in matters related to their employment, as per policies and procedures of the Company, without them having any apprehension. The Company is committed and respects the right of collective bargaining of its employees, as per applicable laws/guidelines/regulations.

### **5.4 Labour Standards**

The Company offers with all fairness competitive remuneration packages relative to the industry, and as per collective bargaining settlements signed with recognized unions. The Company ensures compliance with applicable laws related to wages, work hours, leaves, leave with wages, and benefits, to both regular employees of the company as well as contract Labours.

### **5.5 Safe and healthy workplace**

The Company is committed to provide and maintain a safe, healthy workplace by addressing the risks of accident, injuries and hazards on a continuous basis. The Company is focused on inculcating a culture of awareness, monitoring and participation surrounding health and safety directly or through agency or contractor as applicable. Employees are encouraged to highlight concerns and suggestions related to occupational health and safety hazards to the Company for redressal.

### **5.6 Prohibition of Child Labour and Forced Labour**

The Company has zero tolerance towards and prohibits engagement of Child Labour, Forced Labour and any form of human trafficking. The Company is committed to ensuring

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that no instance of Child or Forced Labour occurs in any of its operations and establishments. The Company also prohibits associated vendors, contractors and suppliers from engaging child and/or forced labour.

### **5.7 Right to Privacy**

The Company is committed to protect the right to privacy of its employees and other stakeholders. The Company does not disclose personal information/data to third parties, without consent of its stakeholders, unless required by law/Statutory Authorities etc., to do so.

### **5.8 Local Community / Stakeholder engagement**

The Company respects cultures, traditions, customs and values of the people in the communities in which it operates. The Company engages with local communities on human rights matters that are important to them such as surface rights, access to clean water, health and sanitation. The Company engages with people in these communities, including indigenous peoples as well as vulnerable and disadvantaged groups. The Company aims to ensure through dialogue that it is listening to, learning from and considering their views on surrounding ecosystem, as it conducts its business.

The Company endeavors, within the scope of its capabilities, to promote the fulfilment of human rights through improving the economic, environmental and social conditions, and further serve as a positive influence at places where it operates for sustainable development of the community at large.

NHPC will integrate human rights in all management systems, including managing human rights impacts of operations and avoiding human rights violation for project affected people.

### **5.9 Right to Development**

The Company provides opportunity for various learning and development programs towards overall development of its workforce. The programs pertain to domain specific areas as well as employee's wellness such as stress management, emotional intelligence, mindfulness, work life balance, right to information and healthy lifestyle etc.

### **6.0 Grievance Redressal**

To address employee concerns and complaints pertaining to human rights and decent labour practices, a Grievance Redressal Procedure with appropriate systems and

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mechanisms has been instituted across NHPC Units and is backed by Policies and statutory provisions.

**7.0** NHPC respects and protects human rights both within and outside the workplace through the application of frameworks such as SA 8000.

### **8.0 Communication of the Policy, Reporting & Implementation:**

8.1 This policy is communicated to all employees in an appropriate and meaningful manner through Intranet & Notice Boards.

8.2 CMD, NHPC through Human Resource Department is responsible for ensuring that the policy is implemented throughout the Company.

8.3 Compliance will be ensured at the Projects/Stations/Regions by their respective heads and at the Corporate Office by the Head of Human Resource Department.

8.4 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.

8.5 NHPC will effectively communicate the policy on Human Rights to all its employees and value chain partners to familiarize them with its key elements and grievance redressal mechanism in case of violation.

8.6 NHPC will provide awareness and training programs to its employees on the consideration of human rights across the value chain.

8.7 The reporting of the policy shall be done through NHPC Business Responsibility and Sustainability Report.

### **9.0 Review & Monitoring**

9.1 NHPC Limited welcomes feedback from and dialogue with interested parties. All feedback and comments on this Policy should be sent through NHPC Website.

9.2 We may also seek third party intervention to monitor the adherence of this policy.

### **10.0 Amendment / Interpretation**

Chairman and Managing Director is empowered & authorised to interpret, clarify, revise, amend/modify or discontinue any or all the provisions of this Policy in accordance with Govt. of India guidelines issued from time to time.