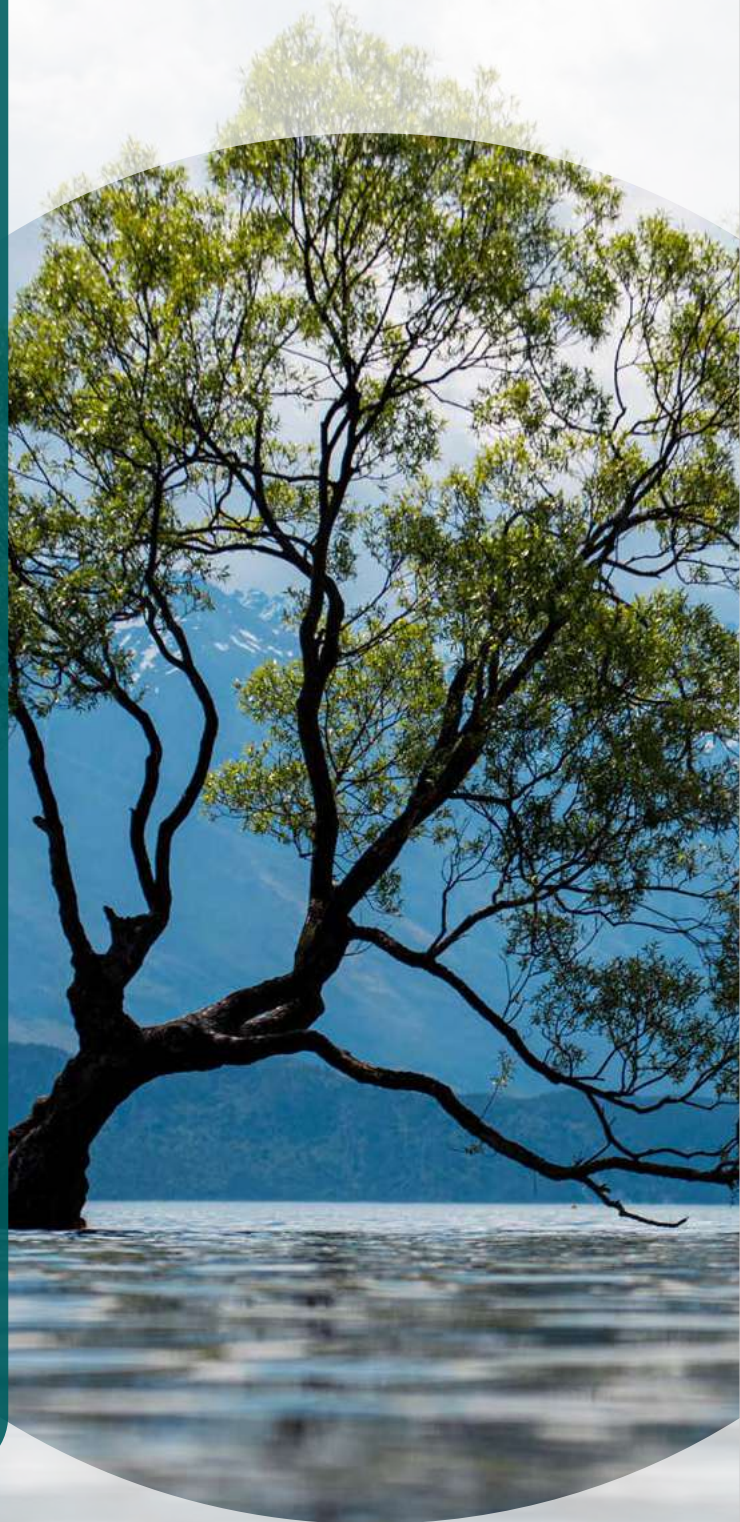


ANNEXURE - G

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

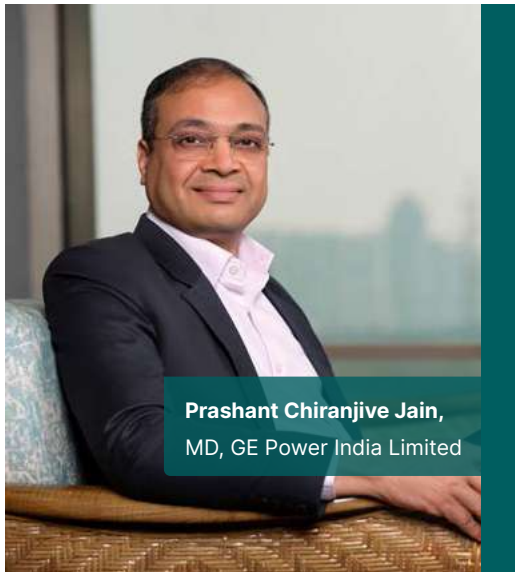


SUSTAINABILITY: OUR RESPONSIBILITY FOR FUTURE GENERATIONS

Your Company believes in encouraging development that is socially, environmentally, and economically sustainable, and strongly rooted in human rights. A great emphasis is placed on sustainable growth and your Company believes in conducting its business in a way as to minimize its environmental footprint across the process. Sustainability priorities are woven into all that we do, including business strategy, policies, leadership engagement, operating mechanisms, commitments and, ultimately, our products.

Program on environmental protection deployed across the organization helps your Company in ensuring optimal use of natural resources such as water, raw material, electricity, and management of waste and enhancing the green cover across our establishment. Your Company remains steadfast in its commitment to achieving environmental stewardship, promoting social well-being and driving economic prosperity. Through collaboration, innovation and continuous improvement, your Company is confident in its ability to contribute to a sustainable future for the Company, stakeholders and the planet.

This Sustainability Report, deliver an impression of how we have integrated sustainability within our company strategy. Report, highlighting our approach, responsibilities and attempts towards creating sustainable business.



Prashant Chiranjive Jain,
MD, GE Power India Limited

“

It is extensively acknowledged worldwide that there is no business without nature, and the climate change is as much about biodiversity and the fragile ecosystem that are being susceptible. We believe that our conscious efforts will not only support worldwide attempts to decline the impacts of climate change, but also minimize several emerging risks for the business. GE Power India Limited (GEPIL) ensures transparency with stakeholders and keeps them informed about the development and challenges of sustainability plans through clear communications. During the ESG Committee meeting, we reviewed, and discussed the Company's natural resource consumption strategy. Our annual Sustainability Report for 2023-24 captures the footprint our organization left behind while stepping on the path of business.

”

SUSTAINABILITY AT CORE

Our sustainability priorities

The United Nations (UN) Sustainable Development Goals (SDGs) are an interlinked agenda of 17 objectives to help nations address our most pressing global challenges, from climate change to inequality.



- ▶ All employees are covered under health insurance policy and annual health checkups.
- ▶ Constant monitoring of air, and water quality on the office floors as well as industrial hygiene inspection including work zone monitoring is conducted on a monthly basis by the medical officers to maintain factory hygiene.
- ▶ Various wellbeing programs and sports events like HealthAhead month, workshop on Mental Health & Anxiety, quizzard, marathon, cricket and football tournaments etc. are organized periodically for the employees.
- ▶ Excellent housekeeping standards are maintained and work stations are organized based on lean manufacturing concept using 5s Methodology.
- ▶ Blood donation and health camps including thyroid screening, eye-care screening etc. are organized annually.



- ▶ Your Company conducts various inclusion and diversity programs to enable a workplace that accepts and celebrate everyone at work. Events like regular awareness sessions and celebration of pride month are conducted throughout the year.
- ▶ Syndio analysis is conducted annually to maintain pay parity through all genders. Upskilling/upliftment programs are conducted for women employees to enable growth opportunities and leadership capabilities.



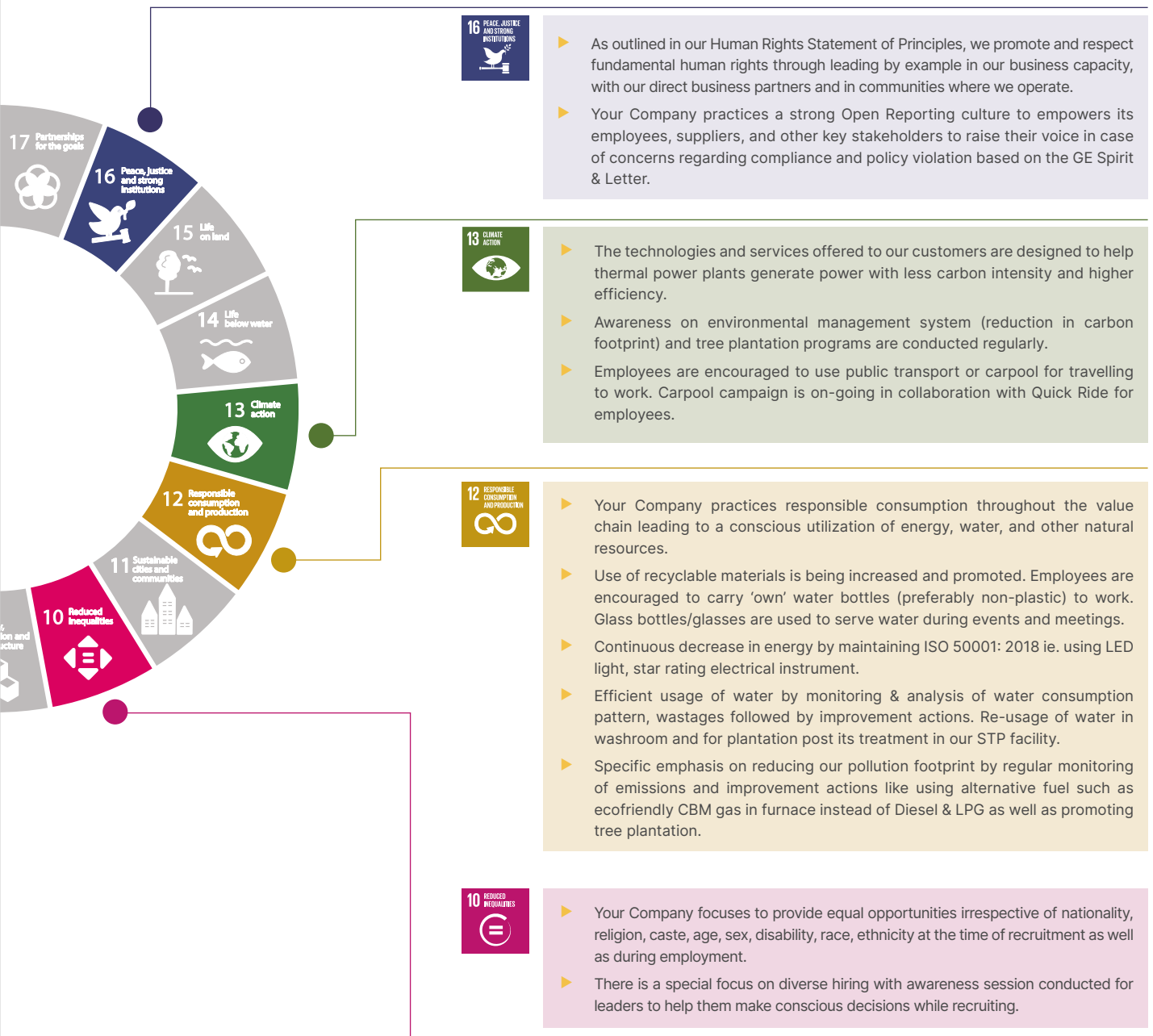
- ▶ Your Company is uniquely positioned and committed to decarbonizing the energy sector while increasing access to more sustainable, reliable, and affordable electricity.
- ▶ Your Company's strong position with about ~88.3 GW (executed till date + under execution) emissions control projects covering brownfield FGD's/ NOx/ SPM control solutions support customers across the country to achieve emissions reductions as per the modern norms and mandatory regulations of the country.
- ▶ For electricity savings, floor temperature is maintained in the range of 23-25 degrees Celsius to achieve optimum energy efficiency.
- ▶ Office spaces are designed to allow natural light across the floors and are equipped with sensor-based lighting system.



- ▶ To ensure an ethical supply chain, there are strict prohibitions on child labor, and forced labor.
- ▶ Your Company enforces compliance on working conditions at work sites and conduct regular audits . Halfyearly culture and engagement surveys are conducted through glint.
- ▶ Your Company conducts livelihood support programs for local communities and skill development courses for women in these communities to enable equal opportunities, fair income with better prospect for personal development and social integration.



GE Power India Limited continues to play a critical role in advancing sustainability and quality of life and sees close alignment between eight of the 17 SDGs and our business strategy and sustainability priorities.



- ▶ As outlined in our Human Rights Statement of Principles, we promote and respect fundamental human rights through leading by example in our business capacity, with our direct business partners and in communities where we operate.
- ▶ Your Company practices a strong Open Reporting culture to empower its employees, suppliers, and other key stakeholders to raise their voice in case of concerns regarding compliance and policy violation based on the GE Spirit & Letter.



- ▶ The technologies and services offered to our customers are designed to help thermal power plants generate power with less carbon intensity and higher efficiency.
- ▶ Awareness on environmental management system (reduction in carbon footprint) and tree plantation programs are conducted regularly.
- ▶ Employees are encouraged to use public transport or carpool for travelling to work. Carpool campaign is on-going in collaboration with Quick Ride for employees.



- ▶ Your Company practices responsible consumption throughout the value chain leading to a conscious utilization of energy, water, and other natural resources.
- ▶ Use of recyclable materials is being increased and promoted. Employees are encouraged to carry 'own' water bottles (preferably non-plastic) to work. Glass bottles/glasses are used to serve water during events and meetings.
- ▶ Continuous decrease in energy by maintaining ISO 50001: 2018 ie. using LED light, star rating electrical instrument.
- ▶ Efficient usage of water by monitoring & analysis of water consumption pattern, wastages followed by improvement actions. Re-usage of water in washroom and for plantation post its treatment in our STP facility.
- ▶ Specific emphasis on reducing our pollution footprint by regular monitoring of emissions and improvement actions like using alternative fuel such as ecofriendly CBM gas in furnace instead of Diesel & LPG as well as promoting tree plantation.



- ▶ Your Company focuses to provide equal opportunities irrespective of nationality, religion, caste, age, sex, disability, race, ethnicity at the time of recruitment as well as during employment.
- ▶ There is a special focus on diverse hiring with awareness session conducted for leaders to help them make conscious decisions while recruiting.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number ('CIN') of the Listed Entity	L74140MH1992PLC068379
2.	Name of the Listed Entity	GE Power India Limited
3.	Year of incorporation	1992
4.	Registered office address	Regus Business Center, 11 th floor, Platina, Block G, Plot C-59, BKC, Bandra (E), Mumbai, Maharashtra – 400051
5.	Corporate address	Axis House, Plot No I-14, Towers 5 & 6, Jaypee Wish Town, Sector 128, Noida, Uttar Pradesh – 201304
6.	E-mail	in.investor-relations@ge.com
7.	Telephone	+91-22-68841741
8.	Website	www.governova.com/regions/in/ge-power-india-limited
9.	Financial year for which reporting is being done	Financial Year ended 31 March 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11.	Paid-up Capital (in ₹)	₹ 672.3 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Kamna Tiwari, Company Secretary and Compliance Officer Telephone No. – 0120-5011011 Email Id:- in.investor-relations@ge.com
13.	Reporting boundary	Standalone basis
14.	Whether the company has undertaken reasonable assurance of the BRSR Core?	NO
15.	Name of assurance provider	Not Applicable
16.	Type of assurance obtained	Not Applicable

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Construction and maintenance of power plants	Thermal Services, ECS and Hydro	97%
2	Manufacture of steam generators	Boiler, Auxiliary components	3%

18. 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	97%
2	Manufacture of steam generators	251	3%

III. OPERATIONS

19. 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

20. Markets served by the entity:

a. Number of locations

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

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

12.30%

c. A brief on types of customers -

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

IV. EMPLOYEES

21. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,220	1,084	88.85%	136	11.15%
2.	Other than Permanent (E)	28	28	100.00%	0	0.00%
3.	Total employees (D + E)	1,248	1,112	89.10%	136	10.90%
WORKERS						
4.	Permanent (F)	93	93	100.00%	0	0.00%
5.	Other than Permanent (G)	6,061	6,050	99.82%	11	0.18%
6.	Total workers (F + G)	6,154	6,143	99.82%	11	0.18%

Note: Nil for 'Others' Category

b. Differently abled Employees and workers: Nil

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

Note: Nil for 'Others' Category

22. 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%

23. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.59%	21.20%	11.69%	16.64%	26.15%	17.69%	17.04%	13.82%	16.71%
Permanent Workers	0.08%	0.00%	0.07%	0.00%	0.00%	0.00%	57.25%	0.00%	57.03%

Note: Nil for 'Others' Category

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	GE Steam Power International B.V.	Holding Company	68.58%	No
2	GE Power Boilers Services Limited	Wholly Owned Subsidiary	100.00%	No
3	NTPC GE Power Services Private Limited	Joint Venture	50.00%	No

VI. CSR DETAILS

25. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹): 16,247,621,339 as on 31 March 2024

(iii) Net worth (in ₹): 573,516,455 as on 31 March 2024

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints pending resolution at close of the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.governova.com/regions/in/ge-power-india-limited	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			2022-23		
		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
Investors (other than shareholders)	Yes https://www.governova.com/regions/in/ge-power-india-limited	-	-	-	-	-	-
Shareholders	Yes https://www.governova.com/regions/in/ge-power-india-limited	13	0	-	19	0	-
Employees and workers	Yes https://www.governova.com/regions/in/ge-power-india-limited	24	2	-	33	6	-
Customers	Yes https://www.governova.com/regions/in/ge-power-india-limited	-	-	-	-	-	-
Value Chain Partners	No	-	-	-	-	-	-
Other (please specify)	No	-	-	-	-	-	-

27. 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	Balance sheet challenges due to GE exiting coal business	Risk	GEPIL has reported losses in past few years due to adverse impact of COVID related delays and project execution challenges. It has resulted in its net worth erosion weakening its Balance Sheet strength to support independent funding limits. Further, losses would also limit your company's ability to participate in tenders from central / state public utilities. The current balance sheet of your Company by itself cannot support new coal opportunity.	Your Company's ability to participate in new coal would be subject to a new promoter or depromoterization where your Company's new promoter will back the balance sheet. Until then, your Company will continue to focus on business areas which are supported and	Negative

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)
			The new coal market requires bonds and bank guarantees, which requires working capital, both funded and non-funded limits.	aligned with GE Vernova (GEV) as GEV is supporting your Company with cash pool and Parent Company Guarantee (PCG) to secure the funding limits for the business areas that are aligned with the global strategy of GEV to exit the new build coal business.	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company has progressed on the ESG Journey and have an alignment with UN Sustainable Development Goals as well as National Guidelines on Responsible Conduct. GE Power India Limited (GEPIL) places a great emphasis on sustainable growth. Our company believes in conducting its business in such a way as to minimize its environmental footprint across the process. The company entrusted on six fields of action that drive sustainability – Decarbonization, Equity, Governance, Ethics, Employability, Resource efficiency. GEPIL is committed to the way for decarbonization across our process, in addition at GEPIL, ethical business is non-negotiable with strong governance. GEPIL is aware about the fact that natural resources on the planet are limited therefore we want to accelerate recycling and sustainable utilization. The Company has also established strong systems towards Integrity, Inclusion and Diversity, Health & Safety & Human Rights for its Business Operations and Employees conduct. The Company undertakes initiatives towards communities development through CSR programs.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Prashant Chiranjive Jain, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has Sustainability Committee chaired by an Independent Director of the Company. The composition, terms of reference and various initiatives taken by the said Committee are detailed out in the Corporate Governance Report.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										NIL for FY 2023-24								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No	No	No	No	No	No	No	No	No

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1:

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principle covered undue the training and its impact	% age of person in respective category covered by the awareness programmes
Board of Directors	1	"GE Power India Limited: Growth Strategy" - KPMG	100%
Key Managerial Personnel	3	Spirit & the Letter, Open reporting, Sexual Harassment	100%
Employees other than BOD and KMPs	6	Spirit & the Letter, Respect Workplace, Open reporting, Sexual Harassment, Overview of GE Human Rights, Employment data protection	100%
Workers	0	-	-

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

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

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not applicable	Not applicable	Not applicable	Not applicable
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://integrity.governova.net/sites/default/files/spirit-and-letter/the-spirit-the-letter-en.pdf>

https://integrity.governova.net/raise-an-integrity-concern?check_logged_in=1 (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 2023-24`	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY2023-24		FY2022-23	
	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 - Not Applicable

8. Number of days of accounts payables :

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
i) Accounts payable * 365 days	7199.60	204.55
(ii) Cost of goods/services procured	12,501.30	14,062.00
iii) Number of days of accounts payables	210.21	204.55

9. Open-ness of business

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

Parameter	Metrics	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA

Parameter	Metrics	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	229.00	280.00
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	59.71	65.60
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	27.77	15.06
	b. Sales (Sales to related parties / Total Sales)	14.17	15.22
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.09	0.88
	d. Investments (Investments in related parties / Total Investments made)	100.00	100.00

LEADERSHIP INDICATORS

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

Total number of awareness programmes	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Not applicable	Not applicable

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?

85% 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.

(a) Plastics (including packaging)	Your Company separates the plastic waste from other materials generated from packaging and sends it to the waste material storage area for a certain period. Subsequently, the Company sells the plastic to a recycler authorized by the State Government for safe disposal.
(b) E-waste	E-Waste collected by the IT department of your Company is sent to hazardous waste storage area. Subsequently, your Company sells it to State Govt.'s authorized vendor for disposing the E-waste. Additionally, your Company supports buy back process of vendors so that E-waste is not generated.
(c) Hazardous waste	Special care has been taken regarding proper disposal of hazardous materials. Hazardous waste collected and sent to hazardous waste storage area. As per hazardous waste authorization, our Company sends it to State Govt.'s authorized hazardous waste vendor for disposing or recycling the hazardous waste to avoid environmental damage.
(d) other waste	-

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

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.

Your Company separates the plastic waste from other materials generated from packaging and sends it to the waste material storage area for a certain period. Subsequently, the Company sells the plastic to a recycler authorized by the State Government for safe disposal.

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.
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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
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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 2023-24	FY 2022-23

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:

	FY2023-24			FY2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

Not Applicable

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

Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
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Not Applicable

Principle 3:

Businesses should respect and promote the well-being of all employees, including those in their value chains.

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
Permanent employees											
Male	1,084	1,084	100.00%	1,084	100.00%	0	0.00%	1,084	100.00%	0	0.00%
Female	136	136	100.00%	136	100.00%	136	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1,220	1,220	100.00%	1,220	100.00%	136	11.15%	1,084	88.85%	0	0.00%
Other than Permanent employees											
Male	28	28	100.00%	28	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	100.00%	0	100.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	28	28	100.00%	28	100.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
Permanent workers											
Male	93	93	100.00%	93	100.00%	0	0.00%	93	100%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	93	93	100.00%	93	100.00%	0	0.00%	93	100%	0	0.00%
Other than Permanent workers											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	0.84%	0.85%

2. Details of retirement benefits-

	FY2023-24			FY2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	NA	NA	NA	1.06%	Y
Others	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

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

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, https://onehr.ge.com/eeview/system/files/equal_employment_opportunities_policy_for_pwd_8.pdf (Intra-net web link)

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	24	100.00%	0	0.00%
Female	4	100.00%	0	0.00%
Other	0	0.00%	0	0.00%
Total	28	100.00%	0	0.00%

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

	Yes/No
Permanent Workers	Yes, by writing an email at raise.concern@ge.com. The grievances are redressed by part-time ombudsperson.
Other than Permanent Workers	
Permanent Employees	Yes, by writing an email at raise.concern@ge.com or raising a concern on internal integrity website of GE at https://integrity.governova.net/raise-an-integrity-concern?check_logged_in=1 . 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:

	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,248	0	0.00%	1,267	0	0.00%
- Male	1,112	0	0.00%	1,125	0	0.00%
- Female	136	0	0.00%	142	0	0.00%
- Other	-	-	-	-	-	-
Total Permanent Workers	93	93	100.00%	94	94	100.00%
- Male	93	93	100.00%	94	94	100.00%
- Female	0	0	0.00%	0	0	0.00%
- Other	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,112	1,112	100%	170	15.29%	1,141	1,141	100%	80	7.01%
Female	136	136	100%	0	0.00%	144	144	100%	0	0.00%
Other	-	-	-	-	-	-	-	-	-	-
Total	1,248	1,248	100%	170	13.62%	1,288	1,288	100%	80	6.21%
Workers										
Male	6,143	6,143	100%	410	6.67%	6,112	6,112	100%	935	15.29%
Female	11	11	100%	0	0.00%	5	5	100%	0	0.00%
Other	-	-	-	-	-	-	-	-	-	-
Total	6,154	6,154	100%	410	6.66%	6,117	6,117	100%	935	15.28%

Note: Nil for 'Others' Category

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

	FY2023-24			FY2022-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1,112	1,112	100%	1,125	1,125	100%
Female	136	136	100%	142	142	100%
Other	0	0	-	0	0	-
Total	1,248	1,248	100%	1,267	1,267	100%
Workers						
Male	93	93	100%	94	94	100%
Female	0	0	-	0	0	-
Other	0	0	-	0	0	-
Total	93	93	100%	94	94	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage such system- Yes

Yes, GEPIL has implemented an occupational health and safety management system certified to ISO 45001 & 14001. The Occupational Health and Safety Management System (OHSMS) covers workplaces, manufacturing plants, projects sites and maintenance sites.

The organization has implemented the requirements for OHSMS to provide safe and healthy environment for our employees and workmen by preventing work-related injury and ill health, as well as by proactively improving on its OHSMS performance.

The organization has established implemented and maintained OHSMS and improving occupational health and safety, eliminating hazards, and minimizing occupational risks, taking advantage OHSMS opportunities, and there by addressing OHSMS nonconformities associated with all activities.

OHSMS helped the organization to achieve the intended outcomes which is consistent with organization OHSMS policy, the intended outcomes include:

1. Engaged in learning and sharing how we can work better, safer and healthier.
2. Continuous improvement of OHSMS operation.
3. Fulfilment of legal requirements and other requirements.
4. Preparation to tackle circumstances.

The organization's OHSMS considers the risks under the organization's control, which include the needs and expectations of all workers and other interested parties, as well as worker wellness.

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

At GEPIL, safety is our priority. We systematically identify and assess work hazards in construction sites and factories. We conduct regular inspections, encourage employee input and analyze past incidents. Safety Data Sheets help us understand chemical risks. We use tools like risk matrices to prioritize mitigation efforts, including engineering controls and proper PPE. Continuous monitoring and worker feedback refine our safety protocols, fostering a proactive safety culture. Additionally, Point of Work Risk Assessment (PoWRA) is performed before the start of any activity after taking the Permit to Work (PTW). GEPIL uses a structured approach, Hazard Identification and Risk Assessment (HIRA) to identify and evaluate potential hazards in its activities. GEPIL provides a systematic and clear approach for assessment of hazards and their associated risks that will provide an objective of an identified hazard as well as method to control the risk.

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

Yes, we have established clear processes for workers to report work-related hazards and to remove themselves from such risks. Employees are encouraged to report any hazards they encounter to the site's Environmental Health and Safety (EHS) officer. The EHS officer then escalates the issue to the site manager to ensure the implementation of preventive and mitigating controls. Our site EHS officer holds the primary responsibility for ensuring the safety of our workforce.

Additionally, we conduct detailed job safety analyses and issue permits to work to ensure tasks are performed safely. Stop Work Authority is also a fundamental aspect of our safety culture, empowering any employee to stop work if they feel unsafe or if someone is in danger.

Furthermore, regular safety committee meetings provide a platform for employees to raise any concerns they may have regarding workplace hazards. We prioritize the provision and proper use of personal protective equipment (PPE) throughout our operations to safeguard our workforce against potential risks. Our commitment to safety extends to empowering workers to remove themselves from hazardous situations if necessary, ensuring their well-being remains our top priority.

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

Yes

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.20	0.09
Total recordable work-related injuries	Employees	0	0
	Workers	6	4
No. of fatalities	Employees	0	0
	Workers	2	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

By implementing following measures, the GEPIL aims to create culture of safety excellence at the construction sites, factories & offices, prioritizing the well-being of workers and minimizing the risk of accidents and injuries.

▶ **Employee Training and Awareness:**

- All workers undergo comprehensive training sessions on safety protocols and procedures before starting work on-site. This includes familiarization with GE Requirements, Legal Requirements, Job Specific, High-Risk Activity, BBS principles and understanding the importance of adhering to PoWRA guidelines.

▶ **Emergency Preparedness and Response:**

- Developing and communicating emergency response plans outlining procedures for addressing accidents, injuries, fires, and other critical incidents on the construction site, factory, and office.
- Conducting drills and simulations to ensure that workers are familiar with emergency protocols and can respond effectively in crisis situations.

▶ **Health and Wellness Programs:**

- Offering health and wellness initiatives, such as onsite medical screenings, fitness programs, and mental health resources under HealthAhead Program, to support the overall well-being of workers and mitigate the risk of work-related illnesses or injuries.

▶ **Risk Assessment:**

- Implementing comprehensive risk assessments at the planning stage of each project to identify potential hazards and implement effective control measures.
- Ensuring regular review and updating of risk assessments to account for new or changing hazards as the project progresses.
- Involving a multidisciplinary team in the risk assessment process to ensure a thorough evaluation of all potential risks and the development of robust mitigation strategies.

▶ **Zero Tolerance to Life Saving Principle (LSP) Deviations:**

- Establishing clear policy that emphasizes the non-negotiable adherence to Life Saving Principles (LSP) throughout organization.
- Communicating the importance of LSP to all employees, subcontractors, and stakeholders, highlighting that any deviation from these principles will not be tolerated.
- Implementing robust monitoring and enforcement mechanisms to ensure compliance with LSP, with consequences clearly outlined for violations.
- Using BBS for reporting LSP deviations anonymously and without fear of reprisal, to encourage transparency and accountability.
- Conducting regular reviews and audits to assess LSP compliance and address any systemic issues or recurring deviations promptly.
- Integrating LSP into performance evaluations and recognition programs to reinforce the commitment to safety as core value of the organization.

▶ **Behavior-Based Safety (BBS):**

- Implementation of BBS program aimed at identifying and mitigating unsafe behaviors that could lead to accidents or injuries.
- Regular observation and feedback sessions to encourage safe practices and reinforce positive behaviors among workers.
- Analysis of behavioral trends to identify areas for improvement and tailor training programs accordingly.

▶ **Point of Work Risk Assessment (PoWRA):**

- Conducting thorough dynamic risk assessments for each activity of the construction project to identify potential hazards and develop mitigation strategies.
- Involvement of all stakeholders, including workers, supervisors, and safety professionals, during PoWRA filling.
- Regular review and update of PoWRA documents to adapt to changing project conditions and emerging risks.

▶ **Personal Protective Equipment (PPE):**

- Mandating the use of appropriate PPE, such as hard hats, high-visibility vests, safety goggles, gloves, and steel-toed boots, at all times on the construction site.
- Providing training on the proper selection, fitting, and maintenance of PPE to maximize effectiveness and ensure worker comfort and compliance.

▶ **Stop Work Authority (SWA):**

- Fostering a culture where every worker feels empowered to intervene and stop work if they perceive an imminent risk to safety, regardless of their position or seniority.
- Providing comprehensive training to all employees on the principles of SWA, including when and how to exercise it, and the importance of prompt reporting and resolution of safety concerns.
- Ensuring that there are no repercussions for workers who exercise SWA in good faith, emphasizing the organization's commitment to prioritizing safety over production targets.
- Establishing mechanisms for reviewing and analyzing SWA activations to identify trends, root causes, and opportunities for systemic improvements in safety protocols and procedures.

▶ **Safety Inspections and Audits:**

- Conducting weekly general planned inspections and quarterly Self-assessment or Governance audits of the construction sites, factories and offices to identify potential hazards, assess compliance with safety regulations, and implement corrective actions as needed.
- Encouraging workers to report safety concerns or near misses promptly to facilitate proactive hazard identification and resolution.

▶ **Continuous Improvement and Feedback Mechanisms:**

- Establishing channels for workers to provide feedback on safety practices and suggest improvements to existing protocols.
- Analyzing incident reports, safety metrics, and feedback data to identify trends, implement corrective actions, and drive continuous improvement in workplace safety performance.

By implementing these measures, our Company aims to create a culture of safety excellence at the construction site, prioritizing the well-being of workers and minimizing the risk of accidents and injuries.

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

	FY2023-24			FY2022-23		
	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	2	0	both complaints resolved	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. Below are some corrective actions taken by entity:

Developed a standard design for warehouses and chemical storage shed including the specification of construction materials, Chemicals were stored at standard distance from other infrastructures, electrical infrastructures with ventilation system and only required quantity of material was stored for the completion of the project.

1. Designed and issued a diagram of secondary protection (Cage) for EOT crane lights and installed the same as per engineering drawing.
2. Updated the RAMS and removed the utilization of mobile scaffolding as equivalent for man lift and replaced it with (when man lift is not available or unsafe to use) new method statement which was developed using MOC to replace this Method Statement.
3. Developed guidelines which presented three models of commercial cooperation with contractors and how to proceed with each one in terms of ComplyWorks qualification.
4. Reviewed PTW procedure and included expectation of lifeline and decided that anchor point certificate will part of work at height approval.
5. Organized a series of in person POWRA training Simhadri fatal incident be used as learning case/example.
6. Redefined HQ level KPI's instead of typical L1 metric or pyramid focused on audits, inspections and other KPIs for leadership decisions.
7. Conducted a series of STOP WORK sessions at key sites which helped in identification of circumstances, for deployment of STOP WORK every time needed.

8. Established the process for GE internal design verification in addition to specification compliance.
9. Established a process for Interdisciplinary Review for outsourced agency's work by prepared checklist and Interdisciplinary Review template.
10. Re-validation of TIP lock on monthly basis by physical inspection and verification of voltage absence. Developed and implementation of checklist as per the site LOTO map. Also, provided the non touch type voltage detectors for all electricians.
11. Conducted trainings on the GE Air Tightness test procedure and also revised the MS-RA of pneumatic pressure tests and Hydro test (for both new built and services sites).
12. Revised painting MS-RA and incorporated a complete process of paint mixing including tools and PPE.
13. Incorporated in the MS-RA for the provision of additional toe guards to increase the height, wherever there is required.
14. Conducted a hazard hunt on "Material Stacking at Height" and Parallel & Simultaneous work on different elevation at same work location. Concluded that do not issue PTWs for parallel & simultaneous works on different elevations.
15. Provided trainings to scaffolders and riggers about manual materials handlings at height and identified potential fall hazard.
16. Revised the daily welding machine checklist and examined welding cable connections, welding cable joints and cable routings.
17. A site EHS risk committee was made (Including contractor's SIM) chaired by GE site manager for the assessment of various risks and mitigation plans occurred due to various interface works. Site EHS Risk Committee meeting was scheduled weekly. Schedule was logged in compliance calendar for adherence and tracking.

LEADERSHIP INDICATORS

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

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

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

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

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	85%
Working Conditions	85%

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, Earnings calls, Newspaper advertisements, website	Others – Ad Hoc/ Quarterly	Quarterly Results, Dividend, communication with respect to IEPF, AGM notice (pre and post-dispatch), Annual Report etc.

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
Community	NA	Other	Others - Ad Hoc	To get feedback and encourage to raise concerns/questions, if any w.r.t. existing practices
Employees and workers	No	E-mail	Others - Ad Hoc	
Customers	No	E-mail	Others - Ad Hoc	
Value Chain Partners	No	E-mail	Others - Ad Hoc	
Government Authority	No	Other	Others - Ad Hoc	
Other (please specify)	No	NA	NA	NA

LEADERSHIP INDICATORS:

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

The Company is committed to ensuring environmental sustainability and minimization of its footprint on the environment through the Sustainability Committee, community engagement, and social responsibility. Sustainability Committee members meet to understand key focus areas in Environment, Social, Governance pillars of sustainability. 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 2023-24			FY 2022-23		
	Total (A)	No. of / employees workers covered (B)	% (B / A)	Total (C)	No. of / employees workers covered (D)	% (D / C)
Employees						
Permanent	1,220	923	76%	1,267	874	69%
Other than permanent	28	0	0%	21	11	52%
Total Employees	1,248	923	100%	1,288	885	69%
Workers						
Permanent	93	NA	NA	94	NA	NA
Other than permanent	6,061	NA	NA	6,023	NA	NA
Total Employees	6,154	NA	NA	6,117	NA	NA

* The training for the S&L policies (excluding Human Rights) have been conducted across GE permanent employees.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1,220	0	0.00%	1,220	100.00%	1,267	0	0.00%	1,267	100.00%
Male	1,084	0	0.00%	1,084	100.00%	1,125	0	0.00%	1,125	100.00%
Female	136	0	0.00%	136	100.00%	142	0	0.00%	142	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	28	0	0.00%	28	100.00%	21	0	0.00%	21	100.00%
Male	28	0	0.00%	28	100.00%	19	0	0.00%	19	100.00%
Female	0	0	0.00%	0	100.00%	2	0	0.00%	2	100.00%
Others	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Workers										
Permanent	93	0	0.00%	93	100.00%	94	0	0.00%	94	100.00%
Male	93	0	0.00%	93	100.00%	94	0	0.00%	94	100.00%
Female	0	0	0.00%	0	100.00%	0	0	0.00%	0	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	Not Comparable as the Non-executive Chairman does not receive any remuneration from the Company and the Independent Directors are eligible for only sitting fees & commission. Only the Executive Directors receive remuneration from the Company as per their Appointment agreement. The details of remuneration also form part of Corporate Governance Report.	1	Not computable	Not Applicable	-
Key Managerial Personnel	2	₹ 50,677,790	1	Not computable	Not Applicable	-
Employees other than BoD and KMP	1110	₹ 2,353,324	135	₹ 2,425,318	Not Applicable	-
Workers	93	₹ 774,704	-	-	Not Applicable	-

b. Gross wages paid to females as % of total wages paid by the entity

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	11.6%	7.50%

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:

	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination						
Child Labour						
Forced Labour/ Involuntary Labour		Nil			Nil	
Wages						
Other human rights related issues						

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. 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.

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

Yes

10. Assessments for the year:

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

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

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

Not Applicable

LEADERSHIP INDICATORS

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

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

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

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

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	85%
Discrimination at workplace	85%
Child Labour	85%
Forced Labour/Involuntary Labour	85%

	% of value chain partners (by value of business done with such partners) that were assessed
Wages	85%
Others – please specify	-

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

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

Principle 6:

Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

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

Whether total energy consumption and energy intensity is applicable to the company: Yes

(₹ in Millions)

Parameter	FY 2023-24	FY 2022-23
Revenue from operations	17,657	18,839

Parameter	Unit	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A)	Giga Joule (GJ)		
Total fuel consumption (B)	Giga Joule (GJ)		
Energy consumption through other sources (C)	Giga Joule (GJ)		
Total energy consumption from renewable sources (A+B+C)	Giga Joule (GJ)		
From non-renewable sources			
Total electricity consumption (D)	Giga Joule (GJ)	11,873.79	13,835.83
Total fuel consumption (E)	Giga Joule (GJ)	2,837.88	9,336.87
Energy consumption through other sources (F)	Giga Joule (GJ)	0.00	0
Total energy consumed from non-renewable sources (D+E+F)	Giga Joule (GJ)	14,711.67	23,172.70
Total energy consumed (A+B+C+D+E+F)	Giga Joule (GJ)	14,711.67	23,172.70
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	-	0.00000090	0.00000129
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/\$	0.0000207*	0.0000295*

Parameter	Unit	FY 2023-24	FY 2022-23
Energy intensity in terms of physical output	GJ / MT	6.2163**	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

* PPP between India and USA for year 2022 as per OECD (The Organization for Economic Cooperation and Development) i.e., 22.88 has been considered.

** Physical output from Durgapur factory for FY 2023-24 has been considered.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency. No

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

No

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)	Total	
(i) Surface water	0	0
(ii) Groundwater	0	55.46
(iii) Third party water	33,918.00	32,346.00
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	33,918.00	32,401.46
Total volume of water consumption (in kilolitres)	33,918.00	32,401.46
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000002 KL/ ₹	0.0000017 KL/ ₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000478 KL/\$*	0.0000413 KL/\$*
Water intensity in terms of physical output	14.331 KL/MT**	-
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

* PPP between India and USA for year 2022 as per OECD (The Organization for Economic Cooperation and Development) i.e., 22.88 has been considered.

** Physical output from Durgapur factory for FY 2023-24 has been considered.

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. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No

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

No

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/m3	68.83	65.7
Sox	mg/m3	40.33	35.3
Particulate matter (PM)	mg/Nm3	17.29	22.4
Persistent organic pollutants (POP)	-	Not Available	Not Available
Volatile organic compounds (VOC)	-	Not Available	Not Available
Hazardous air pollutants (HAP)	-	Not Available	Not Available
Others – please specify		Not Applicable	

Details of other air emissions

Name of other air emission	Please specify unit	FY (2023-24)	FY (2022-23)
Not Applicable			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Units	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	66.53	487.03
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,333.92	2,713.83
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/₹	0.00000014	0.00000017
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/ \$	0.00000338*	0.00000408*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/ MT	1.0143**	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable	Not Applicable

* PPP between India and USA for year 2022 as per OECD (The Organization for Economic Cooperation and Development) i.e., 22.88 has been considered.

** Physical output from Durgapur factory for FY 2023-24 has been considered.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

Yes

S. No.	Project Name	Short Project Description	Emission Scope	Emission Reduction (tCO ₂ e)
1	33% of load reduction for VTL machine table rotation system.	Retrofitting of Table Drive mechanism: Motor Generator set to new generation DC Drive.	Scope 2	0.00
2	Reduction of DG set loading capacity for alternative power supply	For power supply in absence of grid power supply: 750 KVA DG set made ready Vs 1500 KVA dg set	Scope 2	0.69
3	Optimization of Transport vehicle milage	Replacing old vehicle (10km/hr) with new vehicle (16 km/hr)	Scope 1	7.62

S. No.	Project Name	Short Project Description	Emission Scope	Emission Reduction (tCO ₂ e)
4	Replacement of 65 No's MH with LED lights	Reduction of 50% lighting load installing 200W LED lights in place of 400W MH lights.	Scope 2	15.56
5	Reduction of Energy per unit in subprocesses at Coal Nozzle fabrication job .	<ol style="list-style-type: none"> Developed baby rolling mc and hot closing press for plate bending and rolling in place of 3 roll Bronx & edge curving press. Developed Plate hard facing process by using FCAW process in place of SMAW process and reduced effective machine run time. 	Scope 2	6.51

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic Waste (A)	9.4852	0.7450
E-waste (B)	0.3120	0.0040
Bio-medical waste (C)	0.0339	0.0860
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) Details mentioned below*	8.1300	15.6090
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Details mentioned below**	170.9140	162.5462
Total (A+B + C + D + E + F + G + H)	188.8751	178.9840

*(G) : Other Hazardous Waste

	FY 2023-24	FY 2022-23
Used oil	1.330	2.210
Used cutting oil	1.490	0.000
Oil-soaked Jute	0.520	0.720
Paint residue, waste	2.610	5.628
Empty Paint Drum	2.010	6.597
DG Filter	0.170	0.454
Total	8.130	15.609

**** (H) : Other Non-Hazardous Waste**

	FY 2023-24	FY 2022-23
Header off cut	118.2300	27.4400
SS Scrap	15.3800	14.0400
Boring Chips	10.7800	33.5600
Paper/ cardboard	2.5700	8.4052
Mixed Iron scrap	7.5300	71.0100
Metal Shots	0.7500	0.0000
Gas cutting & Welding slag	8.2670	0.0000
Wet Waste	5.5520	3.9561
Dry Waste	2.1547	4.1349
Electrical Waste (KGS)	0.13	0.0000
Total	170.9140	162.5462
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000166 MT/ ₹	0.0000000099 MT/ ₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000266 MT/ \$*	0.000000228 MT/ \$*
Waste intensity in terms of physical output	0.0798 MT/MT**	-
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

* PPP between India and USA for year 2022 as per OECD (The Organization for Economic Cooperation and Development) i.e., 22.88 has been considered.

** Physical output from Durgapur factory for FY 2023-24 has been considered.

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

Parameter	FY 2023-24	FY 2022-23
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

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

Parameter	FY 2023-24	FY 2022-23
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No

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

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

Some of the initiatives are below:

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

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

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.
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Not Applicable

12. 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
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Not Applicable

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). 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
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Not Applicable

LEADERSHIP INDICATORS

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

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

Details For each facility / plant located in areas of water stress

S. No.	Particulars				
1	Name of the area	Axis House		PAC Factory	
2	Nature of operations				
3	Water withdrawal, consumption and discharge in the following format:				
	Parameter	FY (2023-24)	PY (2022-23)	FY (2023-24)	PY (2022-23)
	Water withdrawal by source (in kilolitres)				
	(i)Surface water	0	0	0	0
	(ii)Groundwater	0.00	0.00	0.00	55.46
	(iii)Third party water	13,877.00	10,998.00	278.00	312.00
	(iv)Seawater / desalinated water	0.00	0.00	0.00	0.00
	(v)Others	0.00	0.00	0.00	0.00
	Total volume of water withdrawal (in kilolitres)	13,877.00	10,998.00	278.00	367.46
	Total volume of water consumption (in kilolitres)	13,877.00	10,998.00	278.00	367.46
	Water intensity per rupee of turnover (Water consumed / turnover)	0.000000854	0.000000612	0.000000017	0.000000020

S. No.	Particulars				
	Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA	NA
	Water discharge by destination and level of treatment (in kilolitres)	NA	NA	NA	NA
	(i) Into Surface water				
	No treatment	NA	NA	NA	NA
	With treatment – please specify level of treatment	NA	NA	NA	NA
	(ii) Into Groundwater				
	No treatment	NA	NA	NA	NA
	With treatment – please specify level of treatment	NA	NA	NA	NA
	(iii) Into Seawater				
	No treatment	NA	NA	NA	NA
	With treatment – please specify level of treatment				
	(iv) Sent to third-parties				
	No treatment	NA	NA	NA	NA
	With treatment – please specify level of treatment	NA	NA	NA	NA
	(v) Others				
	No treatment	NA	NA	NA	NA
	With treatment – please specify level of treatment	NA	NA	NA	NA
	Total water discharged (in kilolitres)				

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Unit	FY (2023-24)	PY (2022-22)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

- 3. 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
- 4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

S. No.	Initiative undertaken	Details of the initiative (Web link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Reduction of DG set loading capacity for alternative power supply	For power supply in absence of grid power supply: 750 KVA DG set made ready Vs 1500 KVA dg set	Reduction of tCO ₂ e – 0.69	-
2	Optimization of Transport vehicle milage	Replacing old vehicle (10km/hr) with new vehicle (16 km/hr)	Reduction of tCO ₂ e – 7.62	-
3	Replacement of 65 No's MH with LED lights	Reduction of 50% lighting load installing 200W LED lights in place of 400W MH lights.	Reduction of tCO ₂ e – 15.56	-
4	Reduction of Energy per unit in subprocesses at Coal Nozzle fabrication job.	1. Developed baby rolling mc and hot closing press for plate bending and rolling in place of 3 roll Bronx & edge curving press. 2. Developed Plate hard facing process by using FCAW process in place of SMAW process and reduced effective machine run time.	Reduction of tCO ₂ e – 6.51	-
5	Water Consumption	Reusing of wastewater for gardening and flush out in washrooms.	Reduce the water consumption	-
6	Hazardous Waste Reduction	Furnace modified for uses of HSD to CBM gas for reducing the hazardous waste.	Hazardous Waste Reduction	-
7	HSD Reduction	Vehicle have been taken on lease basis for reduction of oil filter and oil (HSD & Petroleum Gasoline).	Hazardous Waste & HSD Reduction	-
8	Plastic Use Reduction	Restricted use of Plastic water bottles at corporate office.	Pastic Waste Reduction	-
9	STP treated water will used in toilet as Flush water	Smithy shop, electrode store side toilet, compressor toilet, cobalt toilet, header back side toilet and roto backside toilet area we will used STP treated water as a flush water		
10	STP treated water will used in newly construction area .	In HBM foundation construction area we will used this water for new concrete curing, soil compaction and cleaning.	Saving 1500 KL/ Year water	In Progress
11	STP treated water will used in Garden area .	Main roadside garden area we will used the water for gardening		
12	STP treated water will used as a fire sprinkler system	LPG cylinder storage area we will used the water in a fire sprinkler system for trial run		

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

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

The Company has Emergency Response Plan for managing an emergency or disaster at the site affecting Company's operations, assets, and staff. The Property Leader (SIMT), ERT Leader, Business Captains and the Floor wardens are the part of the Site Incident Management Team. To ensure appropriateness and address any concerns or questions raised by site occupants, the team meets quarterly to review the emergency response plan and it is necessary to update it. The following sections address emergencies that could happen at the location: Fire, Tornado, Hurricane, Post Hurricane, Earthquake, Bomb Threat, Medical Emergency, Utility failure, Compressed gases, Flood, Civil strife & Chemical release.

6. 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

7. 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. - 1

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	Times strategic solutions Limited	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities. None

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

LEADERSHIP INDICATORS

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

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether Information available in domain? (Yes/No)	Frequency of review by (Annually/half yearly/Quarterly /others, please specify)	Web Link, if applicable
1	Flexibility of coal units-Need, Options, Solutions & tariff mechanism etc.	As part of Flexibility committee of CEA (MoP). Advocacy to CEA/MoP/ CERC etc.,	No	Annually	NA
2	5-year action plan of the Ministry of Power	Consultations with Industries, Utilities, Associations and other stakeholders	No	Annually	NA
3.	Consortiums in EPC tenders for upcoming thermal power projects	Participated in the Meeting held under the chairmanship of Secretary (Power) and expressed the Company's view points	No	Annually	NA
4.	Review the Qualification requirements (QR) of Main Plant Equipment (Boiler, Turbine, Generator) for Supercritical/ Ultra-Supercritical Thermal Power Projects-reg	Presentations, discussions & Inputs given to CEA as a QR Committee member on Future Thermal Capacity addition in country	No	Annually	NA
5.	Compliance to Govt. initiative of Phased Manufacturing Plan in the past	A committee constituted by CEA visited the Company's manufacturing facilities at Durgapur along with NTPC, APGENCO and MAHAGENCO	No	Annually	NA

Principle 8:

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts No. paid to PAFs in the FY (In ₹)
Not Available						

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

Not available

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	56%	50%
Directly from within India	77%	-

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

Location	FY 2023-24	FY 2022-23
Rural	Not Available	Not Available
Semi-urban	Not Available	Not Available
Urban	Not Available	Not Available
Metropolitan	Not Available	Not Available

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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
1	Modified Journal Assembly for Pulverizer	Yes	Yes	Performance improvement of exiting mills in the Coal based Power plants.

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.:None

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects (Approximate)	% of beneficiaries from vulnerable and marginalized groups
FY 2023-24			
1	Basic Education for poor children in the tribal villages of Durgapur	138 Children	100%
FY 2022-23			
1	Basic Education for poor children in the tribal villages of Durgapur	120 Children	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:

	FY2023-24			FY2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil			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

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches** -Nil
- b. **Percentage of data breaches involving personally identifiable information of customers**- 0 %
- c. **Impact, if any, of the data breaches** : None

LEADERSHIP INDICATORS

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

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

For and on behalf of the Board of Directors

Place: Noida
Date: 22 May 2024

Mahesh Shrikrishna Palashikar
Chairman & Non-Executive Director
(DIN: 02275903)