

CESC Limited
Employee Welfare Policy

CESC Limited ('CESC', 'the Company') recognizes its employees as the greatest assets for growing and sustaining its business. The Company believes in promoting the well-being of all its people and accordingly is committed to create and maintain a fair, safe, healthy, nurturing and vibrant work environment, across all its operations.

The Company aspires to be an '**Employer of Choice**' and shall endeavour to:

- Comply with the applicable national and local regulatory requirements pertaining to its employees and put in place systems and processes accordingly;
- Ensure equal opportunities to all employees during the time of hiring and induction as well as throughout the course of employment till the time of separation irrespective of gender, caste, creed, color, religion disability or sexual orientation;
- Put in place appropriate systems and processes to support the work-life balance of all its employees;
- Abide by the "Human Resource Policy" and will ensure diverse, inclusive and equitable work environment built upon respect and dignity;
- Abide by the "Occupational Health and Safety Policy" to ensure a safe and hygienic work environment;
- Ensure facilities and amenities for the differently abled employees to enable them to discharge their duties effectively;
- Ensure a workplace where employees especially female employees feel safe and secure in delivering their responsibilities and do not face harassment/ resistance;
- Develop a culture of co-operation, trust and mutual respect within the organisation and communicate to its employees about various policies related to them.

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