



Human Rights Policy

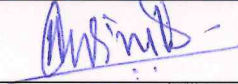



**Adani Airport Holdings Limited
(AAHL)**

Human Resources	 Human Rights Policy	Doc No: HR/PLCY/08
		Revision No: Original Version
		Issue Date: 01-04-2024

Document Control & Version Control

Document No	HR/PLCY/08
Overall Process Owner	Human Resources
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Document Approval

Activity	Name	Signature
Proposed By	Anurag Dwivedi HR Head – AAHL Corporate	
Reviewed by	Jay Amin Head – Legal Airports	
Reviewed by	Sandeep Batra Head HR – Airports	
Approved by	Arun Bansal CEO – AAHL	

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Background:

Adani Airport Holdings Ltd is committed to upholding of fundamental human rights in line with the legitimate role of the business. Our approach includes adherence to corporate business policies and compliance with applicable laws including internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organization declaration on Fundamental Principles and Right to Work.

We provide equal opportunities to all our employees and to all eligible applicants for employment in our company. We do not discriminate on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

Purpose / Objective:

To provide guidelines for common understanding and ensure adherence to the same.

Scope:

This policy applies to all direct employees, consultants (including fixed term appointees) associates, trainees, apprentices, suppliers, vendors etc in all companies / businesses of our company.

The following guidelines shall be observed by the group in its business processes:

- i. Conduct business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- ii. Recognize our responsibility to respect human rights and avoid complicity in human rights abuses.
- iii. Treat everyone who works with Adani Group fairly and without discrimination. Employees, agency staff, vendors, customers and suppliers are entitled to work in an environment and under conditions that respect their rights and human dignity.
- iv. Respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid minimize and/or mitigate them.
- v. The Group will, within its sphere of influence, promote the awareness and realization of human rights across our value chain.
- vi. Child Labor & Forced Labor: Our organization prohibits child laborers and forced or compulsory labour, including bonded labour, slavery and human trafficking.
- vii. Ensure compliance and adherence to all the applicable human rights laws and national laws. The Group's policies strive to percolate these values at all levels in the organization.

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