

Central to Apraava Energy's people philosophies are our values and our commitment to employees to provide a fulfilling work environment. Our work environment strives to be free of any form of discrimination and upholds a culture of respect, trust, and mutual understanding nurtured through open, two-way communication. Moreover, a positive encouragement of employees' participation in discussions and willingness to discuss issues and concerns raised at any level in the organization, along with opportunities for learning and career development are non-negotiable at Apraava Energy. We believe in creating a safe, healthy and productive work environment, complemented with the necessary training, equipment and support. As an equal opportunity employer, we make every effort to create a stimulating and open workplace that promotes teamwork, collaboration, fairness, respect, and diversity.

Apraava Energy is born of different elements such as Agni, Prithvi, Ambu, and Vayu. Similarly, our workforce is also a mix of diverse talent. Individuals from different cultures, beliefs, languages, and regions make up our very experienced and engaged workforce. We see diversity and inclusion as a way of life. Over the years, our endeavour has been to make our workplace more inclusive, improve our diversity and make our organization a reflection of the changing demographics we see in the world. One significant step we've taken in this direction is to become a proud signatory to the Women's Empowerment Principles (WEP's), established by the UN Global Compact and UN women, which reasserts our commitment to diversity and gender equality.

Another aspect of our people philosophy is employee development, which remains central to the growth of our organization. We focus on creating a culture of development to build capabilities that meet current and future business needs and develop leadership skills to make the business future-ready. Employees' mistakes are recognized, and their impact addressed, but they are viewed as learning opportunities rather than failures.

We also humbly recognize that we are an integral part of the communities we operate in, and serve. As an inclusive organization, we actively engage with the communities and work towards addressing their needs. We also encourage our employees to be engaged with their communities and societies. At Apraava Energy, we provide a 1-day volunteering leave to all employees in each calendar year. Through meaningful volunteering, employees get rewarded with fresh insights, ideas and come back with a renewed connection to the organization's core values.

Apraava Energy is undergoing a positive transformation, and we embrace and look forward to this new age of change. We strive to constantly grow and evolve to meet the needs of our employees, customers and industry at large.

