

3. Accessibility of Workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

In accordance with the Rights of Persons with Disabilities Act, 2016, the Company is committed to fostering an inclusive workplace that provides equal opportunities to all employees. We value a workforce built on diversity, equity, and fairness, and strive to create an environment that enables persons with disabilities to perform their roles effectively through appropriate workplace design and support mechanisms.

Our corporate offices are designed to be barrier-free and inclusive from the point of entry, with dedicated parking for PWD employees near lift lobbies and accessible ramps installed at all building entrances and basement lift areas to ensure safe and seamless movement. Vertical mobility is supported through wheelchair-compatible elevators equipped with Braille features for visually impaired employees, while each floor is provisioned with accessible washrooms designed to ensure comfort, dignity, and convenience for all.

The Company follows a structured approach to ensure accessibility across both existing and new infrastructure. This includes the design of workstations, restrooms, common areas, and internal and external pathways, all of which are planned and developed with accessibility considerations to support employees with disabilities across the workplace.

4. Does the Entity have an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016? If So, Provide a Web-link to the Policy.

Yes, the Company is steadfast in its commitment to fostering an inclusive and equitable workplace for Persons with Disabilities (PWDs).

In strict alignment with the Rights of Persons with Disabilities Act, 2016, we actively promote the inclusion of PwDs by ensuring their placement in roles that best leverage their unique skills, capabilities, and functional suitability. These core principles of equal opportunity and non-discrimination are deeply integrated into our HR and Diversity & Inclusion (D&I) frameworks, cultivating a supportive environment that honors the dignity and potential of every individual.

Weblink: <https://www.adanienterprises.com/-/media/Project/Enterprises/Investors/corporate-governance/Polices/Policy-on-Diversity-Equity-and-Inclusion.pdf>

5. Return to work and Retention rates of permanent employees and workers that took parental leave

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	78%	41%	100%	100%
Total	99%	97%	100%	100%

6. Is there a Mechanism Available to Receive and Redress Grievances for the following Categories of Employees and Worker? If Yes, Give Details of the Mechanism in Brief.

(If Yes, then give details of the mechanism in brief)

Permanent Workers and Employees	Yes. The Company provides an online grievance redressal mechanism for permanent employees and workers, with a defined resolution timeline of 14 working days. Grievances are addressed in a fair, confidential, and time-bound manner.
Other than Permanent Workers	Yes. Contractual workers may report grievances to their contractor representative or the designated Adani supervisor. The contractor is responsible for addressing these concerns and, where necessary, may escalate them to the site HR function and relevant functional heads for further resolution.
Other than Permanent Employees	Yes. Consultants, retainers and other partners engaged by the company on projects or on periodic basis are governed by the terms outlined in their respective contracts. In case of grievances, they may raise concerns with the designated HR Business Partners and relevant department heads, in line with established procedures.