



**POLICY ON PREVENTION OF SEXUAL HARRASSMENT (POSH) AT**  
**WORKPLACE**

Bhubaneswar Power Private Limited (BPPL) is committed to provide a place of work that is free of sexual harassment and all forms of intimidation or exploitation all employees.

The BPPL shall provide healthy working environment that enables employees work without fear of prejudice, gender bias, sexual harassment and all forms of intimidation or exploitation. The Company believes that all stakeholders irrespective of their gender identity, gender expression, sexual orientation, HIV positive status or sex assigned at birth have the right to be treated with dignity.

In continuation with our endeavor towards improved gender diversity and inclusion along with creating a safe, fair and just workplace, we have put together this policy called Prevention of Sexual Harassment at Workplace.

In accordance with this policy, committees and detailed guidelines have been formed to address the issue of sexual harassment at workplace. All employees (permanent, temporary, contract) as well as trainees, visitors to our office premises or service providers are covered under this policy.

If someone has crossed a line, please report to Internal Committee or Local Ethics Counsellor designated at the Company.

Date: April 14, 2023

A handwritten signature in blue ink, appearing to read 'S. Saha', is positioned above the title of the Managing Director.

**Managing Director**