



## Equal Opportunity Policy

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| Originating Department | Human Resources             |
| Category               | Equal Opportunity           |
| Version                | HR/2025-26/VER-01           |
| Policy Title           | Equal Opportunity Policy    |
| Effective Date         | 1 <sup>st</sup> April, 2025 |

### 1 Introduction Purpose and Scope

We believe that each person has special skills and contributes to the organization. We at Sterlite are committed to providing equal work opportunity to everyone without discrimination.

The objective of the Policy is to protect every person employed or engaged at Sterlite from any kind of discrimination, increase measures for effective participation and inclusion in society, and ensure equality of opportunity and adequate accessibility. The policy also aims to give effect to the principles of United Nations Convention on the Rights of Persons with Disabilities and other applicable laws and regulations.

The Policy covers all personnel in Sterlite Electric Limited (formerly known as Sterlite Power Transmission Limited) (“**the Company**”) and its subsidiaries and associate companies (“**the Group**”). They could be job applicants, employees, interns/trainees, consultants, representatives and contractual workforce of the Company (“**Personnel**”). Personnel also include members of the LGBTQIA+ community and people with disabilities.

### 2 Policy

It is the policy of Sterlite to provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation, gender identity/ expression, or any other status protected by applicable law. The Equal Opportunity Policy ensures and protects, inter alia, a person’s right to equality, dignity and respect for his/her integrity equally with others; right to personal liberty, right not to be discriminated against; right to equal protection and safety in situations of risk, humanitarian emergencies, natural disasters, etc. The Company strives to maintain a work environment that is free from any discrimination based on the above considerations. This Equal Opportunity Policy is subject to applicable regulations, qualifications and merit of the individual.

This Equal Opportunity Policy is consistently applied throughout the period of employment or engagement of the Personnel right from the recruitment or onboarding process till superannuation or termination of engagement.

### 3 Policy Framework

The Company will take all actions to ensure that a conducive environment is provided to all Personnel to perform their role and excel in the same. To this end:

- All Personnel are personally responsible for treating each other with respect and dignity, which includes respecting the rights and differences of others.
- Selection for any role, developmental and promotional opportunities will be based on performance, required abilities and potential, and will be consistent with the needs of the business and will be governed by Company's policies.
- HRBPs at the respective locations of the Company will act as liaison officers ("**Liaison Officer**"), as prescribed by applicable law, whose details will be shared with Personnel. The Liaison Officer shall be responsible for ensuring adherence to this Policy and applicable law.
- There will be zero tolerance towards any form of harassment or behaviour that is discriminatory or behaviour that victimizes any individual or group in our workplaces, including but not limited to harassment based on disability, gender identity, and/or sexual orientation.
- If any Personnel feels that he or she is being subjected to discrimination, harassment, bullying or victimization, he or she can raise the same with the Liaison Officer or use the existing grievance redress mechanisms on a confidential basis, by written communication. All grievances and complaints will be taken seriously and treated with sensitivity and fairness.
- Any Personnel who violate this Policy, or in any manner discriminate against any other person or render any harassment to any person shall be dealt with under the Company's Code of Conduct.
- We will comply with the local laws and regulations of the country. All the terms and conditions of this Policy shall be governed in accordance with the applicable laws of the country.
- Suitable material will be included in the Company Communication to sensitise employees and create awareness.

**Approved By**



**Group Chief Human Resource Officer**