



SOCIAL RESPONSIBILITY POLICY

Radiance Renewables Private Limited ("Radiance") is committed to address and recognise social responsibility within our sphere of influence. Radiance is committed to contribute and respond accordingly where there are scopes of social progress within our sphere of influence.

To meet our commitments, we aim to:

- Identify and engage with community and different levels of stakeholders as relevant across our operations.
- Ensure that appropriate compensations and benefits are given to project affected persons where they are entitled.
- Ensure a grievance mechanism is in place to address and manage concerns of stakeholders resulting from the company operations.
- Participate in the process of community development by introducing or supporting relevant need-based programs.
- Actively seek gender equality in its employment and strive for an inclusive growth.

Social Performance is a key pillar in the overall operating philosophy of Radiance. Radiance is committed to uphold following three principal components of social performance:


- Do no Harm.
- Trusting and respectful relationships.
- Fair and transparent benefits including CSR.

Policy Communication, applicability, and its Implementation

This Policy will be communicated to key stakeholders through display at workplaces, prominent locations of Radiance and its subsidiaries and through interactive sessions for internal stakeholders such as employees and external stakeholders such as contractors and sub-contractors of Radiance and its subsidiaries.

This policy will apply to all employees, contractors, sub-contractors and relevant stakeholders of Radiance and its subsidiaries.

This policy for its implementation will be suitably reflected in management system manuals, frameworks, operating procedures, guidelines, and plans.

Manikkan Sangameswaran Executive Director & CEO		Date of Adoption	16 January 2020
		Date of Revision	21 September 2022
		Current Version	02