

## Human Rights Policy

TSPL is committed to the principles of sustainable development including protecting and respecting human dignity and conduct its business in a fair and equitable manner, meeting its social responsibilities as a direct and indirect employer and respects the human rights of all its stakeholders.

TSPL strives to:

- Be compliant with labour law of country and region.
- Ensure that the employees and business partners are fairly and reasonably paid, remuneration structure is compliant with statutory obligations. Zero tolerance for any form of forced, compulsory or child labour directly or through contract labour. The company promotes fair working conditions and uphold human rights.
- Be an equal opportunity employer and to treat all employees with respect and dignity as judged solely on their performance irrespective of their race, religion, region, language, caste, gender, age, disability, HIV/AIDS status and any other such characteristics.
- Respect and preserve the culture and heritage of the local communities including socially vulnerable groups which are impacted by its operations and work towards developing a constructive relationship with such groups and local communities, seeking broad based support for its operations.
- Work with government agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations. The company ensures protection of its people, equipment and assets.
- This policy will be reviewed regularly.



**Vikas Sharma**

**CEO & WTD, Talwandi Sabo Power Limited.**

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