

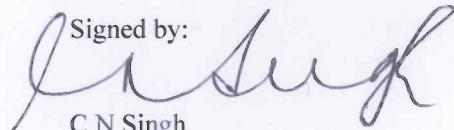
### Human Rights Policy

At TSPL, we are committed to the principles of sustainable development including protecting human life, health and environment, promoting social well-being and adding value to the communities in which we operate. Protecting and respecting human dignity is central to our everyday business operations. We will conduct our business in a fair and equitable manner, meeting our social responsibilities as a direct and indirect and we will respect human rights of all our stakeholders respecting the United Nations declaration on human Rights

TSPL strives to:

- To be compliant with labour laws of the country we operate in. Uphold human rights with national and international regulations as applicable;
- Ensure that our employees are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdiction we operate in. Our operation will be based on zero tolerance for any form of forced, compulsory or child labour directly or through contracted labour. We recognise and respect employee rights to associate freely and to collective bargaining. We promote fair working conditions as guided by international conventions wherever applicable ;
- Be an equal opportunity employer and all employees will be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic ;
- Respect and preserve and heritage of the local communities including socially vulnerable groups which are impacted by our operations and work towards developing a constructive relationship with such group and local communities, seeking broad-based support for our operation;
- Respect the social, economic, cultural and human rights of communities and will regularly communicate social performance in an accurate, transparent and timely manner;
- Work with government agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations. We will ensure protection of our people, equipment and assets.
- The human rights policy will be reviewed regularly.

Signed by:



C N Singh  
COO, Talwandi Sabo Power Limited  
Date: 01<sup>st</sup> October 2016