



## Equal Employment Policy/Gender Discrimination Policy

### 1. Objective

To avoid any discrimination on the basis of race, color, age (within Statutory limits), marital status, religion, national origin, sexual orientation, sex, physical or mental disability or veteran status, or any other protected class.

### 2. Coverage

All employees of Triveni Turbine Limited

### 3. Policy Specification

The policy is to state that Triveni Turbine Limited ensures equal employment opportunity in all aspects of the employer/employee relationship including but not limited to: hiring, upgrading, and promoting, maintaining or establishing conditions and privileges of employment, training, providing educational assistance, social and recreational programmes, compensation and benefits, transferring and disciplining, determining layoffs, reduction in force, recalls and terminations to all employees without discrimination because of race, color, age (within statutory limits), marital status, religion, national origin, sex, sexual orientation, physical or mental disability or veteran status, or any other protected class.

However, TTL is very cautious and takes utmost care while deputing the employees to project sites, especially, the women employees. At TTL we avoid the deputation of women employees to dangerous or unsafe project sites or remote sites, keeping their wellbeing and safety in mind.

Promotion of Policy depends, generally on the specification of the Company promotion policy.

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