

Employee Well-being Policy

A healthy and motivated workforce is the key to achieving Sterlite Tech's purpose of Transforming Everyday Living by Delivery Smarter Networks. Sterlite Technologies Limited ("Sterlite Tech") considers its employees as its most treasured assets and believes in fostering a Culture that supports performance. Sterlite Tech has consistently tried to create and promote an inclusive work environment for employees with diverse backgrounds to help them realise their full potential.

Sterlite Tech and its subsidiaries aims to achieve the following:

- To respect employee's right to freedom of association, participation and access to appropriate grievance redressal mechanism.
- To provide & maintain equal opportunities at the time of recruitment as well as during the course of employment without discrimination on the basis of location, caste, creed, gender, race, religion, disability or sexual orientation.
- To promote zero tolerance on usage of child labour, forced labour or any form of involuntary labour, paid or unpaid.
- To promote the work-like balance of the employees.
- To provide adequate facilities for the well-being of employees including those with special needs.
- To provide a workplace environment that is safe, hygienic, and humane.
- To promote & influence various aspects of employee life, including physical, mental and emotional well-being. Employee well-being is ensured through regular medical check-ups and other benefits provided in accordance with medical needs.
- To ensure continuous skill and competence up-gradation of all employees by providing access to various training & development opportunities, on an equal and non-discriminatory basis and promote employee morale and career development through enlightened human resource interventions.
- To implement necessary systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
- To institute processes and mechanisms to ensure that issues relating to sexual harassment are effectively addressed.
- To create awareness of these provisions amongst employees.

Employee well-being is also governed & protected directly/indirectly under various HR policies like Recruitment Policy, Employee Benefits Policy, Leave Policy, Prevention of Sexual Harassment Policy, Anti-Discrimination/Equal Opportunities Policy, Human Rights Policy, Reward & Recognition Policy, Employee Health & Safety Policy and Business Ethics & Code of Conduct.

The content and robustness of implementation of this policy will be reviewed periodically and shall be revised accordingly.

Signed by:

Anjali Byce

Chief Human Resource Officer

Date: 16th August 2019