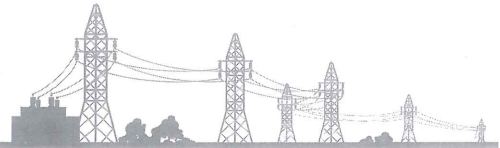


HEALTH AND WELLBEING POLICY



Torrent Power Ltd - Distribution (TPL-D), believes that wellbeing of employees and relevant stakeholders is one of the key imperatives of the organization.


TPL-D is committed to extend all possible assistance to its employees and contract employees in leading a healthy life, through work-life balance, establish wellbeing culture and provide all required support during medical needs. The objective of this policy encompasses physical, emotional and spiritual aspects of health and wellbeing. The organisational Health and Wellbeing plan covers all employees and relevant stakeholders of TPL-D.

Effective implementation of wellbeing initiatives aims at deriving following benefits:

- > Promoting healthy lifestyle, decreasing incidence of chronic disease, increasing employee satisfaction and improving workplace productivity.
- > Providing employees and contract employees with opportunity to improve their health awareness quotient through various initiatives which has a positive impact on their wellbeing.
- > Strengthening the message that organization is concerned with the health and wellbeing of all employees and relevant stakeholders.

TPL-D is committed to implement and sustain the Health and Wellbeing policy through host of Health and Wellbeing activities for which necessary resources shall be provided.

The scope and adequacy of the policy will be reviewed every 03 years.



Sudhir Prasad
Executive Director

Date: 19-08-2023