



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L99999GJ1985PLC007868
2	Name of the Listed Entity	GUJARAT INDUSTRIES POWER COMPANY LIMITED
3	Year of incorporation	1985
4	Registered office address	P.O. Ranoli- 391350, District Vadodara
5	Corporate address	P.O. Ranoli- 391350, District Vadodara
6	E-mail	investors@gipcl.com
7	Telephone	(0265) 2232768
8	Website	www.gipcl.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	i) National Stock Exchange of India Limited & ii) BSE Limited
11	Paid-up Capital (INR)	1,51,25,11,880
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. K K Bhatt, General Manager (Finance) & CFO kkbhatt@gipcl.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made in this Business Responsibility & Sustainability Reporting (BRSR) are on a standalone basis. This information includes operations of its corporate office, manufacturing plants and own captive mines.

II. PRODUCTS/SERVICES

14. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Electricity, gas, steam and air condition supply	Electric power generation, transmission and distribution	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Electric Power	35106	99.48%

III. OPERATIONS

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	10	1	11
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1 (State of Gujarat)
International (No. of Countries)	0



Gujarat Industries Power Company Limited

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Not applicable - The company only serves domestic customers in Gujarat, India.

c. A brief on types of customers

The company generates and supplies electricity to Gujarat state's power distribution and transmission companies. They are the exclusive customers of the company. The Company does not sell electricity to any other private customers or to any customers outside Gujarat.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	424	416	98.11%	8	1.89%
2.	Other than Permanent (E)	55	54	98.18%	1	1.82%
3.	Total employees (D + E)	479	470	98.12%	9	1.88%
WORKERS						
4.	Permanent (F)	31	31	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total workers (F + G)	31	31	100%	0	0%

*We have only included employees/workers who are on payroll of the Company

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	1	1	100%	0	0%

*We have only included employees/workers who are on payroll of the Company

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	3	1	33%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.70%	0	1.70%	0.91%	0	0.91%	1.28%	0	1.28%
Permanent Workers	0	0	0	0	0	0	0	0	0



V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/ subsidiary/associate companies/joint ventures(A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held bylisted entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
NA				
The company does not have any holding / subsidiary / associate companies / joint ventures				

VI. CSR DETAILS

(₹ in lakh)

22. (i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	YES
(ii)	Turnover (in ₹)	1,35,556.49
(iii)	Net worth (in ₹)	3,15,429.70

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place(Yes/No) <i>(If Yes, then provide web-link for grievance redressal policy)</i>	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	4	0	-	7	0	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value chain partners	Yes	-	-	-	-	-	-
Others (Please specify)	-	-	-	-	-	-	-

The company has a Grievance Redressal mechanism in place for all business stakeholders. The link to the Investors Grievance Redressal Cell is at <https://www.gipcl.com/investors-grievance-redressal-cell.htm>



24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate Whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1.	Increased temperature and heat waves	Risk	Increase in temperature and prolonged heat waves may create unsafe environment and cause health & safety risks for the workforce	<p>The risk is minimized as most of the mining operations are mechanized with minimal human tasks in the open environment.</p> <p>All equipment/machinery in operations have air-conditioned cabins.</p> <p>In case of power generation operations, the Company maintains infrastructure to reduce impact of extreme heat. Adequate sheds are also installed to provide places for workers to rest and for protection from outside heat.</p>	Negative
2.	Water scarcity	Risk	Water scarcity & less rainfall/droughts might impact the production processes as water is one of the main resources consumed by the company	<p>The Company has access to various water sources to enable diversification in case of water scarcity. It also maintains reservoir with upto 5 days worth of water requirements in case of emergency.</p> <p>Additionally, it also has supply from the ground water around Bodhan and Patan as a standby source of water.</p> <p>Due to all this, the risk of disruption due to water scarcity is minimal.</p>	Negative



Sr. No.	Material issue identified	Indicate Whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or Negative implications)
3.	Disruptive weather events	Risk	Disruptive weather events like high or low wind speed, cyclones, hurricanes, floods, etc. impact and can cause disruption and risks to the company operations	The company is transitioning to more solar power generation assets to mitigate any impact from abnormal wind speed, in particular low wind speed which is becoming more common across India. The company's solar and wind assets have defence mechanism (barriers, etc.) to prevent any impact from floods.	Negative
4.	Net-zero transition	Opportunity	Demand for renewable energy is on the rise as a response to reduce GHG emissions and transition towards a low/no-carbon economy. This represents a massive opportunity for the company. Over the past few years, the company has increased its electricity generation mix to include more renewable assts like solar farms and wind farms. The company will continue to expand its renewable infrastructure portfolio to enable more electricity generation from renewable sources to enable India's transition to a net-zero economy	Not applicable	Positive
5.	Affordable electricity	Opportunity	Compared to industry peers, the Company produces electricity at a lower cost, in-turn benefitting the end customers and wider society and communities. Through adopting new technologies, innovation and industry best practices, it will continue to strive towards producing electricity at lower costs, thereby helping address energy poverty and contributing to UN SDG 7 - 'Affordable & Clean Energy'.	Not applicable	Positive



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The company has adopted policies covering the NGRBC principles in accordance with the prevailing legal requirements. The policies of the company are approved by the Chief Financial Officer (CFO). As required, such policies are also signed or approved by the respective body, which includes the board of directors, functional committees, and the senior management.								
c. Web Link of the Policies, if available	All Company policies in relation to the NGRBC principles and core elements of the BRSR are available on the website at: https://www.gipcl.com/corporate-policies.htm								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company continuously aspires to incorporate industry best practices and latest technological advances in its operations. The Company has accreditations per international frameworks and standards like ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, ISO 45001:2018 for Occupational Health and Safety Management System, ISO 50001:2018 for Energy Management System. Various components of each of these accreditations align with the 9 NGRBC principles.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Even though the Company does not currently have any specific ESG targets or goals, it constantly works to improve its environmental and social impact through a variety of initiatives and improvements based on industry best practices and through adoption of latest technological advances.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	An overview of ESG aspects of our business operations is covered as part of Board Report.								



8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The CFO is responsible for implementation and oversight of the Business Responsibility policies.
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The CFO and the Risk Management committee are responsible for overall decisions and oversight in relation to sustainability related issues. The day-to-day decision making on ESG and wider sustainability issues is with the respective functional heads of the company.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles, and,rectification of any non-compliances	All the statutory policies of the company are approved by the Board of Directors whereas the operational policies are approved and signed by the CFO or the functional heads. The CFO and the Risk management committee review the performance various aspects of business responsibility on a regular basis.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available forthe task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 : BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	A preliminary understanding of the nine principles of NGRBC	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs*	52	Trainings provided on environmental, health & safety and technical and managerial skills	100%
Workers*	52		100%

*We have only included employees/workers who are on payroll of the Company

- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL				
Punishment					

- Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

- Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The company strongly believes in and has implemented ethical and transparent business practices. The company has procedures and mechanisms in place to ensure the ethical, transparent and accountable work culture across all the plants and offices. There is a Vigil Mechanism and a Whistle blower policy as well as a Code of Conduct in place which applies to all the employees and directors of the company. Under the Whistle blower policy, the employees and directors can report any unethical behavior or any fraud. Adequate safeguards are in place to prevent any negative victimization against the reporting persons for using procedures under the Whistle blower policy. Code of conduct policy of the company provides standards and guidelines for the employees towards ethical behavior. It also deals with the issues related to unethical

behaviors/business conduct and also deals with the prevention of insider trading of the company's shares and responsible conduct. The relevant policies are available at: <https://www.gjpl.com/corporate-policies.htm>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs	NIL	-	NIL	-

7. Provide details of any corrective action taken or underway on issues related to fines /penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

During the FY, there have been no cases of corruption or conflicts of interest. No fines/penalties have been levied by any regulatory/law enforcement agencies or judicial institutions. Therefore, no corrective actions have been required.

PRINCIPLE 2 : BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2022-23	FY 2021-22	Details of improvement in environmental and social impacts
R&D	NA	NA	The Company does not undertake any in-house R&D activity
Capex	100%	100%	The company has made investment in Renewable Energy plants

2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, the company has a procedure in place for sustainable sourcing. The key suppliers for CAPEX are regularly evaluated on environmental and social parameters. Where possible, the Company gives preference to suppliers in nearby locality and within Gujarat which helps in reducing the overall carbon footprint of the logistics activity. The company also encourages its suppliers to have an international or domestic accreditation/certification, e.g. ISO, etc.
	b. If yes, what percentage of inputs were sourced sustainably?	Almost 100% CAPEX of the Company is with suppliers who have ISO accreditations and their own sustainability initiatives, in-turn contributing to Company's sustainable sourcing activity. Going forward, the Company will work towards expanding the sustainable sourcing activity to other raw materials and ancillary materials as well.



3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	The company operations, particularly the electricity generation from solar power, wind mills and gas do not generate any specific waste to reclaim. Fly ash is the key waste generated as part of the electricity generation from thermal sources. There are procedures in place where the company captures 100% of the fly ash generated which is then onward sold to the companies in real estate sectors for use in producing green cement/concrete mix. The company does not generate significant quantities of plastic, electronic or any other hazardous waste.
4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	EPR rules are not applicable to company operations

PRINCIPLE 3 : BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of Employees covered by										
	Total	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Employees*											
Male	416	416	100%	416	100%	NA	NA	NA	NA	416	100%
Female	8	8	100%	8	100%	8	100%	NA	NA	8	100%
Total	424	424	100%	424	100%	8	1.89%	NA	NA	424	100%
Other than Permanent Employees*											
Male	54	54	100%	54	100%	0	0%	NA	NA	54	100%
Female	1	1	100%	1	100%	1	100%	NA	NA	1	100%
Total	55	55	100%	55	100%	0	0%	NA	NA	55	100%

*We have only included employees who are on payroll of the Company



b. Details of measures for the well-being of workers:

Category	% of Workers covered by										
	Total	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Workers*											
Male	31	31	100%	31	100%	NA	NA	NA	NA	31	100%
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	31	31	100%	31	100%	NA	NA	NA	NA	31	100%
Other than Permanent Workers*											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	0	-	-	-	-	-	-	-	-	-	-

*We have only included workers who are on payroll of the Company

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA
Others-please specify	NA	NA	NA	NA	NA	NA

*We have only included employees/workers who are on payroll of the Company

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	The Company's plant and offices are accessible to differently abled employees and workers in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company is working on improving the overall accessibility of our office premises in line with industry best practice.
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4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 ? If so, provide a web-link to the policy.

Providing equal opportunities to everyone is one of the key themes of the internal HR policies. The company does not discriminate based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable			
Female				
Total				

During the FY, no permanent employees or workers have taken maternity benefits.



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6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, all employees and workers of the Company have access to a grievance redressal mechanism. The company has practices and procedures in place where they can reach out to the HR contact or their respective department/ functional head to file a grievance/ complaint and seek resolution. If the employee/ worker is not satisfied with the resolution, they can also escalate the issue and approach to their higher management for mediation.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2022-23			FY 2021-22		
	Total employees/ workers in respective category (A)*	No. of employees/ workers in respective category, who are part of association(s) or Union (B)*	% (B / A)	Total employees/ workers in respective category (C)*	No. of employees/ workers in respective category, who are part of association(s) or Union (D)*	% (D/ C)
Total Permanent Employees	424	102	21%	465	109	23%
Male	416	102	25%	457	109	24%
Female	8	-	-	8	0	-
Total Permanent Workers	31	31	100%	31	31	100%
Male	31	31	100%	31	31	100%
Female	0	0	0	0	0	0

*We have only included employees/workers who are on payroll of the Company

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	%(B/A)	No (C)	%(C/A)		No (E)	%(E/D)	No (F)	%(F/D)
Employees*										
Male	470	358	76.17%	33	7.02%	511	84	16.44%	44	8.61%
Female	9	9	100%	2	22%	9	9	100%	0	0%
Total	479	367	77%	35	7.31%	520	93	18%	44	8.46%
Workers*										
Male	31	31	100.00%	27	87.10%	31	27	87.10%	23	74.19%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Total	31	31	100%	27	87.1%	31	27	87.1%	23	74.19%

*We have only included employees/workers who are on payroll of the Company



9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/ C)
Employees*						
Male	470	470	100%	511	511	100%
Female	9	9	100%	9	9	100%
Total	479	479	100%	520	520	100%
Workers*						
Male	31	31	100%	31	31	100%
Female	0	0	0%	0	0	0%
Total	31	31	100%	31	31	100%

*We have only included employees/workers who are on payroll of the Company

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the company is Integrated Management System Certified Company meeting the requirements specified in ISO 9001:2015 Quality Management System and ISO 45001:2018 Occupational Health and Safety Management System. The systems and processes required in relation to health and safety aspects as per the accreditations cover the end-to-end operations of the company.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	There are dedicated safety managers at all plant locations who supervise and discuss work related hazards and risks on a daily basis. Safety committees are also established for assessing risks on an ongoing basis. Safety related information is being circulated and disseminated through internal social media platforms regularly as well as through sign boards, posters, etc. PPE like safety helmets, gloves, shoes, glasses etc. are mandatory for workers and supervisors in designated areas. Various safety slogans in local language are spread amongst the workers in order to increase awareness as well as to improvise their morale towards health, safety and hygiene. Daily tool talks are organised for all critical jobs including those working at heights or in high temperature areas in both power generation as well as mining operations. Medical checks are conducted for all workers at the time of joining the organisation and on an ongoing basis, especially before and after undertaking risk-prone tasks. The Company has also implemented HIRA system at Surat Lignite Power plant to proactively identify, assess and mitigate any hazards/risks.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes. The Company has a well-established health and safety management process in place for employees and workers to report and mitigate work-related hazards. The Company trains all its employees and workers through occupational health and safety modules. The training modules cover aspects of the methodology to identify work-related hazards, analyse the risks associated with them, and take subsequent steps to mitigate them. Safety training is given to the workers and employees. In every department, they have nominated safety ambassador entrusted with the responsibility of propagating safety measures. Risk register is maintained and any identified/reported risks are thoroughly investigated and mitigation steps are implemented to avoid such risks recurring in the future.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, all full-time permanent employees have access to non-occupational medical and accident insurance cover. All contract workers also have access to non-occupational accident insurance.



11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23		FY 2021-22	
Lost Time Injury Frequency rate (LTIFR) (per one million-person hours worked)	Employees	-	-	-	-
	Workers	-	-	-	-
Total recordable work-related injuries	Employees	-	-	-	-
	Workers	-	-	-	-
No. of Fatalities	Employees	-	-	-	-
	Workers	-	-	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-	-	-
	Workers	-	-	-	-
During the year, there have been no safety related incidents involving any workers or employees.					

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company embeds the guidelines and principles of ISO 45001:2018 and other regulatory requirements as part of its operations. The company undertakes internal and external audits on a regular basis to check the safety practices and processes in accordance with ISO 45001:2018 and other applicable regulations.

During the year, the company has proactively undertaken the following initiatives to ensure a safe and healthy work environment:

- Concern for miners' safety is of great importance to the Company. The Company continues to maintain and implement highest standards in safety norms for its mining operations and has managed to achieve "Zero Accident Level" during the FY 2022-23
- Safety Audit has been conducted by external accredited agency to assess effective of the health & safety procedures in place to maintain 'zero accident' levels
- Erection of platforms at various locations of boilers for better approach and improvement in the safety during work at site
- New safety showers along with eye washer and water inlet facilities provided at (a) Unit-1 and Unit-2 110 V Battery Room, (b) Unit-1 and Unit-2 415 V Battery Room, (c) Unit-1 and Unit-2 220V/ 24V Battery Rooms and (d) Switchyard Battery Room

The Company provides safety training to all of its employees and workers through modules and safety drill practices. The safety training programmes are aimed at enabling the workforce to create and implement best practices to detect, reduce, and prevent occupational health and safety issues. The Company strives to prevent negative health effects on its employees through various health awareness workshops, medical facilities, and medical insurance benefits.

13. Number of Complaints on the following made by employees and workers:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL			NIL		
Health & Safety						



14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There have been risks or concerns identified as part of the health & safety assessments and hence no corrective actions have been required.

PRINCIPLE 4 : BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity.

Stakeholders are essential for the business of the company. The Company has identified various internal and external stakeholders for the business which includes Suppliers/Vendors, Customers, Shareholders, Employees/workers, Communities, and Government and Regulators.

The above stakeholders are identified based on the material financial as well as non-financial impact they have on the company and vice versa.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers/vendors	No	* Tendering Process * Virtual Meetings * Emails * Website * Telephonic conversations	Ongoing Basis	* Sourcing and availability of raw materials * Pricing * Responsible supply chain practices
Customers	No	* Emails & Telephonic Conversations * Meetings	Ongoing Basis	* Supply of services in line with the commercial terms * Billing & Payments * Complaints/ Grievance & its resolution
Shareholders	No	* Website * Annual General Meetings * Investors Meetings/ Calls * Quarterly results announcements * Annual Reports * Stock exchange announcements	Ongoing Basis	* Financial performance * Business strategy * Risk management * Complaints & Resolution - Corporate governance



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/workers	No	* Training & performance management * Annual Appraisal meetings * Award events * Email/ telephonic conversations	Ongoing Basis	* Employee Training & performance & career development * Grievance resolution * Feedback & consultations * Well being and health and safety
Communities	Yes	* Website * Community interactions through CSR Initiatives * Annual reports	Periodic	* CSR & social initiatives * Complaints & grievances (if any)
Government and Regulators	No	* Meetings * Email / Telephonic conversations	Ongoing Basis	* Reporting & statutory Compliance * Feedback to regulatory consultation & policy formulation * Tender process management - Approvals & clearances from authorities

PRINCIPLE 5 : BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/ C)
Employees						
Permanent	0	0	0%	0	0	0%
Other than permanent	0	0	0%	0	0	0%
Total Employees	0	0	0%	0	0	0%
Workers						
Permanent	0	0	0%	0	0	0%
Other than permanent	0	0	0%	0	0	0%
Total Workers	0	0	0%	0	0	0%



Note: As part of its training curriculum, the Company conducts awareness sessions on prevention of sexual harassment at work place. The Company will consider expanding the scope of its trainings to include wider aspects of human rights including child labour, forced labour, inequality, discrimination, etc.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More Than Minimum Wage		Total (D)	Equal to Minimum Wage		More Than Minimum Wage	
		No (B)	%(B/A)	No (C)	%(C/A)		No (E)	%(E/D)	No (F)	%(F/D)
Employees*										
Permanent										
Male	416	0	0	416	100%	457	0	0	457	100%
Female	8	0	0	8	100%	8	0	0	8	100%
Other than Permanent										
Male	54	0	0	54	100%	54	0	0	54	100%
Female	1	0	0	1	100%	1	0	0	1	100%
Workers*										
Permanent										
Male	31	0	0	31	100%	31	0	0	31	100%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Other than Permanent										
Male	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA

*We have only included employees/workers who are on payroll of the Company

3. Details of remuneration/salary/wages, in the following format:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	7	Only Sitting fees paid	2	Only Sitting fees paid
Key Managerial Personnel*	2	27.67	1	43.45
Employees other than BoD and KMPs**	470	13.95	9	14.38
Workers**	31	3.3	0	

*KMP includes MD of the Company

**We have only included employees/workers who are on payroll of the Company

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Head of Human Resource department of the Company is responsible for addressing human rights impact or issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.



The company has various procedures and practices in place where employees as well as external stakeholders can raise any human rights related grievance with the HR team of the company. Additionally, they have access to mechanism prescribed as part of the Whistle blower policy to raise any human rights issues or complaints. The HR/ respective stakeholder contact point (after due consultation with the HR team or relevant departmental head) shall take the requisite steps/ actions. The company also has a standalone policy for Prevention of Sexual Harassment of women at workplace. There is a standalone internal committee which oversees effective implementation & oversight of processes to mitigate Sexual Harassment within the Company operations and its wider value chain.

6. Number of Complaints on the following made by employees and workers:

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

During the FY, there have been no complaints made by workers or employees on any human rights issues

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has a Whistleblower policy which prescribes mechanism available to employees and external stakeholders to report, without fear of retaliation, any wrong practices, unethical behavior or non-compliance which may have a detrimental effect on the organization, including financial damage and impact on brand image. Further, the Company has POSH Policy to safeguard the interest of women at workplace.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Human rights requirements do not explicitly form part of the business agreement & contracts. However, the company has a zero tolerance policy for any human rights violations and adopts best practices and initiatives in line with recommendation as per local regulations and global standards like ILO while engaging with the employees and workers of the company as well as external customers, suppliers and other value chain partners.

9. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

10. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 9 above.

There were no significant risks/concerns arising from the above assessments.



PRINCIPAL 6 : BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	17.50	14.40
Total fuel consumption (B)	122.00	121.60
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	139.60	136.00
Turnover (INR Lakhs)	1,40,368.95	1,19,353.93
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000994	0.001139
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Company's SLPP Plant has been identified as designated consumer under PAT. There is a deviation between achieved target and PAT Target. The Company is taking various measures for conservation of Energy, reduction in Auxiliary Power consumption and improvement in Heat Rate. Further, Renovation & Modernization of SLPP Phase-I Units (Unit-1&2) is planned to improve overall performance.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	59,97,170.60	59,31,741.70
(ii) Groundwater	43,129.40	12,658.30
(iii) Third party water	-	-
(iv) Sea water / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	60,40,300.00	59,44,400.00
Total volume of water consumption (in kilolitres)	60,40,300.00	59,44,400.00
Water intensity per rupee of turnover (Water consumed / turnover)	43.0316	49.8048
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The company has a Zero Liquid Discharge (ZLD) mechanism at all its power generation plants and mining locations. The Effluent Treatment Plant captures and processes the water discharged from company operations. Such ETP treated water is used for gardening, plant facilities, etc.

The ZLD mechanism covers the end-to-end power generation and mining activity.



5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The Company adopts latest and best in class technology to minimise air emissions from its operations. It uses CFBC technology in boilers to mitigate NOx and SOx emissions from the thermal power generation operations. Power generation from other sources do not generate any air emissions. ESP system has been implemented to minimise Particulate Matter from the operations.

Additionally, the company regularly (bi-monthly in most instances) engages government accredited third party agencies to measure and monitor air emissions from its operations at its power generation and mining facilities. The air emissions recorded during the FY are within the permissible limits. The Company also submits the emissions data to the Gujarat State Pollution Control Board on a regular basis. The Company will continue to monitor its air emissions on an ongoing basis and implement various environmental control measures and latest technology to reduce its air emissions.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10,423.91	10,456.39
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,949.22	2,328.90
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0953	0.1071
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

The Scope 1 and Scope 2 emissions are from the energy and electricity consumption and fuel usage at the corporate office and the electricity generation facilities in India. Scope 1 calculations are undertaken using guidelines and emissions factors prescribed by IPCC (2006 version). Latest GWP factors published as part of AR6 are used for the calculations. Electricity from renewable sources is not considered for Scope 2 emissions calculations. Scope 2 calculations are undertaken using the emission factors prescribed by Central Electricity Authority (version 18).

The company activities do not generate any other process or fugitive emissions.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Through ongoing process improvements and implementing latest available technology, the Company continuously aims to reduce its carbon footprint. During the FY, the Company has commissioned additional solar power generation capacity. More details are covered as part of the Director's Statement.



8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Waste-Fly Ash (G)	4,07,044.00	4,20,844.92
Other Hazardous waste. Please specify, if any. (H)	15.90	22.06
Other Non-hazardous waste generated (I). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H+I)	4,07,059.9	4,20,867.0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used	4,07,044.00	4,20,844.92
(iii) Other recovery operations		
Total	4,07,044.00	4,07,044.0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	15.90	22.06
(ii) Landfilling		
(iii) Other disposal operations		
Total	15.90	22.1

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The company follows a robust waste management practice with the aim of reducing, reusing or recycling the waste generated from its operations. Electricity generation from solar power, wind mills and gas do not generate any specific waste to reclaim. Fly ash is the key waste generated as part of the electricity generation from thermal sources. There are procedures in place where the company captures 100% of the fly ash generated which is then onward sold to the companies in real estate sectors for use in producing green cement/concrete mix. The company does not generate significant quantities of plastic, electronic or any other hazardous waste.



10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

None of the plants/offices of the company fall in/around ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

During the year, no environmental impact assessment has been undertaken by the company

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-

Not applicable



PRINCIPLE 7 : BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
The company has affiliations with 2 (Two) state level trade and industry associations/ chambers.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Gujarat Employers' Organization	State
2	Federation of Gujarat Industries	State
3	-	-

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not applicable		Not applicable

PRINCIPLE 8 : BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the FY, there has been no requirement for the company to conduct any SIA.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
During the year, there have been no projects for which Rehabilitation and Resettlement (R&R) is required.						

3. Describe the mechanisms to receive and redress grievances of the community.
The community is one of the key stakeholders of the company. They have access to the grievance redressal mechanism prescribed as per the Whistleblower policy in case of any issue/ complaint. The plant management will be the key stakeholder point of contact in such cases and shall take appropriate course of action against such issue/ complaint. If in case such stakeholder is not satisfied with the resolution, they can approach to the higher management for resolution/ mediation.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	1.54%	2.12%
Sourced directly from within the district and neighbouring districts	49.24%	14.20%



PRINCIPLE 9 : BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The commercial team of the company engages with the key customers on an ongoing basis to discuss any issues/concerns and resolve them proactively.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Such disclosures are not applicable to the company operations
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following:

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

During the FY, there have been no complaints from customers under any of the above categories.

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Product recalls are not applicable to Company operations	
Forced recalls		

- Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has established various processes which deal with cyber security and risks related to data privacy.

The company strives to treat information of employees, customers, stakeholders and other interested parties with the utmost care and confidentiality and has established robust IT infrastructure. There is a dedicated IT team and support staff which monitors and handles the data security related concerns proactively, identifies all vulnerabilities within IT environment and addresses them on regular basis in order to avoid any cyber security and data privacy risks. Effective management of information security has always been a priority and the Company has implemented industry best practices to become more proactive in its approach to ensure the data security.

There are also risks assessment procedures in place in order to mitigate the risks related data privacy on priority basis. All the sensitive information or data exchanged/ transmitted with utmost safety through internal networks including those backed up in various servers.



6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

During the FY, there have been no issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers. As mentioned above, product recall is not applicable in case of the company. Further, no penalty / action has been taken by regulatory authorities on safety of products / services.