

## SOCIAL POLICY

Communities, in which we operate our plants, are the most significant stakeholders in its business and ATHENA believes in Inclusive growth of the community. ATHENA intends to create positive socio-economic impact on the life of these stakeholders through CSR activities, in the following manner:

- **Build capabilities for tomorrow** that benefit not only our host communities but also take initiatives that benefit the Solar Industry in India through interventions in education, scholarships, and trainings with a focus to promote employability of women.
- **Alleviate poverty &** Implementation of irrigation programs that can improve irrigation in the area, rainwater harvesting to improve ground water recharge, sustainable agriculture, and climate smart practices
- **Promote healthcare and Sanitization-** organizing health awareness camp, health camps or mobile health clinics, installing community toilets and safe waste disposal methods, providing clean / purified drinking water facilities
- **Provide livelihood through Skill development-** development of traditional arts and handicrafts livestock development
- **Others-** Promoting rural sports & nationally recognized sports; promote afforestation through distribution of seeds and plants.
- Provide communication channels for local communities to raise any concerns with Company activities

ATHENA believes in the conduct of its business in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity, and ethical behavior. Towards this, the Company has adopted the Code of Conduct, which lays down the principles and standards that should govern the actions of the Company, its stakeholders, and its employees.

We will adhere to the ATHENA Code of Conduct to ensure dignity of individual and human rights by paying wages as per industry standards, providing access to grievance mechanism for workers, striving for inclusion and diversity in the workplace not employing forced labor and children.

Place: Mumbai

Date :2<sup>nd</sup> March'2022



Ram Mohan Venkata

(Chief Executive Officer)