

ANNEXURE - G

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



Sustainability: Our responsibility for future generations

Sustainability is meeting own needs without compromising the ability of future generations to meet their own needs which means avoidance of the depletion of natural resources to maintain an ecological balance. Your Company believes that sustainable development is the key to safeguarding the environment, supporting social well-being, and ensuring economic prosperity for generations to come. In alignment with our core values, your Company implemented comprehensive measures to address the environmental impact of our activities, promote ethical conduct, and foster stakeholder engagement. Your Company constituted a sustainability committee to plan, execute and monitor the actions we are taking to increase the sustainability of our organization. The committee also looks after how responsibly your Company conducts business now and in the future. This includes Corporate Social Responsibility, minimizing the Company's impact on the environment, and maintaining the Company's reputation. The Terms and reference along with other details of the Sustainability Committee forms part of the Corporate Governance Report. We remain steadfast in our commitment to achieving environmental stewardship, promoting social well-being, and driving economic prosperity. Through collaboration, innovation, and continuous improvement, we are confident in our ability to contribute to a sustainable future for our company, stakeholders, and the planet.



“GE Power India Limited (GEPIL) constantly maintains transparent communication with our stakeholders, keeping them informed about our sustainability initiatives, progress, and challenges. We actively seek feedback and input from our stakeholders, as their perspectives and concerns are crucial in shaping our sustainability agenda. As a responsible corporate citizen, we understand the importance of ethical conduct and governance. We have robust frameworks and tools in place to ensure transparency, integrity, and compliance with all applicable laws and regulations.”

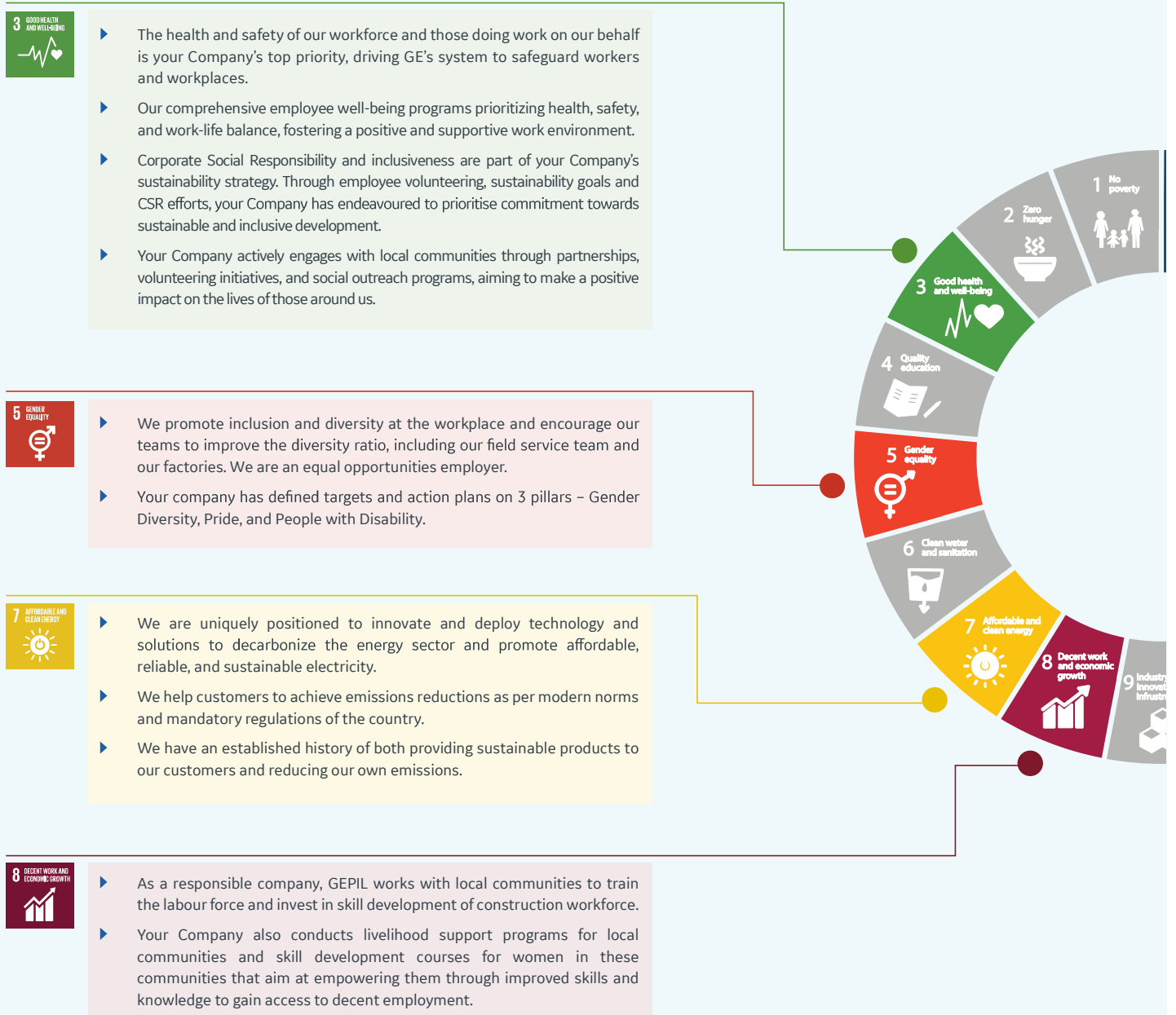
Prashant Chiranjive Jain,

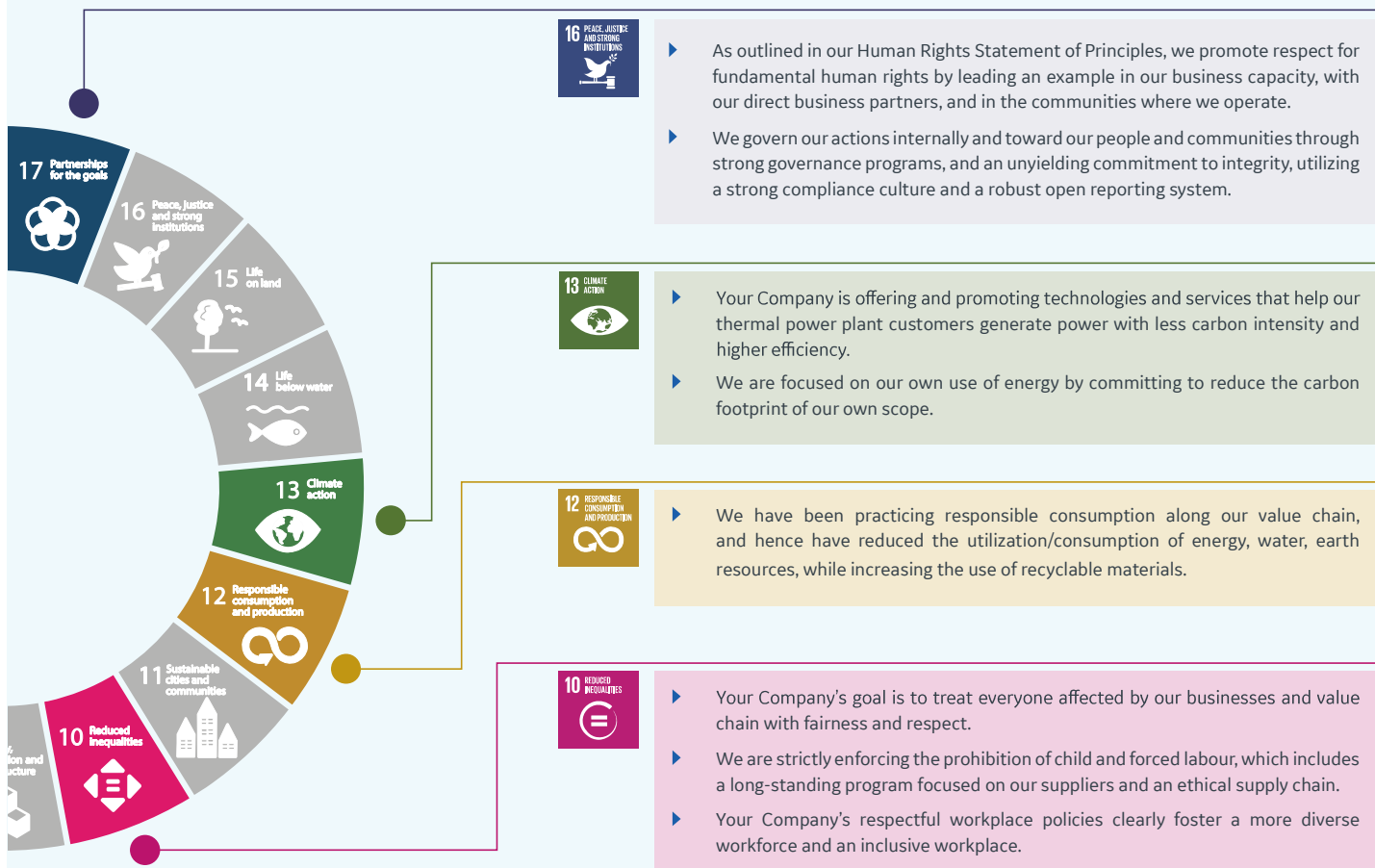
MD, GE Power India Limited

SUSTAINABILITY AT CORE

Our sustainability priorities

GE Power India Limited has adopted eight sustainable development goals out of 17.





BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74140MH1992PLC068379
2	Name of the Listed Entity	GE Power India Limited
3	Year of incorporation	1992
4	Registered office address	Regus Business Center, 11th floor, Platina, Block G, Plot C-59, BKC, Bandra (E), Mumbai, Maharashtra - 400051
5	Corporate address	Axis House, Plot No 1-14, Towers 5 & 6, Jaypee Wish Town, Sector 128 Noida, Uttar Pradesh - 201301
6	E-mail	in.investor-relations@ge.com
7	Telephone	+91-22-68841741
8	Website	www.ge.com/in/ge-power-india-limited
9	Financial year for which reporting is being done	Financial Year ended 31 March 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11	Paid-up Capital (in ₹)	₹ 672.3 millions
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Kamna Tiwari, Company Secretary and Compliance Officer Telephone No. - 0120-5011011 Email Id:- in.investor-relations@ge.com
13	Reporting boundary	Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Construction and maintenance of power plants	Thermal Services, ECS and Hydro	94%
2	Manufacture of steam generators	Boiler, Auxiliary components	6%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Construction and maintenance of power plants	422	94%
2	Manufacture of steam generators	251	6%

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	2 (Durgapur and Noida)	2 (Registered Office and Corporate Office)	4
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	All India (28 States & 8 UT's)
International (No. of Countries)	20

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

9.8%

c. A brief on types of customers -

- ▶ Power Generating Utilities - Central, State and IPPs.
- ▶ Industrial customers from major industries like Cement, Iron & Steel, Chemical & Fertilizers, Oil & Gas, Pulp & Paper.
- ▶ EPC players mainly in field of Power / Civil & construction / Industrial.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,267	1,125	88.79%	142	11.21%
2.	Other than Permanent (E)	21	19	90.48%	2	9.52%
3.	Total employees (D + E)	1,288	1,144	88.82%	144	11.18%
WORKERS						
4.	Permanent (F)	94	94	100.00%	0	0.00%
5.	Other than Permanent (G)	6,023	6,018	99.91%	5	0.00083%
6.	Total workers (F + G)	6,117	6,112	99.91%	5	0.00081%

Note: Nil for 'Others' Category

b. Differently abled Employees and workers: Nil

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

Note: Nil for 'Others' Category

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	1	33.33%

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

(in percentage)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.64%	26.15%	17.69%	17.04%	13.82%	16.71%	13.00%	12.40%	12.92%
Permanent Workers	0.00%	0.00%	0.00%	57.25%	0.00%	57.03%	28.90%	100%	29.29%

Note: Nil for 'Others' Category

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

S. 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	GE Steam Power International B.V.	Holding Company	68.58%	No
2	GE Power Boilers Services Limited	Wholly Owned Subsidiary	100%	No
3	NTPC GE Power Services Private Limited	Joint Venture	50%	No

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes**(ii) **Turnover** (in ₹) : 17,958.1 million as on 31 March 2023(iii) **Net worth** (in ₹) : 2,267.3 million as on 31 March 2023**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 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints pending resolution at close of the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.ge.com/in/ge-power-india-limited	-	-	-	-	-	-
Investors (other than shareholders)	Yes https://www.ge.com/in/ge-power-india-limited	-	-	-	-	-	-

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 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints pending resolution at close of the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes https://www.ge.com/in/ge-power-india-limited	19	0	-	36	0	-
Employees and workers	Yes https://www.ge.com/in/ge-power-india-limited	33	6	-	26	0	-
Customers	Yes https://www.ge.com/in/ge-power-india-limited	-	-	-	-	-	-
Value Chain Partners	No	-	-	-	1	-	-
Other (please specify)	No	-	-	-	-	-	-

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:

S. 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	Changing energy mix in India	Risk	Coal has been the dominant source of electricity in India. However, policy focus is shifting to promote renewable sources of energy. Effectively, ordering for new coal based power plant is declining. Your Company is primarily power generation & environment control OEM. Hence, changing energy mix is a risk to its business.	Coal based power plants would remain operational for many years. Immediate response option for Your Company is to increase focus on service markets for these plants. Subsequently, it also plans to diversify into other non-coal based engineering businesses.	Negative Implications.

S. 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)
2	GE exiting coal business	Risk	GE is the majority shareholder in your Company. Your Company uses the expertise, tools and resources including financial prowess of GE in its business operations. Its business processes are aligned to & integrated with the global organization. Once GE exits your Company, your Company needs to develop independent competencies & strengths.	<p>GE's exit plan is spread over multiple years. GE is supporting your Company to identify all dependencies and to plan for independent operations. Your Company is assessing options to develop / procure tools and other resources for running business as independent entity.</p> <p>Pursuant to GE exit, attracting working capital from banks without promoter support may be challenging and needs to be secured for continued ability to support large coal-fired Boiler and FGD projects. The Company may be required to utilise only the Company's balance sheet for new opportunities which may result in selective bidding.</p>	Negative Implications

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
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								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	www.gesustainability.com & www.ge.com/in/ge-power-india-limited								
2. Whether the entity has translated the policy into procedures. (Yes / No)	No								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, The Supplier Responsibility Guidance (SRG) audits are deployed to strategic and key suppliers to ensure that GE engages with suppliers that comply with local laws and GE expectations that may apply in the areas of employment, human rights, environment, health, safety, and security. The supplier contracts are secured for compliance with GE Terms and Conditions and EHS guidelines including labor laws and human rights.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	None								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9										
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None																		
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable																		
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. The Company undertakes initiatives towards communities development through CSR programs.																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Prashant Chiranjive Jain, Managing Director																		
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, the Company has Sustainability Committee chaired by an Independent Director of the Company. The composition, terms of reference and various initiatives taken by the said Committee are detailed out in the Corporate Governance Report.																		
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)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	NIL for FY 2022-23																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9										
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)	Not Applicable																		
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)																			
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/principle covered under the training and its impact	% age of person in respective category covered by the awareness programmes
Board of Directors	1	The Ongoing Energy Transition for India: What's Real and What's Unknown	100%
Key Managerial Personnel	4	Spirit & the Letter, Respect Workplace, Privacy, The Ongoing Energy Transition for India: What's Real and What's Unknown	100%
Employees other than BOD and KMPs	6	Business Courtesies, Spirit & the Letter, Respect Workplace, Privacy, Bribery, Pay Hire Practices	100%
Workers	0	-	-

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Settlement	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Compounding fee	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Punishment	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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, as per the policy, 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://inside.integrity.ge.com/spirit-and-the-letter-policies/improper-payments-prevention?language_content_entity=en(intra-net weblink)

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	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors			NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	Nil	0

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, as per the Company's "Code of Conduct for Board Members and the Senior Management" the Board Members and the Senior Management shall not engage in any activity or enter into any pecuniary relationship, which might result in conflict of interest, either directly or indirectly. The Board Members and the Senior Management team shall not derive any personal benefit by influencing any decision relating to any transaction or involve in any dealing with the Company's promoters, its management or its subsidiaries, suppliers, shareholders and other stakeholders which, in the judgment of the Board, may affect the independence of judgment of the Director concerned. The Board members confirm compliance of the aforesaid code on yearly basis. As per the said code the directors should immediately bring to the notice of the Board about any violation of the Company's code including conflict of interest. Further, the Board members also disclose their interest in other Body Corporates, which is placed and noted by the Board as and when there is any change in the existing disclosure.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex	Nil	Nil	Not Applicable

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?

72% of value chain

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.

Reclaiming of end products for reusing, recycling and disposing at the end of life is not applicable to the Company. The Company has issued Process covering Policy Guidelines for managing Hazardous waste & Scrap at Factories and Project Sites under its operations.

(a) Plastics (including packaging)	Plastic generated from packaging of raw material and few end product packaging. Packaging of plastic materials and offcut of plastic of finish materials packaging is collected from shops and material storage yards and is sent to waste material storage area. As per procedure, your Company sells to plastic recycler (Authorized by State Govt.) for disposal of plastic waste.
(b) E-waste	E-Waste collected from IT department was sent to hazardous waste storage area. As per procedure, your Company sold it to State Govt.'s authorized vendor for disposing the E-waste. Now your Company is doing buy back process so, E-waste is not generated.
(c) Hazardous waste	Hazardous waste collected from shops is sent to hazardous waste storage area. As per hazardous waste authorization, your Company sends it to State Govt.'s authorized hazardous waste vendor for disposing or recycling the Hazardous waste.
(d) other waste	-

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No) 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.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? No

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. Not Applicable

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Not Applicable		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
	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	1,125	1,125	100.00%	1,125	100.00%	0	0.00%	1,125	100.00%	0	0.00%
Female	142	142	100.00%	142	100.00%	142	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1,267	1,267	100.00%	1,267	100.00%	142	11.21%	1,125	88.79%	0	0.00%
Other than Permanent employees											
Male	19	19	100.00%	19	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	2	2	100.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	21	21	100.00%	21	100.00%	0	0.00%	0	0.00%	0	0.00%

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	94	94	100.00%	94	100.00%	0	0.00%	94	100%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	94	94	100.00%	94	100.00%	0	0.00%	94	100%	0	0.00%
Other than Permanent workers											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

2. Details of retirement benefits-

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%	Y	98.01%	79.66%	Y
Gratuity	100%	100%	Y	100%	98.01%	Y
ESI	NA	1.06%	Y	0.07%	0.85%	Y
Others	NA	NA	NA	NA	NA	NA

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 PWD task force has undertaken the audit as per the checklist provided and closed all observations/ recommendations. Now the facilities are 100% compliant as per requirements and checklist. However, to further ascertain the same, a surveillance / certification audit by a certified third party agency is being planned for all facilities.

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://onehr.ge.com/eview/system/files/equal_employment_opportunities_policy_for_pwd_8.pdf (Intra-net web link)

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

100% for both female and male employees return to work.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	24	100%	0	0.00%
Female	4	100%	0	0.00%
Other	0	0.00%	0	0.00%
Total	28	100%	0	0.00%

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
Permanent Workers	Yes, by writing an email at raise.concern@ge.com . The grievances are redressed by part-time ombudsperson.
Other than Permanent Workers	
Permanent Employees	Yes, by writing an email at raise.concern@ge.com or raising a concern on internal integrity website of GE. The grievances are redressed by part-time ombudsperson.
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised 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	1,267	0	0.00%	1,336	0	0.00%
- Male	1,125	0	0.00%	1,192	0	0.00%
- Female	142	0	0.00%	144	0	0.00%
Total Permanent Workers	94	94	100%	94	94	100%
- Male	94	94	100%	94	94	100%
- Female	0	0	0.00%	0	0	0.00%

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	1,141	1,141	100%	80	7.01%	1,286	1,286	100%	67	5%
Female	144	144	100%	0	0.00%	144	144	100%	2	1.4%
Total	1,288	1,288	100%	80	6.21%	1,430	1,430	100%	69	4.83%
Workers										
Male	6,112	6,112	100%	935	15.29%	11,354	11,354	100%	2,000	18%
Female	5	5	100%	0	0.00%	11	11	100%	0	0
Total	6,117	6,117	100%	935	15.28%	11,365	11,365	100%	2,000	18%

Note: Nil for 'Others' Category

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

100% of performance and career development reviews of employees and worker are conducted.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1,125	1,125	100%	0	0	0.00%
Female	142	142	100%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	1,267	1,267	100%	0	0	0.00%
Workers						
Male	94	94	100%	0	0	0.00%
Female	0	0	0	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	94	94	100%	0	0	0.00%

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, what is the coverage such system- Yes**

The organization has implemented the requirements for occupational health and safety (OH&S) management system to provide safe and healthy workplaces for its employees and workmen by preventing work-related injury and ill health, as well as by proactively improving on its OH&S performance.

The organization has established implemented and maintained the OH&S management system there by improving occupational health and safety, eliminating hazards, and minimizing OH&S risks (including system deficiencies), taking advantage of OH&S opportunities, and there by addressing OH&S management system nonconformities associated with all activities.

OH&S management system helped the organization to achieve the intended outcomes which is consistent with organization OH&S policy, the intended outcomes include:

- continual improvement of OH&S performance.
- fulfilment of legal requirements and other requirements.
- achievement of OH&S objectives.

The OH&S management system of organization considers the risk under the organization control which include the needs and expectations of all workers and other interested parties as well as worker wellness/wellbeing.

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

Work methodology is defined in Method Statements/ Work Procedure/ SOP and work-related hazards/ risk are identified & assessed for routine and non-routine activities. Point of Work Risk Assessment (PoWRA) is also conducted before start of any activity after taking the Permit to Work (PTW).

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes

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

Yes

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	0.00	0.00
	Workers	0.09	0.19
Total recordable work-related injuries	Employees	0	0
	Workers	4	8
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Occupational Health & Safety Management System (OHSMS) is defined and implemented in projects services and fixed facilities to ensure a safe and healthy working place. Skill cum competency-based training matrix defined for all workforces. Regular job specific training schedule are planned for all workforce depending on their trade. Periodic inspection of tools & tackles, Electrical equipment's and lifting equipment's are defined as per inspection matrix. Site specific Induction, Medical examinations, and Vertigo test for height work of all workmen to be deployed at site are carried out before entering site or fixed facilities. Tool box talk(TBT) for all workers and employees are being carried out on daily basis. Implementation of Permit to Work (PTW), Risk Assessment and Method Statement (RAMS) and Point of Work Risk Assessment (PoWRA) ensured. Periodic connects are carried out with site & Top Management.

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	0	0	-	0	0	-
Health & Safety	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%
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.

All safety related events/ incidents are analysed, reviewed & validated thoroughly and the identified corrective actions are recorded in the system for horizontally deployment of lesson learnt across businesses. Below are some corrective actions taken by entity:

1. Introduce & implement floor opening inventory register and maintain the full list of all floor openings/holes with unique Id.
2. Introduce & implement a separate work permit for floor opening activities and update the construction & commissioning PTW system.
3. Introduce & implement a signage of caution not to remove floor opening cover until you have a permit and fall protection means.
4. Update DIR-57 and EHS self-assessment audit template to incorporate new signage, permit requirement, inventory register for floor opening.
5. Update standard lifting plan template to include prohibition on lifting and shifting of long length and large volume materials using Franna and include requirement of route survey for pick and carry movement by Franna.
6. Issue an EHS Alert to ban all types of old and new generation hydra including Escorts TRX 1550 and ACE FX series which are with 2-wheel drives and 6 tyres at all our SP India sites. Only allow Franna series cranes with 4-wheel drives and 8 wheels configuration. All safety related events/ incidents are analyzed, reviewed & validated thoroughly and the identified corrective actions are recorded in the system for horizontally deployment of lesson learnt across businesses.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, Life & Accident insurance is extended to both employees and workers.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Monthly review is conducted to ensure that statutory dues have been deducted and deposited by the contractors employed at our sites.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	72%
Working Conditions	72%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Based on the Supplier Responsibility Governance (SRG) audit findings when concerns are raised on Health & Safety practices and working conditions, such findings are systematically closed and objective evidence are verified.

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 Company follows the process required in ISO 9001-2015 to recognize the stakeholders for its business.

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
Investors	No	Emails, Investor meets, virtual/physical meetings, Earnings calls, Newspaper advertisements	Quarterly	Quarterly Results, Dividend, communication with respect to IEPF, AGM notice (pre and post-dispatch), Annual Report etc.
Community	NA	Other	Annually	To get feedback and encourage to raise concerns/questions, if any w.r.t. existing practices
Employees and workers	No	E-mail	Quarterly	
Customers	No	E-mail	Quarterly	
Value Chain Partners	No	E-mail	Quarterly	
Government Authority	No	Other	Half-Yearly	
Other (please specify)	No	NA	NA	NA

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company has a Sustainability Committee, the terms of reference of which *inter-alia* include initiatives on community engagement and social responsibility, ensuring environmental sustainability and the minimization of the Company's impact on the environment. The Board of Directors of the Company periodically take note of the key discussions and minutes of the Sustainability Committee meetings.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

No

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Not Applicable

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	1,267	874	69%	1,311	200	15%
Other than permanent	21	11	52%	0	0	0
Total Employees	1,288	885	69%	1,311	200	15%
Workers						
Permanent	94	NA	NA	0	0	0
Other than permanent	6,023	NA	NA	0	0	0
Total Employees	6,117	NA	NA	0	0	0

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	1,267	0	0.00%	1,267	100.00%	1,311	0	0.00%	1,311	100.00%
Male	1,125	0	0.00%	1,125	100.00%	1,170	0	0.00%	1,170	100.00%
Female	142	0	0.00%	142	100.00%	141	0	0.00%	141	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	21	0	0.00%	21	100.00%	0	0	0.00%	0	0.00%
Male	19	0	0.00%	19	100.00%	0	0	0.00%	0	0.00%
Female	2	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%
Others	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	94	0	0.00%	94	100.00%	0	0	0.00%	0	0.00%
Male	94	0	0.00%	94	100.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	100.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	Not Comparable as the Non-executive Chairman does not receive any remuneration from the Company and the Independent Directors are eligible for only sitting fees & commission. Only the Executive Directors receive remuneration from the Company as per their Appointment agreement. The details of remuneration also form part of Corporate Governance Report.	1	Not computable	Not Applicable	-
Key Managerial Personnel	2	₹ 33,821,877	1	Not computable	Not Applicable	-
Employees other than BoD and KMP	1250	₹ 2,049,675	145	₹ 1,329,832	Not Applicable	-
Workers	94	₹ 752,188	-	-	Not Applicable	-

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 company has a Human Rights Focal individual.

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

The mechanism is part of the Open Reporting (Vigil Mechanism) process. Upon receipt of a concern, an independent investigation team is set up to conduct an investigation. The investigation report is reviewed by a competent authority within the company and in case of any corrective actions determined, the same is concluded with the help of a cross functional team from Senior band employees.

6. 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
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

The company has Zero Retaliation policy (Respective Workplace Policy). The concern raisers are made aware of the same, are advised to raise their concern in case they feel retaliated against for having raised a concern in the past and all such concerns are investigated/acted upon by an independent team.

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

Yes

9. Assessments for the year:

Essential Indicators	
% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others – please specify	Not Applicable

Note : Routine visits by factory inspector and labour inspector are not included here.

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

Not Applicable

Leadership Indicators**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

This is part of Supplier Responsibility Governance (SRG) audit and are duly covered during supplier audits.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

This is part of Supplier Responsibility Governance (SRG) audit and are duly covered during supplier audits.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	72%
Discrimination at workplace	72%
Child Labour	72%
Forced Labour/Involuntary Labour	72%
Wages	72%
Others – please specify	-

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

The Company does SRG audit of suppliers to ensure that suppliers are compliant.

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	Unit of Measurement	FY 2022-23	FY 2021-22
Electricity			
Total electricity consumption (A)	Giga Joule (GJ)	13,835.83	30,298.78
Total fuel consumption (B)	Giga Joule (GJ)	9,336.87	38,652.11
Energy consumption through other sources (C)	-	0	0
Total energy consumption (A+B+C)	Giga Joule (GJ)	23,172.7	68,950.89
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Rupees	0.00000123	0.0000025
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 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
Total		
(i) Surface water	0	0
(ii) Groundwater	55.46	139.04
(iii) Third party water	32,346.00	41,970.00
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	32,401.46	42,109.04
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000017	0.0000015
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

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

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

No

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	mg/m ³	65.7	59.8
SOx	mg/m ³	35.3	36.3
Particulate matter (PM)	mg/Nm ³	22.4	26
Persistent organic pollutants (POP)	-	Not Available	Not Available
Volatile organic compounds (VOC)	-	Not Available	Not Available
Hazardous air pollutants (HAP)	-	Not Available	Not Available
Others – please specify	-	-	-

Details of other air emissions

Name of other air emission	Please specify unit	FY (2022-23)	FY (2021-22)
	Not Applicable		

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

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

Parameter	Units	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	487.03	1,979.82
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	2,713.83	5,960.81
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/rupees	0.00000017	0.00000029
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

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

No

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)	0.745	4.855
E-waste (B)	0.004	4.364
Bio-medical waste (C)	0.086	0.29
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) Details mentioned below*	15.609	31.2304
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Details mentioned below**	162.5462	357.7888
Total (A+B + C + D + E + F + G + H)	178.984	398.524

*G. Other Hazardous waste

Other Hazardous Waste		
	FY 2022-23	FY 2021-22
Used oil	2.2100	0.8400
Used cutting oil	0.0000	2.3800
Oil-soaked Jute	0.7200	1.3240
Paint residue, waste	5.6280	14.6910
Empty Paint Drum	6.5970	11.9920
DG Filter	0.4540	0.0034
Total	15.609	31.2304

**H. Other Non-hazardous waste generated

Other Non-Hazardous Waste		
	FY 2022-23	FY 2021-22
Header off cut	27.4400	0.0000
SS Scrap	14.0400	22.7400
Boring Chips	33.5600	23.9400
Paper/ cardboard	8.4052	5.0143
Mixed Iron scrap	71.0100	299.3400
Wet Waste	3.9561	2.4290
Dry Waste	4.1349	2.8655
Electrical Waste (KGS)	0.0000	1.4600
Total	162.5462	357.7888

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	FY 2022-23	FY 2021-22
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	FY 2022-23	FY 2021-22
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

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 segregates the waste depending upon its type (General waste, E waste and bio-medical waste) and handover to authorized agencies for further disposal/ recycling etc.

Some of the initiatives are below :

1. Furnace modified for uses of HSD to CBM gas for reducing the hazardous waste.
2. Vehicle have been taken on lease basis for reduction of oil filter and oil (HSD & Petroleum Gasoline).
3. Restricted use of Plastic water bottles at corporate office.

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:

S. 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

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

Not Available

Name and brief details of project No.	EIA Notification	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
					Not Applicable

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:

Yes

S. 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				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiplies) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From Renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from Non renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (A)	13,835.83	30,298.78
Total fuel consumption (B)	9,336.87	38,652.11
Energy consumption through other sources (C)	0	0
Total energy consumed from Non renewable sources (A+B+C)	23,172.70	68,950.89

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. Provide the following details related to water discharged:

Parameter	FY (2022-23)	PY (2021-22)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

Details For each facility / plant located in areas of water stress					
S. No.	Particulars				
1	Name of the area	Axis House		PAC Factory	
2	Nature of operations				
3	Water withdrawal, consumption and discharge in the following format:				
	Parameter	FY (2022-23)	PY (2021-22)	FY (2022-23)	PY (2021-22)
	Water withdrawal by source (in kilolitres)				
	(i) Surface water	0	0	0	0
	(ii) Groundwater	0	0	55.46	139.04
	(iii) Third party water	10998	12942	312	322
	(iv) Seawater / desalinated water	0	0	0	0
	(v) Others	0	0	0	0
	Total volume of water withdrawal (in kilolitres)	10998	12942	367.46	461.04
	Total volume of water consumption (in kilolitres)				
	Water intensity per rupee of turnover (Water consumed / turnover)				
	Water intensity (optional) – the relevant metric may be selected by the entity				
	Water discharge by destination and level of treatment (in kilolitres)				
	(i) Into Surface water				
	No treatment				
	With treatment – please specify level of treatment				
	(ii) Into Groundwater				
	No treatment				
	With treatment – please specify level of treatment				
	(iii) Into Seawater				
	No treatment				
	With treatment – please specify level of treatment				
	(iv) Sent to third-parties				
	No treatment				
	With treatment – please specify level of treatment				
	(v) Others				
	No treatment				
	With treatment – please specify level of treatment				
	Total water discharged (in kilolitres)				

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

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY (2022-23)	PY (2021-22)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 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

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Water Consumption	Reusing of wastewater for gardening and flush out in washrooms.	Reduce the water consumption	-
2	Hazardous Waste Reduction	Furnace modified for uses of HSD to CBM gas for reducing the hazardous waste.	Hazardous Waste Reduction	-
3	HSD Reduction	Vehicle have been taken on lease basis for reduction of oil filter and oil (HSD & Petroleum Gasoline).	Hazardous Waste & HSD Reduction	-
4	Plastic Use Reduction	Restricted use of Plastic water bottles at corporate office.	Pastic Waste Reduction	-

7. Does the entity have a business continuity and disaster management plan? Yes

Details of entity at which business continuity qand disaster management plan is placed or weblink.

Emergency Response Plan has been in place to provide procedures to be followed in the event of an emergency or disaster at the facility. The Property Leader (SIMT), ERT Leader, Business Captains and the Floor wardens comprise of the Site Incident Management Team. The team meets Quarterly to review the Emergency Response Plan to ensure that it is current and appropriate, to update as it is necessary, discuss any concerns or questions raised by site occupants. The following sections cover emergencies that could be encountered at the facility (Fire, Tornado, Hurricane, Post Hurricane, Earthquake, Bomb Threat, Medical Emergency, Utility failure, Compressed gases, floor, civil strife & chemical release).

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. Nil

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 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.

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:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation of Gujarat Industries	State
2	Times strategic solutions Limited	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. None

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

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether Information available in domain? (Yes/No)	Frequency of review by (Annually/half yearly/Quarterly /others, please specify)	Web Link, if applicable
1	Environment control solutions- norms/ timelines/ Incentives/ penalty mechanism etc.	Presentations,discussions & Inputs given to CPCB/ CEA/ Power Ministry officials	No	Annually	NA
2	Flexibility of coal units- Need, Options, Solutions & tariff mechanism etc.	As part of Flexibility committee of CEA (MoP). Advocacy to CEA/MoP/ CERC etc	No	Annually	NA
3.	Biomass Co-firing in Coal Based Power Plants	Presentations, discussions & Inputs given to Power Foundation officials which is a society formed under the aegis of the Ministry of Power.	No	Annually	NA
4.	Coal Power Sector Decarbonization Path policy advocacy	Released a White paper on India 2030 and Beyond. Engaged E&Y as consultant to drive Advocacy for Clean Coal Technology.	No	Annually	NA

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.**

S. No.	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
Not Available						

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

S. 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 No. paid to PAFs in the FY (In ₹)
Not Available						

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

Not available

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	50%	47%
Sourced directly from within the district and neighboring districts	NA	NA

Leadership Indicators**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not Available	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: NIL

S. No.	State	Aspirational District	Amount spent (In ₹)
Not Available			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) -

No

(b) From which marginalized /vulnerable groups do you procure?

Not applicable

(c) What percentage of total procurement (by value) does it constitute?

Not applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Not Available

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
		Not Available

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects (Approximate)	% of beneficiaries from vulnerable and marginalized groups
FY 2022-23			
1	Basic Education for poor children in the tribal villages of Durgapur	120 Children	100%
FY 2021-22			
2	Ongoing Project 1: Employment linked Skill Training Program	Since this is an ongoing project, final number of beneficiaries are not available at this juncture. The Project aims to benefit approximately 1,000 youth.	100%
3	Ongoing Project 2: Educators Empowerment Program	1200 teachers	100%
4	Ongoing Project 3: Project Dependence to Independence: Enabling Physically Disabled people	349 patients	100%

Principle 9: Businesses should engage with and provide value to their 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 established a robust process of seeking customer feedback on its products and services on regular basis, similarly customer complaints are recorded and feedback thus received is analyzed and steps are taken to further improve its products and services to enhance customer satisfaction.

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	Not Available
Safe and responsible usage	
Recycling and/or safe disposal	

3. 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			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. details of instances of product recalls on account of safety issues: not applicable

	Number	Reasons for recall
Voluntary recall		
forced recall		

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://spo-teamsite.ge.com/sites/PWPSteamPowerCyberSecurity> (Intra-net web link)

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. Nil**Leadership Indicators****1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

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

<https://www.ge.com/steam-power>

<https://www.ge.com/gas-power>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

O&M manual of the product is provided along with the product. For details, please refer below

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

<https://www.ge.com/steam-power>

<https://www.ge.com/gas-power>

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Not applicable**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.-** Not Applicable

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) Yes

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact -

None

b. Percentage of data breaches involving personally identifiable information of customers -

Not applicable

For and on behalf of the Board of Directors

Place: Noida

Date: 26 May 2023

Mahesh Shrikrishna Palashikar

Chairman & Non-Executive Director

(DIN: 02275903)