

	Guidelines for Human Rights	Document:	HR – SG
		Issue Date:	01 April 2020
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		Version:	1.0
Adani Ports & Special Economic Zone (APSEZ)			

Context & Purpose

Adani Ports & Special Economic Zone Limited (APSEZ) is committed to conduct its business with social responsibility and in compliance to the highest standards of business ethics. Organisation recognises the need to continuously impact society and environment, positively through its business endeavours. It upholds and protects human rights and personal security that is free from harassment or misuse of any kind. It promotes safe, clean and healthy workplace and living environment.

Employees of APSEZ carry several activities as part of their role and engage with internal & external stakeholders on continuous basis. While pursuing business imperatives, it is important for employees to maintain highest standards of corporate conduct, business ethics and protect human rights. 'Group Policy on Human Rights' has been enumerated in detail for Adani Group employees vide Policy Dt. 11/09/2018 HRP-HR. Provisions of Group Policy on Human Rights are applicable in totality to all employees of APSEZ as being integral part of Adani Group. These supplementary guidelines meant to address specific business context & requirements of APSEZ will have same effect with respect to applicability & enforcement as are the provisions of Group Policy on Human Rights.

APSEZ is committed towards protection of human rights of employees, associates, communities and those parts of its operations (including contractors and suppliers) in line with UN Guiding Principles on Business and Human Rights, recognized frameworks and applicable laws and standards.

Scope

This policy applies to all employees, whether permanent, contract or temporary & other associates working for APSEZ and its' all other (Owned, Operated & Managed) entities. Supplier and vendors need to follow these guidelines, while dealing with ASPEZ. Provisions of the policy are implemented with effect from 01/07/2020.



Guiding Principles - Human Rights:

A. Community & Stakeholders Engagement

APSEZ has earned credibility & rightful place in neighbouring communities through its sustainability initiatives and programs meant to uplift quality and standards of life & livelihood. Organisation engages with communities on human rights matters that are important to them and involves with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to its business activities.

B. Prohibition of child labour and forced labour

APSEZ operates within well-established corporate governance framework of Adani Group, which emanates from its vision and values. There is zero tolerance policy towards all forms & facets of modern slavery. Organisation's corporate governance framework prohibits all forms of bonded labour, child labour, forced labour or any other form of modern slavery.

C. Safety & Wellness

APSEZ is committed to ensure a safe, healthy and hygienic environment to all its employees and associates. All managers and leaders are responsible to conduct operations in a manner safe for human life, which eliminates or minimizes adverse environmental impact. Provisions of systems and processes meant to prevent all possible accidents, incidents, injuries and occupational illness are to be fully complied by all Employees and Associates.

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Organisation will continue to create awareness among employees & associates through campaigns & training programs on adherence to work place practices expected from them. Employees are responsible to comply with environment, health and safety policy of company. Concerted efforts will continue to collectively enhance employee wellness standards, create & maintain a safe workplace.

D. Workplace Security

APSEZ continues to maintain a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions. Security safeguards are provided for employee privacy and dignity. Head of every establishment is responsible to maintain standard safeguards and deal with exceptions through observation & reporting. Special measures & programs for safety & wellbeing of diversity workforce will continue to be implemented at all locations.




E. Freedom of Association

Rights of employees & associates to exercise freedom of expression in course of their work is to be respected and encouraged to create a truly enabling environment. For bargainable segment of workforce, right of association, negotiation and collective bargaining is well recognized and protected within provisions of relevant laws and regulations. Organisation will continue to respect right of workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with law.



F. Diversity and Equal Opportunity

APSEZ workforce operating across different locations is expected to live up to its commitment to diversity at workplace and provide equal opportunities to everyone based solely on merit and ability. Policies are in place to ensure that work environment across APSEZ is free from discrimination in any form, whether caste, religion, disability, gender, sexual orientation, race, colour, origin, marital status or affiliation with a political, religious or union organization or belonging to majority / minority group. In the event of sexual harassment or any other offensive conduct, processes and mechanisms instituted for the purpose are to be initiated and completed.

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G. Transparent and Inclusive Workplace

Organisation will continue with its strive to create, maintain & enhance standards of a truly transparent and inclusive workplace which assimilates diversity and people from different backgrounds contribute towards common business goals. Confluence of organisation goals and individual interests to harness full potential of people will continue to be pursued.

H. Adherence and implementation

Employees and other associates are responsible to comply with and uphold the provisions of this policy in fulfilment of organisation's commitment towards protection of human rights and its various dimensions. Managers & organisational leaders are responsible to ensure through initiatives & programs that provisions contained in this policy are implemented within their work area. Exceptions need to be addressed as per standard procedures. Violation of this policy or the refusal to cooperate will result in disciplinary action and shall be referred to the appropriate authorities.