

**SUZLON ENERGY LIMITED
HIV/AIDS WORKPLACE POLICY**

1. Policy History

Date of Board approval	Particulars	Effective Date
5 th February 2026	Introduction and implementation of the HIV/AIDS Workplace Policy	15 th February 2026

2. Purpose of this Policy

2.1 Introduction

Suzlon Energy Limited (“SEL” or the “Company”) is committed to create and maintain a diverse and inclusive work environment with zero tolerance towards violation of human rights. This Policy reflects the Company’s commitment to non-discrimination, confidentiality, education, and awareness regarding HIV/AIDS, in accordance with the HIV and AIDS (Prevention and Control) Act, 2017 and other Applicable Laws.

This Policy aims to:

- Ensure that no employee is discriminated based on their HIV status.
- Create a safe and supportive workplace for all employees, including those living with HIV/AIDS.
- Promote awareness and education about HIV/AIDS to reduce stigma and prevent transmission.
- Ensure compliance by the Company with the provisions of the Act and other Applicable Laws.

3. Applicability of this Policy

- 3.1 This Policy applies to Suzlon Energy Limited (the “Company”)
- 3.2 This Policy applies equally to full-time or part-time employees and contract workers engaged by the Company, ensuring a safe, non-discriminatory environment for all.
- 3.3 This Policy shall be adopted by the Company’s subsidiaries subject to suitable modifications, if and to the extent required.

4. Definitions:

Unless repugnant to the context:

- 4.1 “Act” shall mean the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017 including the Rules made thereunder, as amended from time to time.
- 4.2 “AIDS” or “Acquired Immunodeficiency Syndrome” means a condition that results from the progression of HIV infection, characterized by a severely weakened immune system.
- 4.3 “Applicable Laws” shall mean the Act, the Companies Act, 2013 and Rules made thereunder, the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015; as amended from time to time and such other Acts, Rules or Regulations which are / may be applicable.

- 4.4 “Board” or “Board of Directors” shall mean the Board of Directors of the Company.
- 4.5 “Company” or “SEL” shall mean Suzlon Energy Limited.
- 4.6 “HIV” or “Human Immunodeficiency Virus” means a virus that attacks the immune system, impairing its ability to fight infections and diseases.
- 4.7 “HIV-affected person” means an individual who is HIV positive or whose partner (with whom such individual normally resides) is HIV positive or has lost a partner (with whom such individual resided) due to AIDS.
- 4.8 “HIV positive person” means a person whose HIV test has been confirmed positive.
- 4.9 “Listing Regulations” shall mean the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 together with the circulars issued thereunder, including any statutory modification(s) or re-enactment(s) thereof for the time being in force.
- 4.10 “Ombudsman” shall mean the Ombudsman appointed in terms of Section 23 of the Act.
- 4.11 “Policy” or “this Policy” shall mean this HIV/AIDS Workplace Policy.
- 4.12 “Rules” for the purposes of this Policy shall mean the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Rules, 2018.
- 4.13 Interpretation – In this Policy unless the contrary intention appears, words and expressions used and not defined in this Policy but defined in the Applicable Laws shall have the meanings respectively assigned to them in those Applicable Laws.

5. Review of the Policy and disclosure requirements:

- 5.1 This Policy has been implemented w.e.f. 15th February 2026.
- 5.2 This Policy shall be disclosed on the website of the Company and a weblink shall be provided in the Annual Report.
- 5.3 This Policy is subordinate to the applicable statutory provisions including the Companies Act, 2013, Listing Regulations etc, and in the inconsistency between this Policy and the Applicable Laws (including due to subsequent amendments to the Applicable Laws), the provisions of the Applicable Laws will prevail.
- 5.4 The Board reserves any right to alter, modify, add, delete or amend any of the provisions of this Policy, subject to Applicable Laws.

6. Policy statement:

- 6.1 The Company commits to:
- treating employees living with HIV/AIDS with dignity and respect. Employees will not be discriminated against during recruitment, training, promotion, or any other employment decision based on their HIV status.
 - Generate awareness on HIV and AIDS.
 - Ensuring safe, non-stigmatised and non-discriminatory environment assuring equity and dignity.

7. Guiding Principles

The guiding principles for this Policy are:

7.1 Non-Discrimination

The Company commits to treating employees living with HIV/AIDS with dignity and respect. Employees will not be discriminated, and the Company will not tolerate discrimination, in recruitment, training, promotion, or any other employment decision based on their HIV status and will be treated no less favourably than any other employee with any other serious illness/condition in terms of statutory and Company benefits, workplace compensation and other benefits.

Whilst the Company recognises that there are circumstances unique to HIV infection, this Policy rests on the principle that HIV infection and AIDS should be treated as any other serious illness or condition that may affect employees. The Company's commitment to maintaining a safe and healthy work environment for all employees is based on the recognition that HIV is not transmitted by casual contact.

7.2 Confidentiality

The HIV status of any employee is considered as confidential information. The Company will ensure that no information regarding an employee's HIV status is disclosed without the employee's consent, in compliance with the Act and the Model Policy.

7.3 Voluntary Testing

Testing for HIV will not be mandatory for any employee or potential employee. If testing is requested, it will be done voluntarily, with informed consent, and any test results will remain confidential.

7.4 Support and Health care

The Company will guide its employees living with HIV/AIDS with appropriate medical services as well as counselling services, professional support and self-help groups if required. Reasonable time off will be given for counselling and treatment. Employees living with HIV/AIDS will have access to medical leave, health benefits, and support systems available to all employees. The Company will not terminate employment based solely on an employee's HIV status, provided they can perform their job duties effectively.

7.5 Education and Awareness

The Company will promote awareness of HIV/AIDS through regular training programs, workshops, and access to resources. These initiatives aim to reduce stigma and misinformation about HIV/AIDS in the workplace, in preserving the dignity of HIV affected persons as also to protect employees and others against infection from HIV/AIDS.

The training programs will help any HIV positive person maintain normal and productive lives.

The Company will provide, either directly or through third parties, an integrated education and awareness program focusing on prevention. Such programs would include:

- Training for managers and supervisors to communicate and ensure compliance with the Company's HIV/AIDS workplace policy and related programs and benefits;
- Access to print, video and computer-based communication strategies to promote medically accurate, relevant information on HIV/AIDS prevention and treatment;

7.6 Safety and Prevention

The Company will ensure that employees are educated on the means of HIV transmission and prevention, encouraging practices that prevent infection, such as safe workplace practices and awareness of medical support.

8. Implementation

8.1 Monitoring and Compliance

- a. The Human Resources (HR) department of the Company, will be responsible for implementing and monitoring compliance of this Policy across all locations at the offices of the Company through the CHRO Connect portal.
- b. The name, email and contact number where complaints can be filed shall be displayed at all office locations of the Company.

8.2 Reporting and Grievances

- a. An employee who believes that he / she have been subjected to discrimination on account of being a HIV positive person, including for a breach of confidentiality in this regard, or any violation of this Policy can raise their concerns by filing a complaint either through the CHRO Portal, or the Ethics Helpline ethicshelpline@suzlon.com.
- b. A decision on a complaint should be made at the earliest taking into account the exigencies of each matter. The timelines for grievance resolution will depend on the complexity and exigencies of the matter and will be handled with the utmost confidentiality and urgency.
- c. Where a violation of the Policy has taken place, appropriate measures should be taken by the HR Department to rectify the violation and also provide counselling to the person who has committed the violation and require such person to undergo training in relation to HIV and AIDS and take such other steps as required under the circumstances and as required under Applicable Law.
- d. The complainant should be informed of the action taken in relation to the complaint and of the complainant's right to approach the Ombudsman or to any other appropriate legal recourse in case the complainant is dissatisfied with the action taken.
- e. The HR Department shall ensure that appropriate reporting as stipulated under Applicable Law is made.
- f. The HR Department shall comply with the data protection measures as stipulated under the Act and Applicable Laws.

9. Communication and Awareness

The Company will actively communicate this Policy to all employees through induction programs, internal portals, and ethics workshops to ensure that all staff members are aware of their rights and responsibilities regarding HIV/AIDS in the workplace.
