

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L31102DL1957PLC193993
2	Name of the Listed Entity	GE T&D India Limited
3	Year of incorporation	1957
4	Registered office address	A-18, First Floor, FIEE Complex, Okhla Industrial Area, Phase II, New Delhi - 110020
5	Corporate address	T-5 & T-6, Plot I-14, Axis House, Jaypee Wishtown, sector-128, Noida-201304, Uttar Pradesh
6	E-mail	<ul style="list-style-type: none"> anupriya.garg@ge.com secretarial.compliance@ge.com
7	Telephone	+91 120 5021500
8	Website	https://www.governova.com/regions/in/ge-td-india-limited
9	Financial year for which reporting is being done	Financial Year 2023-24 for the period 1 st April 2023 to 31 st March 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd BSE Limited
11	Paid-up Capital	Rs. 512,098,270/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Anupriya Garg Company Secretary & Compliance Officer +91 120 5021500 anupriya.garg@ge.com & secretarial.compliance@ge.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)	Standalone basis. Please note that the Company has no subsidiary
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing, Services, projects including Turnkey Projects	Electrical Equipment, General Purpose & Special Purpose Machinery & Equipment Transformers Control Panels Equipment's Others	100%

Note: The details of business activities shall be in line those given in Form MGT-7 prescribed by MCA

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

Sl. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Manufacture of electric power distribution transformers, arc-welding transformers, fluorescent ballasts, transmission and distribution voltage regulators	27102	15.0%
2	Manufacture of electricity distribution and control apparatus (electrical apparatus for switching or protecting electrical circuits (e.g. switches, fuses, voltage limiters, surge suppressors, junction boxes etc.)	27104	23.7%
3	Manufacture of other electrical equipment	27900	29.1%
4	Construction/erection and maintenance of power, telecommunication and transmission lines	42202	31.3%

Note:

- The National Industrial Classification (NIC) codes are available at the following link: <http://mospi.nic.in/classification/nationalindustrial-classification/alphabetic-index-5digit>.
- Contribution In descending order.

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	5	8	13
International	Nil	4	4

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	All India (28 States & 8 Union Territories)
International (No. of Countries)	74 Locations

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

Rs. 9,795.3 million (31% of total turnover)

c. A brief on types of customers

Various Government and & Private Sector Customer Power Generation, Transmission and Distribution Segment Industrial customers mainly in Metals, Mining and Oil & Gas Segment.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1,067	991	92.9%	76	7.1%
2	Other than Permanent (E)	522	490	93.9%	32	6.1%
3	Total employees (D + E)	1,589	1,481	93.2%	108	6.8%
WORKERS						
4	Permanent (F)	630	619	100.0%	11	1.7%
5	Other than Permanent (G)	-	-	98.0%	-	0.0%
6	Total workers (F + G)	630	619	99.0%	11	7.4%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100%	-	0.0%
2	Other than Permanent (E)	-	-	0.0%	-	0.0%
2	Total employees (D + E)	2	2	100%	-	0.0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	1	1	100%	-	0.0%
5	Other than Permanent (G)	-	-	0.0%	-	0.0%
6	Total workers (F + G)	1	1	100%	-	0.0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10.00%
Key Management Personnel	3	1	33.33%

20. *Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	9.5%	16.2%	9.9%	10.8%	15.2%	11.2%	9.0%	20.3%
Permanent Workers	3.4%	8.3%	3.5%	8.1%	--	7.9%	7.1%	7.4%	7.1%

*Please refer SEBI guidance note

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

Sl. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grid Equipments Private Limited	Holding	68.54%	No
2	GE Grid Alliance B.V. (formerly Alstom Grid Holdings B.V., Netherlands)	Holding	6.46%	No

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: No****(ii) Turnover (in Rs.)** 31,679.1 MINR**(iii) Net worth (in Rs.)** 12,429.4 MINR

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) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	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	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes https://www.gevernova.com/regions/in/ge-td-india-limited/contact-us	9	1	Subsequently closed	7	0	-
Employees and workers	Yes https://integrity.gevernova.net/	25	6	-	27	8	All the pending cases were closed subsequent to the F.Y.
Customers	Yes https://www.gevernova.com/regions/in/ge-td-india-limited/contact-us	181	22	-	93	39	-
Value Chain Partners	-	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

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

Sl. 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	NA	NA	NA	NA	NA
2	NA	NA	NA	NA	NA

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)	Few of the policies have been approved by the board and other policies are adopted from GE Vernova Group Policies. GE T&D India Limited, as a GE Vernova Group company, follows the conventions accepted and approved by GE Vernova board and social responsibility, responsible business and sustainability, in alignment with local laws.								
c. Web Link of the Policies, if available	https://www.governova.com/regions/in/ge-td-india-limited https://www.governova.com/sustainability/reports-policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	All our sites are ISO 9001/14001/45001 certified.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As per the good governance the Company is targeting the following areas as aligned with GE Vernova for its Sustainability Goals: 1. Decarbonize and electrify. 2. Carbon neutral in our operations by 2030, net zero by 2050 or sooner. 3. Culture that prioritizes diversity, equity and inclusion. 4. Support communities. The weblink of sustainability Policy is mentioned as follows: https://www.governova.com/sustainability								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has been taking specific actions towards reducing the Carbon Intensity from its various operating locations by deploying initiatives towards reduction of electricity consumption, water consumption, reduction of plastics use as well as reduction of office space. The Company has also established strong systems towards Integrity, Inclusion and Diversity, Health & Safety & Human Rights for its Business Operations and Employees conduct.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company has progressed on the ESG Journey and have started aligning to UN Sustainable Development Goals as well as National Guidelines on Responsible Conduct. The Company has been taking specific actions towards reducing the Carbon Intensity from its various operating locations by deploying initiatives towards reduction of electricity consumption, water consumption, reduction of plastics use as well as reduction of office space. The Company has also established strong systems towards Integrity, Inclusion and Diversity, Health & Safety & Human Rights for its Business Operations and Employees conduct.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	As per the good governance the Company is targeting the following areas as aligned with GE Vernova for its Sustainability Goals:								
	1. Decarbonize and electrify.								
	2. Carbon neutral in our operations by 2030, net zero by 2050 or sooner.								
	3. Culture that prioritizes diversity, equity and inclusion.								
	4. Support communities.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sandeep Zanzaria, Managing Director and Chief Executive Officer								
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.	Yes, (Sustainability Committee)								

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 (A) / Half yearly (HY)/ Quarterly(Q)/ 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	Y	NA	Y	Y	Y	Y	Y	Y	Y	A	NA	Q	Q	Q	HY	A	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	NA	Y	Y	Y	Y	Y	Y	Y	A	NA	Q	Q	Q	HY	A	Q	Q
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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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****1. 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	Amendments in recent laws	100%
Key Managerial Personnel	Multiple*	All	100%
Employees other than BoD and KMPs	Multiple*	All	100%
Workers	Multiple*	All	100%

*All nine principles laid down in BRSR are covered by the Company's mandatory trainings and Code of Conduct for Employees which is adhered to by all employees and Directors.

2. 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	No fines / penalties/ award/ compounding fees/ settlement was levied on the entity or directors				
Settlement	/ KMPs by any regulators/ law enforcement agencies/ judicial institutions during the financial				
Compounding fee	year.				

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	No Punishment/imprisonment was levied on the entity or directors / KMPs by any regulators/				
Punishment	law enforcement agencies/ judicial institutions during the financial year.				

3. 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	Not Applicable

4. 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.

Yes, the company has policy for anti-corruption / anti-bribery. The Company conducts all business transactions in an honest, fair and ethical manner. It prohibits bribery in all business dealings, in every country around the world, with both governments and the private sector.

The policy addresses three core expectations: Prohibition of bribery of any kind, Maintenance of strong internal controls aimed at preventing and detecting bribery, and Maintenance of accurate books and records that correctly reflect the true nature of all transactions.

<https://www.governova.com/regions/in/ge-td-india-limited/corporate-governance>

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

Segment	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	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 the 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.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	NA	NA

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchase	a) Purchases from trading houses as % of total purchases	0.02%	0.02%
	b) Number of trading houses where purchases are made from	56	66
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	90.19%	89.36%
Concentration of Sales	a) Sales to dealers/ distributors as % of total sales	6.40%	6.30%
	b) Number of dealers / distributors to whom sales are made	37	41
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	83.00%	83.00%
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	6.00%	7.00%
	b) Sales (Sales to related parties / Total Sales)	23.00%	17.00%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	Nil
	d) Investments (Investments in related parties / Total Investments made)	Nil	Nil



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.

Parameter	FY 2024 Current Financial Year	FY 2023 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NIL	NIL	Not Applicable
Capex	21.95 MINR	17.5 MINR	<ul style="list-style-type: none"> Admin Building, Lab control room, Meeting rooms all converting to motion-based sensor LED fitting. Temperature standard correction in clean room & admin Block. Standardization of all testing labs by installing IR, High resolution detection cameras, Interlocks, with robust safety features. ~32000 Kg LPG consumption planned in place of 48000 Liter Diesel every month for thermic fluid heater operation. Artic master device installed in 100 & 140 TR air Cooled chiller, to increase efficiency of compressor by enhancing coolant compression. Investment on SF6 Gas Purification unit. Energy Efficiency Improvement - Installation of LED Highbay lighting.

2. (a) Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes
 (b) If yes, what percentage of inputs were sourced sustainably?

GE Grid Solutions' suppliers are asked to follow Grid Solutions' Supplier Sustainability Charter, available at <https://www.ge.com/renewableenergy/suppliers/document-library>. Since 1 year, suppliers are audited with sustainability questions during qualification and surveillance audits. Given the number of suppliers, there is not yet total percentage figure concluded for Grid Solutions.

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.

(a) Products: The Company enables proper reuse, recycling & disposing through GE Grid Solutions End-of-life solutions and services. Our products are developed with ecodesign in mind so that they can be refurbished, disassembled or recycled, ensuring their value can be recovered at end-of life. GE T&D India Limited manufactures and caters to domestic and international market. End-of-life treatment is done as per local waste regulations.

(b) Operations:

- Plastics (including packaging) - All our facilities use 100% biodegradable plastic garbage bags to collect and dispose of dry and wet waste. At our corporate office we have engaged with a vendor partner who collects our Wet and Dry waste to Compost/ Recycle it in an eco-friendly manner.
- E-waste - Our E-waste broadly includes computers, servers, scanners, PSs, Batteries, Air conditioners etc. All such E-wastes are being disposed off through registered E-waste vendors.
- Hazardous waste - Hazardous wastes are sent to authorized recyclers approved by state government.
- Other waste - The waste generated from factories are recycled and used. There are no other kinds of substantial waste generated in our office other than listed above.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). Yes, EPR is applicable to the entity as Importer. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? Yes. If not, provide steps taken to address the same. **Not Applicable**



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 (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	991	991	100.00	991	100.0%	-	0.0%	991	100.0%	572	57.7%
Female	76	76	100.00	76	100.0%	76	100.0%	-	0.0%	37	48.7%
Total	1067	1067	100.00	1067	100.0%	76	7.1%	991	92.9%	609	57.1%
Other than Permanent employees											
Male	490	490	100.0%	490	100.0%	-	0.0%	490	100.0%	0	0.0%
Female	32	32	100.0%	32	100.0%	32	100.0%	-	0.0%	0	0.0%
Total	522	522	100.0%	522	100.0%	32	6.1%	490	93.9%	0	0.0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	619	619	100.0%	619	100.0%	-	0.0%	619	100.0%	619	100.0%
Female	11	11	100.0%	11	100.0%	11	100.0%	-	0.0%	11	100.0%
Total	630	630	100.0%	630	100.0%	11	1.7%	619	98.3%	630	100.0%
Other than Permanent workers											
Male	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Female	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Total	-	-	0.0%	0	0.0%	-	0.0%	-	0.0%	-	0.0%

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.79%	1.10%

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

Benefits	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	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 employee 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%	NA	100%	100%	NA
ESI	3.4%	0.0%	Yes	NA	NA	NA
Others - please Specify	NA	NA	NA	NA	NA	NA

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	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						
- Male	991	-	0.0%	1038	1038	0%
- Female	76	-	0.0%	68	68	0%
Total Permanent Workers						
- Male	619	619	100.0%	641	641	100%
- Female	11	11	100.0%	12	12	100%

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 has done the assessment for its various offices / premises and is taking steps necessary to comply with requirements of the Rights of Persons with Disabilities Act, 2016

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.

Yes <https://jobs.gecareers.com/vernova/global/en/home>

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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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, the Company has established a Vigil Mechanism (Ombuds & Open Reporting Procedure) wherein all employees can raise a grievance related to violation of law or internal company policy. All grievances are properly and appropriately investigated. If, at the conclusion of its investigation, it is found that a violation has occurred, corrective action commensurate with the nature of the violation is taken. Detailed Vigil Mechanism can be accessed at link: https://www.governova.com/regions/in/sites/www.governova.com/regions/in/files/Vigil-Mechanism-Ombuds-Open-Reporting-Procedure.pdf
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	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						
- Male	991	-	0.0%	1030	0	0
- Female	76	-	0.0%	68	0	0

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	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 Workers						
- Male	619	619	100.0%	641	641	100%
- Female	11	11	100.0%	12	12	100%

8. Details of training given to employees and workers:

Category	FY 2024 Current Financial Year					FY 2023 Previous Financial Year				
	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	991	991	100%	991	100%	1030	1030	100%	1030	100%
Female	76	76	100%	76	100%	68	68	100%	68	100%
Total	1,067	1,067	100%	1,067	100%	1098	1098	100%	1098	100%
Workers										
Male	619	619	100%	619	100%	641	641	100%	641	100%
Female	11	11	100%	11	100%	12	12	100%	12	100%
Total	630	630	100%	630	100%	653	653	100%	653	100%

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

Benefits	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	991	991	100%	1030	1030	100%
Female	76	76	100%	68	68	100%
Total	1067	1067	100%	1098	1098	100%
Workers						
Male	619	619	100%	641	641	100%
Female	11	11	100%	12	12	100%
Total	630	630	100%	653	653	100%

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 has implemented Occupational health and safety management system by issuing and implementing GE Vernova Grid Solutions Environmental, Health & Safety Policy. The policy aims to provide and promote a safe and healthy working environment to avoid adverse impact to employees, contractors, customers, the environment, and the communities we do business in.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company is having a EHS Framework System to identify work-related hazards and assess risks on a routine and non-routine basis. The Company tracks EHS statistics, training status, incident data, audit score, sub-contractor EHS performance, legal compliance, on real time through online tools like Gensuite, Complyworks, Nimonik, Unifier and "ENHESA". EHS performance is regularly reviewed through an internal EHS operating review process by senior leaders of GE's Vernova business, within India, and globally at the corporate level.

- 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 implemented a Stop Work policy which authorizes all stakeholders (employees, workers, customers, contractors etc.) to Stop the Work in case of any risky situation. The employees can raise concerns for Work Related hazard to Site EHS Leaders, Site Supervisor and Site Manager. Further employees can raise EHS Policy related concerns through Vigil Mechanism established by the Company.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**

Yes, the Company has established Health Centers at all its manufacturing locations and corporate office where employees have access to non-occupational medical and healthcare services. Further all employees of the Company are covered under Group Medclaim Policy to cover for hospitalization expense as per terms and conditions of the policy.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.31	0.2
Total recordable work-related injuries	Employees	-	2
	Workers	4	1
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company is having a EHS Framework System to identify work-related hazards and assess risks on routine and non-routine basis. The Company tracks EHS statistics, training status, incident data, audit score, sub-contractor EHS performance, legal compliance on real time through online tools like Gensuite, Complyworks, Nimonic, Unifier and "ENHESA". EHS performance is regularly reviewed through an internal EHS operating review process by senior leaders of GE's business, within India, and globally at the corporate level.

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

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	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	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

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% by the entity
Working Conditions	100% by the entity

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.

All safety related incidents are recorded in Internal Tools and are thoroughly investigated to identify root cause and necessary corrective and preventive actions implemented throughout the organisation to avoid recurrence.

Our employees/contractors are being imparted trainings in Health and Safety related topics on regular basis.



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.

The stakeholders are determined based on the significance of their impact on the business and the impact of the business on them.

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
Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/ conference calls, annual report, quarterly results, media releases and Company/Stock exchange website	Ongoing	To provide update of developments in the Company
Customers	No	Surveys, customer events and meets, Participation in Trade Events organised by Industrial Associations	Periodically	To Provide update on Company Products & Offerings To Get feedback. Encourage to raise concerns
Employees	No	Email, Town Halls, Employee Engagement Meetings, Employee Surveys	Periodically	To provide update on company strategy and performance To Get feedback. Encourage to raise concerns,
Value Chain Partners	No	Suppliers Conference/ Supplier Audits	Periodically	To Get feedback. Encourage to raise concerns,



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 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
	Employees					
Permanent	1,067	1,067	100%	1098	1098	100%
Other permanent	522	522	100%	521	521	100%
Total Employees	1,589	1,589	100%	1619	1619	100%

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
	Workers					
Permanent	630	630	100%	653	653	100%
Other permanent	-	-	-	-	-	-
Total Workers	630	630	100%	653	653	100%

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

Category	FY 2024 Current Financial Year				FY 2023 Previous Financial Year					
	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	991	-	-	991	100%	1030	-	-	1030	100%
Female	76	-	-	76	100%	60	-	-	68	100%
Other than Permanent										
Male	490	-	-	490	100%	499	-	-	499	100%
Female	32	-	-	32	100%	22	-	-	22	100%
	Workers									
Permanent										
Male	619	-	-	619	100%	641	-	-	641	100%
Female	11	-	-	11	100%	12	-	-	12	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages

a) Median Remuneration/Wages (in INR)

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	1500000	1	1500000
Key Managerial Personnel	2	29491811	1	7365192
Employees other than BoD and KMP	995	1864693	80	1419570
Workers	711	651350	45	233939

*Data provided for the BOD, KMPs, Employees and Workers associated/employed during entire/part of the financial year 23-24.

b) Gross wages paid to females as % of total wages paid by the entity, in the following format:

Safety Incident/Number	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	5.21%	4.30%

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

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

The Company has established a Vigil Mechanism (Ombuds & Open Reporting Procedure) wherein all employees can raise a grievance related to violation of any law including human rights or internal company policy. All grievances are properly and appropriately investigated. If, at the conclusion of its investigation, it is found that a violation has occurred, corrective action commensurate with the nature of the violation is taken.

Detailed Vigil Mechanism can be accessed at link:

<https://www.governova.com/regions/in/sites/www.governova.com.regions.in/files/Vigil-Mechanism-Ombuds-Open-Reporting-Procedure.pdf>

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

Benefits	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	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	2	NIL	NIL	NIL	NA	NIL
Discrimination at workplace	NIL	NA	NIL	1	1	
Child Labour	NIL	NA	NIL	NIL	NA	NIL
Forced Labour/Involuntary Labour	NIL	NA	NIL	NIL	NA	NIL
Wages	NIL	NA	NIL	NIL	NA	NIL
Other human Rights related issues	NIL	NA	NIL	NIL	NA	NIL

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on Prevention of Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of Female employee/workers	2.3%	0
Complaints on POSH upheld	1	0

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

As part of its Vigil Mechanism (Ombuds & Open Reporting Procedure), the company has Zero Retaliation Policy to protect a Concern raiser against any form of retaliation, such as a change of status, harassment or any other form of discrimination including but not limited to, threats of physical harm, loss of job, punitive work assignments, or impact on salary or wages, as a result of raising a Concern.

In addition to this, the complainant is having the option to raise the compliant anonymously.

Detailed Vigil Mechanism can be accessed at link:

<https://www.governova.com/regions/in/sites/www.governova.com.regions.in/files/Vigil-Mechanism-Ombuds-Open-Reporting-Procedure.pdf>

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments for the year:

The Company internally monitors compliance for all relevant laws and policies pertaining to these issues at 100% of its offices. There have been no observations by local statutory / third parties in India in FY 2023.

	% 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	NA

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. Not Applicable



PRINCIPLE 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From Renewable sources			
Total electricity consumption (A)	KWH	8,830,237.00	3,682,948.00
Total fuel consumption (B)	Litre	42,225.00	217,038.52
Energy consumption through other sources (C)		46,625.20	40,099.30
Total energy consumed from renewable sources (A+B+C)	KWH	8,876,861.98 & 42,225.00 (L)	3,723,047.30 & 217,038.52(L)
From Non-Renewable sources			
Total electricity consumption (D)	KWH	15,721,677.00	16,862,912.00
Total fuel consumption (E)	Litre/KG	324,000.00 (L) & 109,800 KG LPG	4,44,000.00 (L)
Energy consumption through other sources (F)		93,740.00	84,513.00
Total energy consumed from Non-renewable sources (D+E+F)		15,815,417.00 & 3,24,000 (L) & 109,800 KG LPG	16,947,425.00 & 4,79,963.00 (L)
Total energy consumption (A+B+C+D+E+F)	KWH	24,692,278.98 & 366,225.00 (L) & 109,800 KG LPG	20,670,472.30 & 661,038.52 (L)
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		NIL	NIL
Energy intensity per rupee of turnover for purchasing power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP)		NIL	NIL
Energy intensity in term of the physical output		-	-
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. No

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.

No

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	85,374.60	80,020.02
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	85,374.60	80,020.02
Total volume of water consumption (in kilolitres)	85,374.60	80,020.02
Water intensity per rupee of turnover (Water consumed / turnover)	NIL	NIL

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of turn over adjusted for purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	NIL	NIL
Water intensity in term of the physical output	-	-
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.

- As per GPCB consent site is zero liquid discharge and STP-Sewage treated water is being used for gardening purpose. Wastewater from plant is being treated and reused.
- 65 KLD Sewage treatment plant for treating waste water from canteen, washrooms and rest rooms.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	44KL	34KL
(ii) To Groundwater	22,234 KL	11,185 KL
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
-No treatment		
-With treatment – please specify level of treatment	33,352 KL	26,099 KL
Total water discharged (in kilolitres)	55,630 KL	37,318 KL

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.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Yes, covered by the EHS framework.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Gm/kw-h	2,221.31	2352.18
SOx	Mg/nm ³	1220.00	927.00
Particulate matter (PM)	Gm/kw-h	2452.79	3150.98
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	NA	NA

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.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	3,030.03	2,430.93
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	3,354.22	2,305.12
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)		NIL	NIL
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		NIL	NIL
Total Scope 1 and Scope 2 emissions intensity in terms of Physical output		-	-
Total Scope 1 and Scope 2 emission 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. No.

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

- In house roof top solar 1Mwh Capacity in use.
- External Energy Audits planned.
- We have changed fuel from Diesel to LPG for TFH (Thermic fluid heater). We have deployed SF₆ leakage prevention plan.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4.73	3.52
E-waste (B)	1.48	3.22
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	-	-
Battery waste (E)	3.80	1.87
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	156.51	302.63
Other Non-hazardous waste generated (H).	1,068.63	1,353.85
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)	1,235.15	1,665.10
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	NIL	NIL
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	NIL	NIL
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	696.68	729.02
(ii) Re-used	267.55	236.01
(iii) Other recovery operations	-	-
Total	964.23	965.03

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4.28	9.60
(ii) Landfilling	0.19	0.18
(iii) Other disposal operations	-	-
Total	4.47	9.78

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.

10. 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.

Waste management is governed by the EHS Management System. All sites that generate industrial waste shall implement a Waste Management program. The Program is designed and implemented to meet all applicable local regulatory and GE Vernova requirements.

11. 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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

12. 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
Not Applicable					

13. 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).

Yes

If not, provide details of all such non-compliances, in the following format:

Sl. 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 environment

Essential Indicators

1. (A) Number of affiliations with trade and industry chambers/ associations. 3

(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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Electrical and Electronics Manufacturers Association (IEEMA).	National

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		



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 /	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

Sl. 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)
Not Applicable						

3 Describe the mechanisms to receive and redress grievances of the community.

Not Applicable

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	2,591.96 MINR	2,686.344 MINR
Sourced directly from within the district and neighboring districts	1,676.76 MINR	1,443.69 MINR

5 Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	-	-
Semi-urban	1.33%	1.45%
Urban	59.97%	61.21%
Metropolitan	38.70%	37.34%



PRINCIPLE 9 Businesses should engage with and provide value to Wtheir consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

The Company has a robust mechanism in place to address Customer Complaints. All Customer Complaints received are recorded in “ACT” tool and necessary actions are taken to address the issues raised. Customer satisfaction survey is sent on closure of customer complaints. The Company Management runs customer engagement sessions like “voice of customer”, technical seminars to measure customer satisfaction level and gather feedback about its product & services. Necessary actions are taken for improvement of product / services in line with feedback.

2. 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	40%
Safe and responsible usage*	40%
Recycling and/or safe disposal*	20%

*The Company provides Operations and Maintenance manual along with its products to its customers which contain information about safe and responsible use and recycling and or safe disposal

3. Number of consumer complaints in respect of the following:

	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NA	NA	NIL	NA	NA
Advertising	NIL	NA	NA	NIL	NA	NA
Cyber-security	NIL	NA	NA	NIL	NA	NA
Delivery of essential services	NIL	NA	NA	NIL	NA	NA
Restrictive Trade Practices	NIL	NA	NA	NIL	NA	NA
Unfair Trade Practices	NIL	NA	NA	NIL	NA	NA
Other	NA	NA	NA	NA	NA	NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	Not Applicable
Forced recalls	NIL	Not Applicable

5. 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

<https://www.ge.com/privacy>

<https://inside.integrity.ge.com/spirit-and-the-letter-policies/cyber-security>

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.

Not Applicable

7. Provide the following information relating to data breaches: Not Applicable

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches