
AZURE POWER INDIA PVT. LTD.

POLICY

HUMAN RIGHTS

DOC. NO: HR-PL-023

Rev. Number: 00

Date: 08-09-2020

Process Owner
Manager - HR

Approved By
Head - HR

CONTROLLED COPY

	AZURE POWER INDIA PVT. LTD.	DOC NO:HR-PL-023
HUMAN RESOURCE	POLICY FOR HUMAN RIGHTS	REV NO: 00 REV DATE: 08-09-2020

Objective

Azure Power recognises the valuable role that business can play in the long-term protection of human rights. The Company is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognised frameworks.

Our support of internationally recognised Human Rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities where we operate.

Definitions

Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.

Policy

Azure Power conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations.

Company is committed to compliance with the requirements of all applicable employment, labour, and human rights laws to ensure fair and ethical employment practices are followed. We demonstrate our commitment in our employment practices, including our non-discrimination, minimum age requirement policies; and through our policies on health, safety, and security for our employees. Our goal is to conduct business with those who share our commitment to these principles. We reject any form of slavery, forced or child labour. In line with this, the Company does not employ people below the age of 18 years.

We do not use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labour worldwide.

Company recognizes the legal obligations we have towards our associates, clients, suppliers, competitors and the community. Our reputation and brand, together with the trust and confidence our business eco- system has in us, is one of our most vital assets. The protection of our reputation is fundamentally important to us and therefore any breach of this policy by our people, suppliers, subcontractors, vendors etc. results in grounds for disciplinary and legal action.

Guidelines

1. Azure Power abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.

CONTROLLED COPY

	AZURE POWER INDIA PVT. LTD.	DOC NO:HR-PL-023
HUMAN RESOURCE	POLICY FOR HUMAN RIGHTS	REV NO: 00 REV DATE: 08-09-2020

2. We respect our employees’ right to choose to join or not join the organization, or to have recognised employee representation in accordance with local law.
3. Diversity is embraced at Azure Power. We recognise that a diverse mix of backgrounds, skills and experiences drives new ideas, products, and services and provides us with a sustained competitive advantage.
4. We believe everyone should be treated with respect regardless of their background.
5. We are committed to the elimination of discrimination based on gender, race, class, economic status, ethnic background, sexual orientation, age, political beliefs, veteran status, marital status or any other protected class.

The Supply Chain Management System includes the requirement for all suppliers, vendors, contractors, consultants and agents to adhere to Azure’s Labour standards and Code of Business Conduct policies.

The

Company upholds and encourages strict adherence to human rights and not hire any associate against their free-will or below the legal age. Forced or Compulsory Labour is not practiced in the Company.

REVISION HISTORY:

RevNo.	Date	Description of Changes	Prepared by	Reviewed by	Approved By
00	08-09-2020	New Release	Manager – HR	AGM – HR	Head - HR

CONTROLLED COPY