



# Transgender Inclusion, Equality, and Protection Policy



VERSION: 1.0

EFFECTIVE FROM: 1<sup>st</sup> June 2025

DUE FOR REVIEW BY: 31<sup>st</sup> December 2026

## 1. Purpose:

This policy affirms the commitment of Apraava Energy Private Limited (Apraava Energy) to ensure respect, dignity, equality and non-discrimination for all transgender persons. It is aligned with the Transgender Persons (Protection of Rights) Act, 2019, and the Transgender Persons (Protection of Rights) Rules, 2020.

## 2. Scope:

This policy applies to all employees, workers, trainees, interns, consultants, contractors, and stakeholders engaged by Apraava Energy at all locations and under all forms of employment or service arrangements.

## 3. Definitions

**Transgender Person:** As defined under the Act means a person whose gender does not match the gender assigned at birth and also includes trans-men, trans-women, persons with intersex variations, genderqueer individuals and socio-cultural identities such as hijra, aravani, and jogta.

## 4. Policy Provisions

### 1. Non-Discrimination

- No person shall be discriminated against on the basis of their gender identity in matters relating to employment, promotion, training, amenities or any other workplace related issue.
- Equal opportunity shall be provided in recruitment, retention, promotion and workplace facilities to transgender person.

### 2. Right to Self-Perceived Gender Identity

- All individuals have the right to self identify their gender.



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- Apraava Energy will ensure that all official records, forms and internal systems respect the gender identity as declared by the individual.

### 3. Equal Opportunity Commitment

- Apraava Energy shall publish this Equal Opportunity Policy on its website and at conspicuous places in all establishments, in accordance with Rule 12(2) of the 2020 Rules.
- The Company shall strive to make all employment processes inclusive and bias free.

### 4. Facilities and Workplace Inclusion

- Apraava Energy will work towards creating inclusive infrastructure including gender neutral restrooms wherever possible.
- Reasonable accommodation will also be provided to ensure full and effective participation of transgender employees in the workplace.

### 5. Complaints and Grievance Redressal

- Any person who experiences discrimination, harassment or unfair treatment due to their gender identity can lodge a complaint with the Complaints Officer.
  - All complaints will be handled sensitively and utmost confidentially.
  - Complaints Officer: Name: Prachi Jawale
  - Designation: Manager - Human Resources & Administration
  - Organization: Apraava Renewable Energy Private Limited
- Email:** [prachi.jawale@apraava.com](mailto:prachi.jawale@apraava.com)

### 6. Prohibition of Harassment

- Any form of abuse, harassment or violence physical, verbal or psychological against transgender individuals is strictly prohibited and shall attract appropriate disciplinary action.



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- Retaliation against a person for reporting such incidents is also strictly prohibited and shall be dealt with sternly.

## **7. Sensitisation and Awareness**

- Apraava Energy shall regularly conduct training sessions and sensitisation workshops for employees to promote awareness, inclusion and acceptance of transgender persons at workplace and society.
- These programs shall include transgender specific concerns and good workplace practices.

## **8. Confidentiality**

- The privacy and confidentiality of a transgender person including their gender identity or transition related information shall be respected at all times.
- Disclosure shall only be made with the explicit written consent of the transgender person.

## **9. Review and Monitoring**

- This policy shall be reviewed periodically to ensure compliance with applicable laws and evolving best practices. Updates shall be made in the policy as and when observed necessary.