

# ANNEXURE - G

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Your Company believes its employees to be the most valuable assets of the company and its continuous focus is to invest in employee development & growth and thereby enable the business success.





Across the world, countries and companies are driving the journey towards net zero. As an energy sector business, our goal is not just to be efficient in our business but also support our stakeholders to become efficient. This is the key business vision that we are furthering today at GEPIL with our top-notch AQCS technology that is aiding the upgradation of traditional coal-powered plants in India. Your Company has embarked on its ESG journey and has embraced eight sustainable development goals out of 17. As an organization, we strive to create sustainable opportunities for power plants, deploy best-in-class technologies and not only enable thermal power to be reliable, affordable and sustainable but also empower them to play a key role in supporting renewable integration.

Safety of our workforce, those who work for us and of our stakeholders has always been our top most priority. At GEPIL, we voluntarily take ownership of safety for oneself and for those around us. Even if that means stopping work till we ensure a harmless environment. Making the world a safe place.



**Prashant Jain,**

Managing Director, GE Power India Limited

## OUR ACHIEVEMENTS AND INITIATIVES

### Progress towards our commitments:

#### CO2 reduction achieved

##### Energy:

Electricity & Food waste

**336.62** tons  
reduction vs 2019

##### Water:

Water bottles & Paper Cups

**85.66** tons  
reduction vs 2019

##### Earth:

Double side paper

**3.36** tons  
reduction vs 2019

##### Air:

Car parking

**372.51** tons  
reduction vs 2019

Total CO2 reduction as compared to 2019

**798.42** tons

- Diversity and Inclusion
- Lifting our communities through various CSR programs
- Respectful workplace policies, Prevention of Sexual Harassment (POSH), integrity and open reporting
- Robust & Stringent EHS policies towards Employees & Site work force
- Supplier development programs for Human rights maintenance through Supplier Audits
- Strong Governance framework

### DRIVING PROGRESS ON EMISSIONS CONTROL

GEPIL has been instrumental in supporting customers in their efforts to meet India's stringent emission norms with **1.1 million of SO2 and 160 thousand MT NOx reduction capacity.**

# SUSTAINABILITY AT GEPIL'S CORE



## VISION

Our goal is not just to be efficient in our business but also support our stakeholders to become efficient.

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 in order to maintain an ecological balance. Your Company constituted Sustainability Committee to plan, conduct and monitor the actions in achieving sustainable organization. Also, to encompass how Company conducts its businesses, now and in the future, including through the social responsibility, minimizing the Company's impact on the environment, and maintaining reputation. The Terms and reference along with other details of Sustainability Committee forms part of the Corporate Governance Report.

## OUR SUSTAINABILITY PRIORITIES

GE Power India Limited ('GEPIL') has adopted eight (8) sustainable development goals out of seventeen (17) UNSDG Framework.



- The health and safety of workforce and those doing work on behalf of the Company are top priority, driving GE's system to safeguard workers and workplaces.
- During the COVID-19 pandemic crisis, the Company implemented precautions & supported employees & their families to ensure health and safety
- Corporate Social Responsibility and inclusiveness are part of your Company sustainability strategy. Through employee volunteering, sustainability goals and CSR efforts, your Company has endeavoured to prioritise commitment towards sustainable and inclusive development.



- Your Company promote Diversity at workplace & encourage the teams to improve the diversity ratio. The Company's initiatives have been deployment of diverse workforce even at the factories.
- Defined Targets and Action Plan on 3 Pillars – Gender Diversity, Pride and People with Disability



- As outlined in Human Rights Statement of Principles, your Company promote & respect for fundamental human rights & endeavor to advance respect for fundamental human rights by leading by example in our business capacity, with direct business partners, and in the communities where your Company operates.
- Governance of actions internally and toward your Company people and communities through strong governance programs, a culture of integrity, an unyielding commitment to compliance, and an open reporting system.



Your Company's businesses function to provide energy with lower emissions and less carbon intensity over time. Your Company has an established history of both providing sustainable products to customers and reducing own emissions—commitments which your Company accelerating for the future



Your Company has been practicing the responsible consumption and hence have increased the use of the recyclable materials, and reduced the utilization/consumption of Energy , Water, Earth resources



- As a responsible company, GEPIL works with local communities to train the labor force and also conducts programmes under the CSR for local communities
- Respectful workplace policies strive for a more diverse workforce and inclusive workplace.



Your Company is uniquely positioned to innovate & deploy the technology that will decarbonize the energy sector and promote affordable, reliable, and accessible electricity.

- Your Company helps customers achieve energy efficiency and emissions reductions.
- Second, your Company is focused on own use of energy by committing to be carbon reduction in our own Scope



- Your Company's goal is to treat everyone affected by businesses and value chain with fairness and place.
- Your Company has strict prohibitions on child labour, and forced labor as well as a long-standing program focused on suppliers and ethical supply chain.

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

|    |   |   |
|----|---|---|
| 1  | <b>Corporate Identity Number (CIN) of the Listed Entity</b>   | L74140MH1992PLC068379   |
| 2  | <b>Name of the Listed Entity</b>  | GE Power India Limited  |
| 3  | <b>Year of incorporation</b>  | 1992  |
| 4  | <b>Registered office address</b>  | Regus Business Center, 9th floor, Platina, Block G, Plot C-59, BKC, Bandra (E), Mumbai, Maharashtra – 400051                          |
| 5  | <b>Corporate address</b>  | Axis House, Plot No 1-14, Towers 5 & 6, Jaypee Wish Town, Sector 128 Noida, Uttar Pradesh - 201301                                    |
| 6  | <b>E-mail</b>   | in.investor-relations@ge.com  |
| 7  | <b>Telephone/Fax</b>  | T +91 22 67000500; F +91 22 67000600  |
| 8  | <b>Website</b>  | www.ge.com/in/ge-power-india-limited  |
| 9  | <b>Financial year for which reporting is being done</b>   | Financial Year ended 31 March 2022  |
| 10 | <b>Name of the Stock Exchange(s) where shares are listed</b>  | BSE and NSE   |
| 11 | <b>Paid-up Capital</b>  | ₹ 672.3 millions  |
| 12 | <b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b> | Ms. Kamna Tiwari, Company Secretary and Compliance Officer<br>Telephone No. – 0120-5011011<br>Email Id:- in.investor-relations@ge.com |
| 13 | <b>Reporting boundary</b>   | 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 | Hydro, ECS, Thermal services and Nuclear | 87%                         |
| 2.     | Manufacture of steam generators              | Boiler, Auxiliary components             | 10%                         |

#### 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      | 87%                             |
| 2.     | Manufacture of steam generators              | 251      | 10%                             |

### 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) | All International              |

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

7.11%

##### c. A brief on types of customers -

All Power Generating Utilities, Industrial Customers & EPC players.

### 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) |
| <b>EMPLOYEES</b> |                          |           |         |           |         |           |
| 1.               | Permanent (D)            | 1311      | 1170    | 89%       | 141     | 11%       |
| 2.               | Other than Permanent (E) | 25        | 22      | 88%       | 3       | 12%       |
| 3.               | Total employees (D + E)  | 1336      | 1192    | 89%       | 144     | 11%       |
| <b>WORKERS</b>   |                          |           |         |           |         |           |
| 4.               | Permanent (F)            | 94        | 94      | 100%      | 0       | 0%        |
| 5.               | Other than Permanent (G) | 8122      | 8099    | 99.72%    | 23      | 0.28%     |
| 6.               | Total workers (F + G)    | 8216      | 8193    | 99.72%    | 23      | 0.28%     |

##### b. Differently abled Employees and workers:

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

## 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 2021-22 |        |       | FY 2020-21 |        |       | FY 2019-20 |        |        |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|--------|
|                     | Male       | Female | Total | Male       | Female | Total | Male       | Female | Total  |
| Permanent Employees | 6.35       | (5.09) | 6.99  | 3.5        | 4.4    | 3.56  | 1.2        | (21.3) | (0.76) |
| Permanent Workers   | 56.49      | 200    | 57.03 | 29.4       | 0      | 29.29 | (10.02)    | 0      | (67.6) |

## 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 BV   | 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 ₹): 26,204.4 million

(iii) Net worth (in ₹): 6,729.2 million

## 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 2021-22                                 |  |         | FY 2020-21   |  |         |
|---|--|--|--|---------|--|--|---------|
|   |  | 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                                       | -  | -  | -  | -       | -  | -  | -       |
| Investors (other than shareholders)               | -  | -  | -  | -       | -  | -  | -       |
| Shareholders                                      | Yes<br><a href="https://www.ge.com/in/ge-power-india-limited">https://www.ge.com/in/ge-power-india-limited</a> | 36   | 0  | -       | 24   | 0  | -       |

| 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 2021-22                                 |  |         | FY 2020-21   |  |         |
|---|--|--|--|---------|--|--|---------|
|   |  | 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 |
| Employees and workers                             | Yes<br><a href="https://www.ge.com/in/ge-power-india-limited">https://www.ge.com/in/ge-power-india-limited</a> | 26   | Nil  | --      | 40   | Nil  | --      |
| Customers   | Yes<br><a href="https://www.ge.com/in/ge-power-india-limited">https://www.ge.com/in/ge-power-india-limited</a> | -  | -  | -       | -  | -  | -       |
| Value Chain Partners                              | Yes<br><a href="https://www.ge.com/in/ge-power-india-limited">https://www.ge.com/in/ge-power-india-limited</a> | 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      | COVID-19                  | Risk                                       | Project execution delays and escalation in cost due to lockdowns at project sites, vendors' facilities, factories etc.  | <ul style="list-style-type: none"> <li>Initially agreed Schedule with the Customer got impacted which is being mitigated with recourse to Force Majeure (FM) clauses</li> <li>Engaging with customers to share cost escalation impact due to COVID -19</li> </ul>    | <p>Total impact on schedule and execution cost is still under assessment due to various issues e.g., multiple instances of lockdowns, difference in lockdown period &amp; duration between project sites and sites/facilities/offices etc.</p> <p>Majority of the schedule impacts likely to be mitigated with recourse to respective FM clauses.</p> <p>When COVID stuck, site work for FGD projects was ongoing and accordingly, the Company expects cost escalation across multiple projects under execution.</p> |
| 2      | Inflation                 | Risk                                       | Escalation in execution cost due to unprecedented increase in commodity prices. The Contracts with customers do not provide complete protection against such scenarios. | <p>For projects under execution, engaging with customers to seek as much relief as possible.</p> <p>For new projects, the Company is insisting on price variation (protection) clauses for projects requiring long validity and/or having long execution period.</p> | <p>While the Company is seeking price variation protection in new orders, the Company expects cost impact on quite a few projects under execution as the Contracts with customers does not protect from increase in commodity prices.</p>  |



## 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 |
|--|--|----|----|----|----|----|----|----|----|
| <b>Policy and management processes</b>   |  |    |    |    |    |    |    |    |    |
| 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)  | Few of the policies have been approved by the Board and other policies which are GE Group policies are adopted by the Company.<br><br>GE Power India Ltd, as a GE Group Company follows the convention accepted and approved by GE Global Board on social responsibility, responsible business and sustainability in alignment with local laws.  |    |    |    |    |    |    |    |    |
| c. Web Link of the Policies, if available  | www.gesustainability.com and<br>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)  | 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   |    |    |    |    |    |    |    |    |
| 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   |    |    |    |    |    |    |    |    |
| <b>Governance, leadership and oversight</b>  |  |    |    |    |    |    |    |    |    |
| 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 has conducted various 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 2021-22   |    |    |    |    |    |    |    |    |  |    |    |    |    |    |    |    |    |
| 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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### 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  | Environment, Social, Governance   | 100%   |
| Key Managerial Personnel          | 7  | Open reporting, Books & records, Privacy, PoSH, Human Rights, ESG Journey | >95%   |
| Employees other than BOD and KMPs | 6  | Open reporting, Books & records, Privacy, PoSH, Human Rights              | >95%   |
| 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                         |
| Punishment   | 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](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 2021-22 | FY 2020-21 |
|-----------|------------|------------|
| Directors | -          | -          |
| KMPs      | -          | -          |
| Employees | -          | -          |
| Workers   | -          | -          |

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

|  | FY2021-22 |         | FY 2020-21 |         |
|--|-----------|---------|------------|---------|
|  | 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 |
|---------------------------|---|--|
| 10                        | <ul style="list-style-type: none"> <li>• Bribery</li> <li>• Conflict Of Interest</li> <li>• HR</li> <li>• Respectful Workplace</li> </ul> | 10%  |

**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.

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

**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 2021-22   | FY 2020-21 |
| 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 2021-22     |          |                 | FY 2020-21 |          |                 |
|--------------------------------|----------------|----------|-----------------|------------|----------|-----------------|
|                                | 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 % 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)           |    |
| <b>Permanent employees</b>            |                           |                  |            |                    |            |                    |            |                    |            |                     |    |
| Male                                  | 1170                      | 1170             | 100%       | 1170               | 100%       | NA                 | NA         | 1170               | 100%       | NA                  | NA |
| Female                                | 141                       | 141              | 100%       | 141                | 100%       | 141                | 100%       | NA                 | NA         | NA                  | NA |
| Total                                 | 1311                      | 1311             | 100%       | 1311               | 100%       | 141                | 100%       | 1170               | 100%       | NA                  | NA |
| <b>Other than Permanent employees</b> |                           |                  |            |                    |            |                    |            |                    |            |                     |    |
| Male                                  | 22                        | 22               | 100%       | 22                 | 100%       | NA                 | NA         | NA                 | NA         | NA                  | NA |
| Female                                | 3                         | 3                | 100%       | 3                  | 100%       | NA                 | NA         | NA                 | NA         | NA                  | NA |
| Total                                 | 25                        | 25               | 100%       | 25                 | 100%       | NA                 | NA         | NA                 | NA         | NA                  | NA |

- 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)           |    |
| <b>Permanent workers</b>            |                         |                  |            |                    |            |                    |            |                    |            |                     |    |
| Male                                | 94                      | 94               | 100%       | 94                 | 100%       | NA                 | NA         | NA                 | NA         | NA                  | NA |
| Female                              | 0                       | 0                | -          | 0                  | -          | NA                 | NA         | NA                 | NA         | NA                  | NA |
| Total                               | 94                      | 94               | 100%       | 94                 | 100%       | NA                 | NA         | NA                 | NA         | NA                  | NA |
| <b>Other than Permanent workers</b> |                         |                  |            |                    |            |                    |            |                    |            |                     |    |
| Male                                | 280                     | 280              | 100%       | 280                | 100%       | NA                 | NA         | 280                | 100%       | NA                  | NA |
| Female                              | 5                       | 5                | 100%       | 5                  | 100%       | 5                  | 100%       | NA                 | NA         | NA                  | NA |
| Total                               | 285                     | 285              | 100%       | 285                | 100%       | 5                  | 100%       | 280                | 100%       | NA                  | NA |

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

| Benefits | FY 2021-22   |  |  | FY 2020-21   |  |  |
|----------|--|--|--|--|--|--|
|          | 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       | 98.01%   | 79.66%   | Y  | 99.07%   | 100%   | Y  |
| Gratuity | 100%   | 98.01%   | Y  | 99.07%   | 79.66%   | Y  |
| ESI      | 0.07%  | 0.85%  | Y  | 2.49%  | 23.67%   | Y  |
| Others   | -  | -  | -  | -  | -  | -  |

## 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.

Yes, the PwD Task Force has done an Audit along with the Facilities Team and have identified areas for improvement. Corrective actions will be taken.

## 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, available on the internal portal for employees.

## 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         | 100%                | 100%           | 100%                | 100%           |
| Female       | 100%                | 100%           | 100%                | 100%           |
| <b>Total</b> | 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                         |  |
|--------------------------------|--|
| 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 2021-22   |  |           | FY 2020-21   |  |           |
|---------------------------|--|--|-----------|--|--|-----------|
|                           | 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 | 1336   | 0  | NA        | 1426   | 0  | NA        |
| - Male                    | 1192   | 0  | NA        | 1289   | 0  | NA        |
| - Female                  | 144  | 0  | NA        | 137  | 0  | NA        |
| Total Permanent Workers   | 94   | 94   | 100%      | 169  | 169  | 100%      |
| - Male                    | 94   | 94   | 100%      | 169  | 169  | 100%      |
| - Female                  | 0  | 0  | NA        | 0  | 0  | NA        |

## 8. Details of training given to employees and workers:

| Category         | FY 2021-22   |                               |             |                      |             | FY 2020-21   |                               |             |                      |             |
|------------------|--------------|-------------------------------|-------------|----------------------|-------------|--------------|-------------------------------|-------------|----------------------|-------------|
|                  | 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)   |
| <b>Employees</b> |              |                               |             |                      |             |              |                               |             |                      |             |
| Male             | 1286         | 1286                          | 100%        | 67                   | 5%          | 1458         | 1458                          | 100%        | 135                  | 9%          |
| Female           | 144          | 144                           | 100%        | 2                    | 1.4%        | 137          | 137                           | 100%        | 8                    | 6%          |
| <b>Total</b>     | <b>1430</b>  | <b>1430</b>                   | <b>100%</b> | <b>69</b>            | <b>4.83</b> | <b>1595</b>  | <b>1595</b>                   | <b>100%</b> | <b>143</b>           | <b>8.97</b> |
| <b>Workers</b>   |              |                               |             |                      |             |              |                               |             |                      |             |
| Male             | 11354        | 11354                         | 100%        | 2000                 | 18%         | 10533        | 10533                         | 100%        | 2535                 | 25%         |
| Female           | 11           | 11                            | 100%        | 0                    | 0           | 11           | 11                            | 100%        | 0                    | 0           |
| <b>Total</b>     | <b>11365</b> | <b>11365</b>                  | <b>100%</b> | <b>2000</b>          | <b>18%</b>  | <b>10544</b> | <b>10544</b>                  | <b>100%</b> | <b>2535</b>          | <b>25%</b>  |

## 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 2021-22 |         |           | FY 2020-21 |         |           |
|------------------|------------|---------|-----------|------------|---------|-----------|
|                  | Total (A)  | No. (B) | % (B / A) | Total (C)  | No. (D) | % (D / C) |
| <b>Employees</b> |            |         |           |            |         |           |
| Male             |            |         |           |            |         |           |
| Female           |            |         |           |            |         |           |
| <b>Total</b>     |            |         |           |            |         |           |
| <b>Workers</b>   |            |         |           |            |         |           |
| Male             |            |         |           |            |         |           |
| Female           |            |         |           |            |         |           |
| <b>Total</b>     |            |         |           |            |         |           |

## 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?

Occupational Health & Safety Management System (OHSMS) has been established by issuing and implementing OHSMS policy at project, service, and fixed facilities. The key elements of the OHSMS are, Policy & Commitment, Planning, Implementation & Operation, Measuring Performance, Auditing & Reviewing performance. The EHS program includes employee engagement, trainings, Hazard recognition and control, incident/ event reporting investigations, lesson learnt and communication.

### 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.

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

The process for worker participation in OHSMS is well established using daily site connect, scheduled functional meetings and PoWRA. The workers are empowered and encouraged to initiate STOP WORK if any open risk is observed in the working area. Stopping work in project, service and fixed facilities is considered as positive Occupational Health and Safety (OSH) culture enforcement.

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

Yes, the workers may access the non-occupational medical and healthcare services.



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

| Safety Incident/Number  | Category  | FY 2021-22 | FY 2020-21 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 6          | 4          |
|   | Workers   | 0.02       | 0.02       |
| Total recordable work-related injuries  | Employees | 0          | 0          |
|   | Workers   | 0          | 0          |
| No. of fatalities   | Employees | 0          | 0          |
|   | Workers   | 0          | 0          |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0          | 0          |
|   | Workers   | 1          | 1          |

**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 and tackles & equipment's are defined as per inspection matrix. Medical examinations of all workmen to be deployed at site are carried out before entering site or fixed facilities. EHS Induction for all workers and employees are being carried out before starting work. Implementation of Permit to Work (PTW) Risk Assessment and Method Statement (RAMS) and Point of Work Risk Assessment (PoWRA) ensured.

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

|                    | FY 2021-22            |                                       |         | FY 2020-21            |                                       |         |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                    | 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 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 value chain partners.

**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 2021-22                               | FY 2020-21     | FY 2021-22  | FY 2020-21     |
| Employees | Not applicable                           | Not applicable | Not applicable  | Not applicable |
| Workers   | Not available                            | Not available  | Not available   | Not available  |

**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)**

Transition assistance programs to facilitate continued employability are provided in case of restructuring but not in case of retirement.

**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 | 65%   |
| Working Conditions          | 65%   |

**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                                     | Annually/Quarterly   | Quarterly Results, Dividend, communication with respect to IEPF, AGM notice (pre and post dispatch), Annual Report etc. |
| Community              | No   | NA  |  | To get feedback and encourage to raise concerns/questions, if any w.r.t. existing practices                             |
| Employees and workers  | No   | Surveys   | Half yearly  |   |
| Customers              | No   | Surveys   | No set frequency   |   |
| Value Chain Partners   | No   | Supplier's conference   | Annually   |   |
| Other (please specify) | No   |   |  |   |

**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 2021-22 |  |           | FY 2020-21 |  |           |
|------------------------|------------|--|-----------|------------|--|-----------|
|                        | Total (A)  | No. of / employees workers covered (B) | % (B / A) | Total (C)  | No. of / employees workers covered (D) | % (D / C) |
| <b>Employees</b>       |            |  |           |            |  |           |
| Permanent              | 1311       | 200                                    | 15%       | 0          | 0                                      | 0         |
| Other than permanent   | 0          | 0                                      | 0         | 0          | 0                                      | 0         |
| <b>Total Employees</b> | 0          | 0                                      | 0         | 0          | 0                                      | 0         |
| <b>Workers</b>         |            |  |           |            |  |           |
| Permanent              | 0          | 0                                      | 0         | 0          | 0                                      | 0         |
| Other than permanent   | 0          | 0                                      | 0         | 0          | 0                                      | 0         |
| <b>Total Employees</b> | 0          | 0                                      | 0         | 0          | 0                                      | 0         |

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

There are Nil Employees under minimum wage.

| Category             | FY 2021-22    |                       |           |           | FY 2020-21            |           |                        |           |         |
|----------------------|---------------|-----------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|---------|
|                      | Total (A)     | Equal to 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) |
| <b>Employees</b>     |               |                       |           |           |                       |           |                        |           |         |
| Permanent            | Not Available |                       |           |           |                       |           |                        |           |         |
| Male                 |               |                       |           |           |                       |           |                        |           |         |
| Female               |               |                       |           |           |                       |           |                        |           |         |
| Other than Permanent |               |                       |           |           |                       |           |                        |           |         |
| Male                 |               |                       |           |           |                       |           |                        |           |         |
| Female               |               |                       |           |           |                       |           |                        |           |         |
| <b>Workers</b>       |               |                       |           |           |                       |           |                        |           |         |
| Permanent            | Not Available |                       |           |           |                       |           |                        |           |         |
| Male                 |               |                       |           |           |                       |           |                        |           |         |
| Female               |               |                       |           |           |                       |           |                        |           |         |
| Other than Permanent |               |                       |           |           |                       |           |                        |           |         |
| Male                 |               |                       |           |           |                       |           |                        |           |         |
| Female               |               |                       |           |           |                       |           |                        |           |         |

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

|                                  | Male   |  | Female |   |
|----------------------------------|--------|--|--------|---|
|                                  | Number | Median remuneration/ salary/ wages of respective category  | Number | Median remuneration/ salary/ wages of respective category |
| <b>Employees</b>                 |        |  |        |   |
| 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  |
| Key Managerial Personnel         | 2      | ₹ 24.4 million   | 1      | Not computable  |
| Employees other than BoD and KMP | NA     | NA   | NA     | NA  |
| Workers                          | NA     | NA   | NA     | NA  |

**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 2021-22            |                                       |         | FY 2020-21            |                                       |         |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                                   | 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                 | Nil                   |                                       |         | Nil                   |                                       |         |
| 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:**

|                             | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b> |
|-----------------------------|--|
| 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:**

|                                  | <b>% of value chain partners (by value of business done with such partners) that were assessed</b> |
|----------------------------------|--|
| Sexual Harassment                | 65%  |
| Discrimination at workplace      | 65%  |
| Child Labour                     | 65%  |
| Forced Labour/Involuntary Labour | 65%  |
| Wages                            | 65%  |
| Others – please specify          | 65%  |

**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 2021-                         | FY 2020-       | FY 2021-                | FY 2020-      | FY 2021-                | FY 2020-       | FY 2021-        | FY 2020-        |
|--|---------------------|----------------------------------|----------------|-------------------------|---------------|-------------------------|----------------|-----------------|-----------------|
|  |                     | 22                               | 21             | 22                      | 21            | 22                      | 21             | 22              | 21              |
| <b>Electricity</b>   |                     | <b>Axis House, Sec 128 Noida</b> |                | <b>PAC Sec 63 Noida</b> |               | <b>Durgapur Factory</b> |                | <b>Total</b>    |                 |
| Total electricity consumption (A)  | KVAH                | 918621                           | 1082976        | 561264                  | 695604        | 8487235                 | 9001947        | 8010850         | 8309545         |
| Total fuel consumption (B)   | KVAH                | 14688                            | 22981          | 16850                   | 22569         | 11580                   | 19490          | 51028           | 57230           |
| Energy consumption through other sources (C)   | KVAH                | 0                                | 0              | 0                       | 0             | 0                       | 0              | 0               | 0               |
| <b>Total energy consumption (A+B+C)</b>  | <b>KVAH/ MINR</b>   | <b>933309</b>                    | <b>1105957</b> | <b>578114</b>           | <b>718173</b> | <b>8498815</b>          | <b>9021437</b> | <b>10010238</b> | <b>10845567</b> |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)) | KVAH/ MINR          | Not available                    | Not available  | Not available           | Not available | Not available           | Not available  | 0.00261772      | 0.003082384     |
| Energy intensity (optional) – the relevant metric may be selected by the entity        | KVAH/ MINR          | -                                | -              | -                       | -             | -                       | -              | -               | -               |

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:**

(In Kilolitres- KL)

| Parameter  | FY 2021-                         | FY 2020-      | FY 2021-                | FY 2020-      | FY 2021-                | FY 2020-      | FY 2021-     | FY 2020-   |
|--|----------------------------------|---------------|-------------------------|---------------|-------------------------|---------------|--------------|------------|
|  | 22                               | 21            | 22                      | 21            | 22                      | 21            | 22           | 21         |
| <b>Water withdrawal by source (in kilolitres)</b>                              | <b>Axis House, Sec 128 Noida</b> |               | <b>PAC Sec 63 Noida</b> |               | <b>Durgapur Factory</b> |               | <b>Total</b> |            |
| (i) Surface water  | 0                                | 0             | 298                     | 303           | 523031                  | 526390        | 523329       | 526693     |
| (ii) Groundwater   | 19090                            | 19244         | 141                     | 373           | 0                       | 0             | 19231        | 19617      |
| (iii) Third party water  | 148.63                           | 156.16        | 40.8                    | 26.1          | 0                       | 0             | 189.43       | 182.26     |
| (iv) Seawater / desalinated water  | 0                                | 0             | 0                       | 0             | 0                       | 0             | 0            | 0          |
| (v) Others   | 148.63                           | 156.16        | 0                       | 0             | 0                       | 0             | 0            | 0          |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)       | 19238.63                         | 19400.16      | 479.8                   | 702.1         | 523031                  | 526390        | 542749.43    | 546492.26  |
| Total volume of water consumption (in kilolitres)                              | 19238.63                         | 19400.16      | 479.8                   | 702.1         | 523031                  | 526390        | 542749.43    | 1092984.52 |
| Water intensity per rupee of turnover (Water consumed / turnover)              | Not Available                    | Not Available | Not Available           | Not Available | Not Available           | Not Available | 20.712       | 32.695     |
| Water intensity (optional) – the relevant metric may be selected by the entity | 0                                | 0             | 0                       | 0             | 0                       | 0             | 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                           | FY 2021-22                | FY 2020-21    | FY 2021-22       | FY 2020-21    | FY 2021-22       | FY 2020-21    | FY 2021-22    | FY 2020-21    |
|-------------------------------------|---------------------------|---------------|------------------|---------------|------------------|---------------|---------------|---------------|
| Air Emissions (mg/m <sup>3</sup> )  | Axis House, Sec 128 Noida |               | PAC Sec 63 Noida |               | Durgapur Factory |               | Total         |               |
| NOx                                 | Not Available             | Not Available | Not Available    | Not Available | 37               | 46            | 37            | 46            |
| SOx                                 | Not Available             | Not Available | Not Available    | Not Available | 26               | 32            | 26            | 32            |
| Particulate matter (PM)             | Not Available             | Not Available | Not Available    | Not Available | 36.2             | 52.1          | 36.2          | 52.1          |
| Persistent organic pollutants (POP) | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |
| Volatile organic compounds (VOC)    | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |
| Hazardous air pollutants (HAP)      | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |
| Others – please specify             | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |

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 2021-22                | FY 2020-21    | FY 2021-22       | FY 2020-21    | FY 2021-22       | FY 2020-21    | FY 2021-22    | FY 2020-21    |
|--|---|---------------------------|---------------|------------------|---------------|------------------|---------------|---------------|---------------|
| Emission   |   | Axis House, Sec 128 Noida |               | PAC Sec 63 Noida |               | Durgapur Factory |               | Total         |               |
| <b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |
| <b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |
| <b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>   |   | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |
| <b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity   |   | Not Available             | Not Available | Not Available    | Not Available | Not Available    | Not Available | Not Available | Not Available |

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:**

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

| Parameter   | Units     | FY 2021-22                | FY 2020-21  | FY 2021-22       | FY 2020-21  | FY 2021-22       | FY 2020-21    | FY 2021-22   | FY 2020-21    |
|---|-----------|---------------------------|-------------|------------------|-------------|------------------|---------------|--------------|---------------|
| Waste   |           | Axis House, Sec 128 Noida |             | PAC Sec 63 Noida |             | Durgapur Factory |               | Total        |               |
| Plastic waste (A)   | MT        | 0.95                      | 0.59        | 0.2              | 0.1         | 5                | 2.8           | 5            | 2.8           |
| E-waste (B)   | MT        | 0                         | 0           | 0                | 0           | 0.02             | 0.04          | 0.02         | 0.04          |
| Bio-medical waste (C)   | MT        | 0.48                      | 0.1         | 0.59             | 0.68        | 0.051            | 0.0039        | 1.121        | 0.7839        |
| Construction and demolition waste (D)   | MT        | 0                         | 0           | 0.17             | 0.04        | 0                | 0             | 0.17         | 0.04          |
| Battery waste (E)   | MT        | 0                         | 0           | 0                | 0           | 0                | 0             | 0            | 0             |
| Radioactive waste (F)   | MT        | 0                         | 0           | 0                | 0           | 0                | 0             | 0            | 0             |
| Other Hazardous waste. Please specify, if any. (G)  | MT        | 0                         | 0           | 0                | 0           | 0                | 0             | 0            | 0             |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | MT        | 0                         | 0           | 0                | 0           | 0                | 0             | 0            | 0             |
| <b>Total (A+B + C + D + E + F + G + H)</b>  | <b>MT</b> | <b>1.43</b>               | <b>0.69</b> | <b>0.96</b>      | <b>0.82</b> | <b>5.071</b>     | <b>2.8439</b> | <b>6.311</b> | <b>3.6639</b> |

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

| Parameter                       | Units     | FY 2021-22                | FY 2020-21     | FY 2021-22       | FY 2020-21 | FY 2021-22       | FY 2020-21 | FY 2021-22 | FY 2020-21 |
|---------------------------------|-----------|---------------------------|----------------|------------------|------------|------------------|------------|------------|------------|
| Category of waste               |           | Axis House, Sec 128 Noida |                | PAC Sec 63 Noida |            | Durgapur Factory |            | Total      |            |
| (i) Recycled                    | MT        | 4.15                      | 4.46           | 0                | 0          | 0                | 0          | 4.15       | 4.46       |
| (ii) Re-used                    | MT        | 0                         | 0              | 0                | 0          | 0                | 0          | 0          | 0          |
| (iii) Other recovery operations | MT        | 0                         | 0              | 0                | 0          | 0                | 0          | 0          | 0          |
| <b>Total</b>                    | <b>MT</b> | <b>4.15 MT</b>            | <b>4.46 MT</b> | <b>0</b>         | <b>0</b>   | <b>0</b>         | <b>0</b>   | <b>0</b>   | <b>0</b>   |

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

| Parameter                       | Units    | FY 2021-22                | FY 2020-21 | FY 2021-22       | FY 2020-21 | FY 2021-22       | FY 2020-21 | FY 2021-22 | FY 2020-21 |
|---------------------------------|----------|---------------------------|------------|------------------|------------|------------------|------------|------------|------------|
| Category of waste               |          | Axis House, Sec 128 Noida |            | PAC Sec 63 Noida |            | Durgapur Factory |            | Total      |            |
| (i) Incineration                | 0        | 0                         | 0          | 0                | 0          | 0                | 0          | 0          | 0          |
| (ii) Landfilling                | 0        | 0                         | 0          | 0                | 0          | 0                | 0          | 0          | 0          |
| (iii) Other disposal operations | 0        | 0                         | 0          | 0                | 0          | 0                | 0          | 0          | 0          |
| <b>Total</b>                    | <b>0</b> | <b>0</b>                  | <b>0</b>   | <b>0</b>         | <b>0</b>   | <b>0</b>         | <b>0</b>   | <b>0</b>   | <b>0</b>   |

**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 vendors for further disposal/ recycling.

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

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 | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
|-----------------------------------|----------------------|------|---|--|-------------------|

Not Applicable

11. 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 multiples) from renewable and non-renewable sources, in the following format:

| Parameter   | FY 2021-22                | FY 2020-21       | FY 2021-22       | FY 2020-21    | FY 2021-22     | FY 2020-21     | FY 2021-22      | FY 2020-21      |
|---|---------------------------|------------------|------------------|---------------|----------------|----------------|-----------------|-----------------|
|   | Axis House, Sec 128 Noida | PAC Sec 63 Noida | Durgapur Factory | Total         |                |                |                 |                 |
| Total electricity consumption (A)                               | 0                         | 0                | 0                | 0             | 0              | 0              | 0               | 0               |
| Total fuel consumption (B)                                      | 0                         | 0                | 0                | 0             | 0              | 0              | 0               | 0               |
| Energy consumption through other sources (C)                    | 0                         | 0                | 0                | 0             | 0              | 0              | 0               | 0               |
| Total energy consumed from Non renewable sources (A+B+C)        | 0                         | 0                | 0                | 0             | 0              | 0              | 0               | 0               |
| Total electricity consumption (A)                               | 918621                    | 1082976          | 561264           | 695604        | 8487235        | 9001947        | 9967120         | 10780527        |
| Total fuel consumption (B)                                      | 14688                     | 22981            | 16850            | 22569         | 11580          | 19490          | 43118           | 65040           |
| Energy consumption through other sources (C)                    | 0                         | 0                | 0                | 0             | 0              | 0              | 0               | 0               |
| <b>Total energy consumed from Non renewable sources (A+B+C)</b> | <b>933309</b>             | <b>1105957</b>   | <b>578114</b>    | <b>718173</b> | <b>8498815</b> | <b>9021437</b> | <b>10010238</b> | <b>10845567</b> |

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 2021-22                       | FY 2020-21 | FY 2021-22              | FY 2020-21 | FY 2021-22              | FY 2020-21 | FY 2021-22   | FY 2020-21 |
|--|----------------------------------|------------|-------------------------|------------|-------------------------|------------|--------------|------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> | <b>Axis House, Sec 128 Noida</b> |            | <b>PAC Sec 63 Noida</b> |            | <b>Durgapur Factory</b> |            | <b>Total</b> |            |
| (i) To Surface water   | Not Available                    |            |                         |            |                         |            |              |            |
| - No treatment   |                                  |            |                         |            |                         |            |              |            |
| - With treatment – please specify level of treatment                         |                                  |            |                         |            |                         |            |              |            |
| (ii) To Groundwater  |                                  |            |                         |            |                         |            |              |            |
| - No treatment   |                                  |            |                         |            |                         |            |              |            |
| - With treatment – please specify level of treatment                         |                                  |            |                         |            |                         |            |              |            |
| (iii) To 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                         |                                  |            |                         |            |                         |            |              |            |
| <b>Total water discharged (in kilolitres)</b>                                |                                  |            |                         |            |                         |            |              |            |

**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):

Not Applicable

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

| Parameter  | FY 2021-22                       | FY 2020-21 | FY 2021-22              | FY 2020-21 | FY 2021-22              | FY 2020-21 | FY 2021-22   | FY 2020-21 |
|--|----------------------------------|------------|-------------------------|------------|-------------------------|------------|--------------|------------|
| <b>Water withdrawal by source (in kilolitres)</b>                              | <b>Axis House, Sec 128 Noida</b> |            | <b>PAC Sec 63 Noida</b> |            | <b>Durgapur Factory</b> |            | <b>Total</b> |            |
| (i) Surface water  | Not Available                    |            |                         |            |                         |            |              |            |
| (ii) Groundwater   |                                  |            |                         |            |                         |            |              |            |
| (iii) Third party water  |                                  |            |                         |            |                         |            |              |            |
| (iv) Seawater / desalinated water  |                                  |            |                         |            |                         |            |              |            |
| (v) Others   |                                  |            |                         |            |                         |            |              |            |
| Total volume of water withdrawal (in kilolitres)                               |                                  |            |                         |            |                         |            |              |            |
| 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 |                                  |            |                         |            |                         |            |              |            |

| Parameter  | FY 2021-22                | FY 2020-21 | FY 2021-22       | FY 2020-21 | FY 2021-22       | FY 2020-21 | FY 2021-22 | FY 2020-21 |
|--|---------------------------|------------|------------------|------------|------------------|------------|------------|------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> | Axis House, Sec 128 Noida |            | PAC Sec 63 Noida |            | Durgapur Factory |            | Total      |            |
| (i) To Surface water   | Not Available             |            |                  |            |                  |            |            |            |
| - No treatment   |                           |            |                  |            |                  |            |            |            |
| - With treatment - please specify level of treatment                         |                           |            |                  |            |                  |            |            |            |
| (ii) To Groundwater  |                           |            |                  |            |                  |            |            |            |
| - No treatment   |                           |            |                  |            |                  |            |            |            |
| - With treatment - please specify level of treatment                         |                           |            |                  |            |                  |            |            |            |
| (iii) To 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                         |                           |            |                  |            |                  |            |            |            |
| <b>Total water discharged (in kilolitres)</b>                                |                           |            |                  |            |                  |            |            |            |

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

| Parameter  | Unit                            | FY 2021-22                | FY 2020-21 | FY 2021-22       | FY 2020-21 | FY 2021-22       | FY 2020-21 | FY 2021-22 | FY 2020-21 |
|--|---------------------------------|---------------------------|------------|------------------|------------|------------------|------------|------------|------------|
| <b>Total Scope 3 emissions</b>   |                                 | Axis House, Sec 128 Noida |            | PAC Sec 63 Noida |            | Durgapur Factory |            | Total      |            |
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)   | Metric tonnes of CO2 equivalent | Not Applicable            |            |                  |            |                  |            |            |            |
| <b>Total Scope 3 emissions per rupee of turnover</b>   | Metric tonnes of CO2 equivalent |                           |            |                  |            |                  |            |            |            |
| <b>Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity</b> | Metric tonnes of CO2 equivalent |                           |            |                  |            |                  |            |            |            |

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. 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

5. 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: Nil

| S. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|-----------------------|--|---------------------------|
|        |                       | Not Applicable   |                           |

6. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

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 the Site Incident Management Team. The team meets monthly to review the Emergency Response Plan to ensure that it is current and appropriate, to update it as 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).

7. 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
8. 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      | FICCI   | National   |
| 3      | The India CFO Forum                                   | National   |

3. 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 any |
|--------|---|---|---|--|------------------|
| 1      | Environment control solutions- norms/ timelines/ Incentives/ penalty mechanism etc. | Presentations ,discussions & Inputs given to CPCB/ CEA/ Power Ministry officials      | No  | By Chief Commercial Officer (Quarterly)  | 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/POSOCO etc. | No  | By Chief Commercial Officer (Quarterly)  | 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.

| 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 2021-22 | FY 2020-21 |
|---|------------|------------|
| Directly sourced from MSMEs/ small producers                        | 47%        | 45%        |
| 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 |
|--------|---|---|--|
| 1      | Project 1: Skilling, Testing & Certification of Construction Workers                            | 2,000   | 100%   |
| 2      | Project 2: Strengthening of Medical Infrastructure in Project Sites and Delhi NCR               | Not quantifiable as the objective of the project was to support the hospitals with various Medical Infrastructure equipment to enable hospitals to provide quality treatment and to take care of its numerous patients. | 100%   |
| 3      | Project 3: Vaccinating the local community  | 4,431   | 100%   |
| 4      | Project 4: Cleft Surgery  | 100   | 100%   |
| 5      | Project 5: Creating Livelihood conditions   | 170   | 100%   |
| 6      | Project 6: Higher education support to 15 orphans   | 15  | 100%   |
| 7      | Project 7: Water conservation through artificial ground water recharge through percolation pond | Not quantifiable as this project was for pond development which would continue to benefit not only people of the village but also the neighboring villages.   | 100%   |
| 8      | Project 8: Setting up 5 Computer Labs with 5 computers near Noida office                        | Not quantifiable as this project was to benefit students of Government schools for existing and upcoming batches of various students. The Project aims to touch lives of more than 5,000 students.                      | 100%   |
| 9      | Project 9: Contribution to IIT Madras Incubation Cell for a research & development project      | Not quantifiable as it is a research & development project.   | 100%   |
| 10     | 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%   |
| 11     | Ongoing Project 2: Educators Empowerment Program  | Since this is an ongoing project, final number of beneficiaries are not available at this juncture.   | 100%   |
| 12     | Ongoing Project 3: Project Dependence to Independence: Enabling Physically Disabled people      | Since this is an ongoing project, final number of beneficiaries are not available at this juncture. The Project aims to enable approximately 380 people with movement disability.                                       | 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 2021-22               |                                   | Remarks | FY 2020-21               |                                   | 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 -

No data breach was reported in the Company in FY 2021-22. 1 (one) instance of data breach in developing server of one of the service provider of the Company was reported. However its impact was classified as non-critical as the data breached is already public data and its generally accessible to all.

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

Not applicable in this case.