

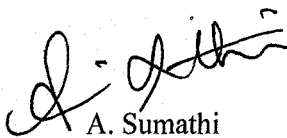
SOCIAL POLICY

At MALCO Energy Limited, we are committed to the principles of sustainable development; protecting human life, health and environment, ensuring social well-being and adding value to the communities. Upholding people's fundamental rights is central in our everyday business operations. We strive to manage our businesses in a fair and equitable manner meeting all our social responsibilities as a direct and indirect employer and respect the human rights of all our stakeholders.

MALCO Energy Limited strives to:

- Comply with or exceed the legislative requirements in all jurisdictions in which it operates and develop systems to identify, manage, mitigate risks and adverse impacts on communities and environment. We will also strive to uphold labour and human rights aligned with national and international regulations;
- Avoid involuntary resettlement where feasible and consider displacement only when business requirements make it unavoidable. We seek to adopt and implement best possible measures to improve or at least restore quality of lives and standards of living of displaced persons in particular and communities in general;
- Demand and foster leadership, learning and growth so as to deliver value to the organisation and society in a socially responsible manner, train people and provide resources to meet social responsibility objectives and targets;
- Operate ethically and not transgress or contravene MEL business Code of Conduct. MEL operations and employees will not engage in undue monetary or other advantage in violation of law and the official's legal duties to obtain or retain business;
- Respect the social, economic, cultural and human rights of communities and preserve the culture and heritage of the local communities including indigenous peoples and socially vulnerable groups and seek broad-based support for our operations;
- Consult and inform stakeholders in matters that affect them. We will regularly communicate social performance in an accurate, transparent and timely manner to stakeholders. Where possible, we will influence our suppliers, contractors and partners to conduct their activities in accordance with our own policies and Code of Conduct;
- Adopt Sustainable Development as an integral part of the business plan and put in place a appropriate institutional structure to plan and implement community development initiatives prioritizing local needs and ensuring long term sustainable benefits to communities.

MEL shall sign up to this policy which shall be implemented throughout the business. We will measure and report progress against this policy and review performance on a periodic basis.



A. Sumathi
Head Operation



C. Murugeswaran
Head Power Business



P. Ramnath
CEO