

PRINCIPLE 5: Businesses Should Respect and Promote Human Rights.

1. Employees and Workers Who Have Been Provided Training on Human Rights Issues and Policy(ies) of the Entity, in the Following Format:

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. employees / workers covered (B)	% (B/A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	8,029	4,785	59.60%	8,443	5,615	66.50%
Other than permanent	817	28	3.43%	458	37	8.08%
Total Employees	8,846	4,813	54.41%	8,901	5,652	63.50%
Workers						
Permanent	2,434	19	0.78%	3,128	3,128	100%
Other than permanent	8,716	8,716	100%	26,959	26,959	100%
Total Workers	11,150	8,735	78.34%	30,087	30,087	100%

Note: Our approach to human rights is guided by our policy on Human Rights, which aligns with relevant national and international standards and protocols. As part of mandatory induction program for all the workers, we include Human rights related parameters in the induction module.

In line with our learning and development strategy, we offer digital learning modules, which covers various aspects of ESG, including Human Rights, Diversity, Equity, and Inclusion (DEI), Prevention of Sexual Harassment (POSH), Health & Safety, and Working Conditions. Additionally, our induction program for new hires, including other than permanent workers, has a dedicated Human Rights awareness program.

2. Details of Minimum Wages Paid to Employees and Workers, in the Following Format:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	7,246	0	--	7,246	100%	7,825	0	--	7,825	100%
Female	783	0	--	783	100%	618	0	--	618	100%
Other than Permanent										
Male	660	0	--	660	100%	308	0	--	308	100%
Female	157	0	--	157	100%	150	0	--	150	100%
Workers										
Permanent										
Male	2,243	0	--	2,243	100%	2,546	0	--	2,546	100%
Female	191	0	--	191	100%	582	0	--	582	100%
Other than Permanent										
Male	7,964	0	--	7,964	100%	24,780	0	--	24,780	100%
Female	752	0	--	752	100%	2,179	0	--	2,179	100%

3. a. Details of Remuneration/Salary/Wages, in the Following Format:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	7	1.59 crore	1	0.60 crore
Key Managerial Personnel*	6	9.12 crore	0	--
Employees other than BoD and KMP	7,900	0.12 crore	940	0.07 crore
Workers**	2,243	0.043 crore	191	0.048 crore

* Includes Chairman, Managing Director, two Executive Directors, Chief Financial Officer and Company Secretary.

**The remuneration data is disclosed for Permanent Workers

b. Gross Wages Paid to Females as % of Total Wages Paid by the Entity, in the Following Format:

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	6.02%	5.24%

4. Do You have a Focal Point (Individual/ Committee) Responsible for Addressing Human Rights Impacts or Issues Caused or Contributed to by the Business? (Yes/No)

Yes, the Company has designated a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business. The Focal Point is responsible for driving the implementation and awareness of the Group Human Rights Policy, coordinating human rights–related grievances while ensuring protection against retaliation, and supporting periodic human rights due diligence and risk monitoring. The role also includes ensuring compliance, maintaining documentation, supporting ESG/BRSR reporting requirements, and acting as the nodal point for coordination and escalation of human rights–related matters.

The focal point operates with the authority and independence necessary to effectively address human rights concerns and drive corrective actions where required.

5. Describe the Internal Mechanisms in Place to Redress Grievances Related to Human Rights Issues.

The Company has established a comprehensive Policy on Employee Grievance Management that incorporates the primary internal mechanism for redressing grievances, including those related to human rights issues ensuring that employees have a formal, accessible, and structured channel to raise and resolve human rights-related concerns.

6. Number of Complaints on the Following Made by Employees and Workers:

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	5	1*	NIL	4	0	NIL
Discrimination at workplace	NIL	NIL	NIL	3	0	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour / Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

*The pending complaint was resolved in April 2026.

7. Complaints Filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the Following Format:

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	4
Complaints on POSH as a % of female employees / workers	0.44%	0.52%
Complaints on POSH upheld	4	4

8. Mechanisms to Prevent Adverse Consequences to the Complainant in Discrimination and Harassment Cases.

The Company has instituted a robust Whistle Blower and Protected Disclosure Policy to safeguard complainants from any form of reprisal, discrimination, or adverse employment consequences. The policy ensures a zero-retaliation environment, wherein employees raising concerns in good faith are protected from harassment

or discrimination, with strict disciplinary action, including termination, imposed on those found engaging in retaliatory behaviour.

The identity of the complainant is maintained with the highest level of confidentiality, in accordance with applicable laws, to minimize any potential risk of adverse consequences. The Company also provides multiple escalation channels, enabling complainants to report concerns through supervisors, managers, or designated officials, with provisions to escalate matters to senior authorities such as the Chairman's Office, Vigilance & Ethics Officer, or the Chairman of the Audit Committee, where necessary.

The Company is committed to the prompt investigation and appropriate resolution of all reported cases, including any instances of retaliation. Protection under the policy extends not only to the complainant but also to individuals assisting in the investigation process. Additionally, the Company proactively takes measures to mitigate any difficulties faced by the complainant as a result of raising a concern, thereby reinforcing a safe and transparent reporting environment.

9. Do Human Rights Requirements Form Part of Your Business Agreements and Contracts? (Yes/No)

Yes, the human rights related requirements are covered as a part of the vendor onboarding process through our Vendor Management Portal. It is also covered as a part of our Supplier Code of Conduct.

10. Assessments for the Year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	82%
Forced/involuntary labour	82%
Sexual harassment	82%
Discrimination at workplace	82%
Wages	82%
Others – please specify	NIL

11. Provide Details of Any Corrective Actions Taken or Underway to Address Significant Risks / Concerns Arising from The Assessments at Question 10 Above.

No significant risks / concerns identified during assessments.

Leadership Indicators

1. Details of a Business Process Being Modified / Introduced as a Result of Addressing Human Rights Grievances/ Complaints.

There were no instances of a business process being modified/ introduced as a result of addressing human rights grievances / complaints in the reporting year.

2. Details of the Scope and Coverage of Any Human Rights Conducted Due Diligence.

100% of our sites and offices have been covered under Human Rights Due Diligence assessments.

3. Is the Premise/Office of the Entity Accessible to Differently Abled Visitors, as Per the Requirements of the Rights of Persons with Disabilities Act, 2016?

The Company has implemented comprehensive accessibility measures to ensure a safe and inclusive workplace for all visitors including differently abled. Ramps have been installed at all entry points of the office building as well as across basement lift lobbies to facilitate smooth and safe movement for wheelchair users. All elevators are wheelchair-compatible and equipped with Braille stickers to support visually impaired individuals.

In addition, the workplace is equipped with audio-visual alarm systems to effectively communicate emergency situations to all occupants. Dedicated accessible washrooms with standard amenities are available on each floor. The Company also provides motorised wheelchairs to further enhance mobility support within its premises.

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4. Details on Assessment of Value Chain Partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% of significant* suppliers.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	NA

*Suppliers contributing to 2% or more of the total procurement value

5. Provide Details of Any Corrective Actions Taken or Underway to Address Significant Risks / Concerns Arising From The Assessments At Question 4 Above.

No significant risks / concerns have been identified.