



HPL Electric & Power Limited

CIN : L74899DL1992PLC048945

Corporate Office: 76-B, Phase-IV, Sector-57, HSIIDC Industrial Estate,
Kundli-131028, Sonipat, Haryana INDIA.

Tel.: +91-130-350 3958, 350 3437 | E-mail: hpl@hplindia.com

Website: www.hplindia.com

6th September, 2024

The Manager,
Listing Department,
National Stock Exchange of India Ltd.
"Exchange Plaza", C-1, Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai – 400 051
Symbol: HPL

BSE Limited
25th Floor, New Trading Ring, Rotunda Building,
PhirozeJeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001
Scrip Code: 540136

Sub:- Business Responsibility and Sustainability Report for FY 2024

Dear Sir,

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith the Business Responsibility and Sustainability Report forming part of the Annual Report of the Company for FY 2023-24.

This is for your kind information and record please.

Thanking You,

For HPL Electric & Power Limited

Vivek Kumar
Company Secretary

Encl.: As above



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Incorporated in 1992, HPL Electric & Power Limited is among India's leading and most trusted electrical equipment manufacturers. Our innovative, high-quality and technologically advanced products have established us as the preferred brand across retail, institutional and utility segments. Serving as a one-stop destination for low-voltage electrical products, our offerings encompass metering solutions, switchgear, lighting products, and wires & cables. We meet emerging electrical equipment requirements of customers globally, powering shared progress. We proudly lead the market in India's electric meters and on-load change-over switches. State-of-the-art integrated manufacturing facilities, in-house research and development capabilities, and an extensive distribution network underpin our operations. Our long-standing relationships with customers, international certifications, robust brand recall and strong pre-qualification credentials continue to power our consistent growth across market segments.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L74899DL1992PLC048945
2. **Name of the Listed Entity:** HPL Electric & Power Limited
3. **Year of incorporation:** HPL Electric & Power Limited was incorporated as 'HPL-Socomec Private Limited' on May 28, 1992, as a private limited company under the Companies Act 1956
4. **Registered office address:** 1/20, Asaf Ali Road, New Delhi 110 002, India
5. **Corporate address:** 76-B, Phase-IV, Sector-57, HSIIDC Industrial Area, Kundli-131028, Sonapat, Haryana, India
6. **E-mail:** hpl@hplindia.com
7. **Telephone:** +91-130-3503958, 3503437
8. **Website:** www.hplindia.com
9. **Financial year for which reporting is being done:** April 2023-March 2024
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited (BSE); National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital:** ₹64,30,04,860
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Mr. Vivek Kumar (Company Secretary and Compliance Officer)
Email: hplcs@hplindia.com
Contact: 0130 – 3503437/3503958
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):** The reporting has been done on Standalone basis.

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Electrical equipment and power distribution	HPL Electric & Power Limited operates across five key verticals: Metering Solutions, Switchgears, LED Lighting, Wires & Cables, and Solar Solutions. The products serve a broad array of applications ranging from residential and commercial buildings to industrial facilities and infrastructure projects. The company's operations are supported by a robust distribution network and manufacturing capabilities, making it a comprehensive provider of electrical and power distribution solutions in India.	-



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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Metering Solutions	2710	57%
2	Consumables, Industrial & Services	2710	43%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	20	26
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	42+ Countries

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

For FY 2024, the contribution of exports as a percentage of the total turnover of HPL Electric & Power Limited is 3.033%.

c. A brief on types of customers

- Power Utilities
- AMISPs (Advanced Metering Infrastructure Service Providers)
- Government Agencies
- Institutional and Corporate Customers
- Retail Customers
- International Markets



IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
Employees						
1.	Permanent(D)	1100	1057	96%	43	4%
2.	Other than Permanent(E)	80	76	95%	4	5%
3.	Total employees (D+E)	1180	1133	96%	47	4%
Workers						
4.	Permanent(F)	162	109	67%	53	33%
5.	Other than Permanent(G)	3824	3175	83%	649	17%
6.	Total workers (F+G)	3986	3284	150%	702	50%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1.	Permanent(D)	2	2	100.0%	0	0%
2.	Other than Permanent(E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	2	2	100%	0	0%
<u>DIFFERENTLY ABLED WORKERS</u>						
4.	Permanent(F)	0	0	0%	0	0%
5.	Other than permanent(G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	0%	0	0%



19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	3	0	0
Key Management Personnel	1	0	0

20. Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 21-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	Since this is the first year, data collection in progress								
Permanent Workers									

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Himachal Energy Pvt. Ltd.	Subsidiary*	97.15	No
2	HPL-Shriji Designs (JV)	Joint Venture	-	No
3	HPL-Shriji-Trimurthi Hitech Company Pvt. Ltd. (JV)	Joint Venture	-	No

*The above Subsidiary Company is not material for the Company

VI. CSR Details

- 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: YES**
 (ii) Turnover (in Rs.): ₹ 1420.92 Cr
 (iii) Networth (in Rs.): ₹ 819.92 Cr



VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaints received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	Yes	-	-	-	-	-	-



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

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

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Sustainability	Opportunity	Reducing carbon footprint aligns with global sustainability goals and enhances brand reputation.	Implement energy-efficient manufacturing processes, reduce waste, and use renewable energy sources like solar power.	Positive: Cost savings and improved market competitiveness
2	Compliance and Regulatory Changes	Risk	Non-compliance can lead to fines, operational disruption, and reputational damage.	Continuous monitoring of regulatory updates, regular training for staff, and compliance audits.	Negative if unaddressed; Positive when compliance is maintained.
3	Technological Advancement	Opportunity	Staying ahead in technology enhances product innovation and market leadership.	Invest in R&D, partner with leading technology firms, and adopt advanced manufacturing techniques.	Positive: Market leadership and increased revenue streams.
4	Cybersecurity	Risk	Increased digitalization poses risks of cyber threats.	Implement robust IT infrastructure, advanced cybersecurity protocols, and conduct regular security audits.	Negative due to potential breach costs; Positive with effective risk management.
5	Market Expansion	Opportunity	Expanding into new markets offers growth but comes with risks like market volatility.	Conduct detailed market research, phased investments, and establish local partnerships.	Positive: Increased revenue and market share.
6	Human Resources	Opportunity	Skilled workforce drives innovation and operational efficiency.	Provide competitive wages, continuous training, and employee wellness programs.	Positive: Improved productivity and employee retention.
7	Product Safety and Quality	Risk	Product failures can lead to recalls, legal issues, and damage to reputation.	Strict adherence to quality standards, regular product testing, and continuous improvement in production processes.	Negative if issues arise; Positive with robust quality control.
8	Supply Chain Management	Risk	Disruptions in the supply chain can affect production and profitability.	Develop strong supplier relationships, diversify the supplier base, and implement contingency planning.	Negative if unaddressed; Positive with effective management.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
Policy and management processes									
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the listed policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	-	-	-	-	-	-	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-
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): At HPL Electric & Power Limited, ESG practices are integral to our corporate strategy, driving sustainable growth and operational excellence. We adhere to international standards, holding certifications like ISO 9001:2015 and ISO 14001:2015, and have integrated solar power into our energy mix to reduce our carbon footprint. Our sustainability strategy focuses on energy efficiency, waste reduction, and sustainable sourcing, with targets like a 50% waste reduction by 2025. Committed to continuous improvement, we aim to enhance our governance framework and expand ESG initiatives across all business areas.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Gautam Seth: Joint Managing Director & CFO, HPL Electric & Power Limited								
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, HPL Electric & Power Limited has a specified Committee of the Board responsible for decision-making on sustainability-related issues. The company is in the process of establishing a dedicated Sustainability Committee at the executive management level, which will include representatives from key business functions to oversee and drive sustainability initiatives. At the Board level, sustainability issues are currently addressed under the Corporate Social Responsibility (CSR) Committee. This structure ensures that sustainability strategies are fully integrated into HPL's operations, upholding high standards of environmental stewardship and social responsibility.								



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		-	-	-	-	-	-	-	-

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Corporate Governance, Ethical Conduct, Sustainability Reporting. These programmes have reinforced ethical decision-making and enhanced understanding of sustainability principles at the highest level of governance.	100%
Key Managerial Personnel (KMPs)	1	Leadership, Ethical Conduct, Environmental Responsibility, Digital Transformation. These sessions have improved leadership skills, reinforced ethical practices, and provided insights into integrating environmental and digital strategies in management.	100%
Employees other than BoD and KMPs	1	Operational Efficiency, Ethical Conduct, Customer Service, Safety Protocols, Digital Skills, Emotional Intelligence, Conflict Management, Storytelling in Business. Training has enhanced operational skills, customer service quality, safety awareness, and digital proficiency among employees.	30%
Workers	1	Workplace Safety, Ethical Conduct, Environmental Practices, Food Safety, Hygiene Protocols. These programmes have significantly improved workplace safety standards, ethical behaviour, and adherence to environmental and hygiene protocols among workers.	30%

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 disclosure 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					
	NGBRC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Penalty/Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA
NON-MONETARY					
	NGBRC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)



Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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
-	-

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

Yes, HPL Electric & Power Limited has an established anti-corruption and anti-bribery policy. This policy is a cornerstone of our commitment to upholding the highest standards of integrity and transparency in all business operations. It sets out stringent guidelines and procedures to prevent corruption and bribery within the organization. The policy is an integral part of our broader Code of Conduct, ensuring that all employees adhere to ethical business practices.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL		NIL	

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



PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

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	-	-	-
Capex	-	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No, We have initiated the process of collecting this data and will begin sharing detailed information starting from FY2025 onwards

b. If yes, what percentage of inputs were sourced sustainably?

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.

HPL Electric & Power Limited has established comprehensive processes to safely reclaim, reuse, recycle, and dispose of products at the end of their life cycle, covering various types of waste:

- **Plastics (including packaging):** Plastics used in our operations are segregated, cleaned, and sent to certified recycling facilities. This ensures that plastic waste is managed responsibly and in accordance with environmental regulations.
- **E-waste:** Electronic waste generated from our operations is collected and processed by authorized e-waste recyclers. This ensures the safe disposal and recycling of electronic components, minimizing environmental impact.
- **Hazardous waste:** Hazardous waste generated during manufacturing processes is handled according to stringent regulatory guidelines. We partner with licensed hazardous waste management companies to ensure safe and compliant disposal.
- **Other waste:** Other types of waste, including organic waste, are either composted or sent to appropriate recycling centres. This approach helps in minimizing landfill use and promoting sustainable waste management practices.

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

Extended Producer Responsibility (EPR) is not directly applicable to HPL Electric & Power Limited, but the company is committed to responsible waste management. HPL generates packaging waste, e-waste, hazardous waste, and plastics through its operations. Despite the absence of EPR mandates, HPL voluntarily adopts practices such as recycling programs, reducing packaging waste, and ensuring proper disposal of electronic and hazardous materials. These efforts reflect HPL's proactive approach to sustainability and environmental stewardship, aligning with EPR principles even without regulatory obligations.



PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

1. a.Detailsofmeasuresforthewell-beingof employees:

Category	%ofemployeescovered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		DayCare facilities	
		Number(B)	%(B/A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E/A)	Number(F)	%(F/A)
Permanentemployees											
Male	1057	162	15%	1057	98%	NA	NA	NA	NA	162	15%
Female	43	3	7%	43	100%	38	88%	NA	NA	3	7%
Total	1100	165	15%	1100	100%	38	3%	NA	NA	165	15%
OtherthanPermanentemployees											
Male	76	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	80	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

b.Detailsofmeasuresforthewell-beingofworkers:

Category	%ofworkerscovered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		DayCare facilities	
		Number(B)	%(B/A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E/A)	Number(F)	%(F/A)
Permanentworkers											
Male	109	All are covered in ESIC									
Female	53										
Total	162										
OtherthanPermanentworkers											
Male	3175	All are covered in ESIC									
Female	649										
Total	3824										

2. Detailsofretirementbenefits,forCurrentFYandPreviousFinancialYear.

Benefits	FY 2023-2024 CurrentFinancialYear			FY 2022-23 PreviousFinancialYear		
	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%	NA	100%	100%	NA
ESI	100%	100%	Y	100%	100%	Y



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.

HPL Electric & Power Limited is strongly committed to fostering an inclusive and accessible workplace for all employees, including those who are differently-abled. In accordance with the Rights of Persons with Disabilities Act, 2016, we have implemented significant measures to ensure that our premises and offices are fully accessible.

Current Accessibility Measures:

- **Physical Accessibility:** All our facilities are equipped with ramps, elevators, and accessible restrooms to facilitate ease of movement for differently-abled individuals. These facilities are designed to meet the stipulated guidelines, ensuring a barrier-free environment.
- **Workstation Adjustments:** We provide customized workstations and necessary assistive devices to accommodate the specific needs of our differently-abled employees. This includes adjustable desks, ergonomic chairs, and other supportive equipment to enhance comfort and productivity.
- **Training and Sensitization:** Regular training sessions are conducted to sensitize all employees about the importance of inclusivity and the specific needs of their differently-abled colleagues. This helps create a supportive and understanding work environment.

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.

HPL Electric & Power Limited is committed to equal opportunities for all employees, including those who are differently-abled, in line with the Rights of Persons with Disabilities Act, 2016. The company's Equal Opportunity Policy focuses on inclusivity in hiring, providing reasonable accommodations, and offering regular training to raise awareness about disability rights and promote a supportive work environment. HPL also encourages feedback for continuous improvement and ensures that its policy is accessible to all employees and stakeholders, reinforcing its dedication to diversity, equity, and inclusion.

Web-Link to the Policy: For more detailed information about our Equal Opportunity Policy and other related initiatives, please visit our official website at [HPL Investor Relations - Company Policies](#).

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>At HPL Electric & Power Limited, we have established comprehensive mechanisms to receive and address grievances effectively. We are committed to maintaining a transparent, ethical, and supportive work environment, and our grievance redressal processes are designed to ensure that all concerns are handled promptly and fairly.</p> <p>Grievance Handling Process:</p> <ol style="list-style-type: none"> 1. Third-Party Ethics Partner: HPL collaborates with a reputable third-party ethics firm to manage and respond to grievances. Employees can report their concerns through multiple channels, including phone, email, and physical mail, ensuring both accessibility and confidentiality. 2. Whistle-Blower Mechanism: In addition to our third-party ethics partner, HPL has implemented a robust whistle-blower mechanism. This system allows employees to report unethical practices or any other concerns anonymously. All complaints received through this mechanism are reviewed by the Audit Committee on a quarterly basis, ensuring transparency and accountability in our grievance handling. 3. Internal Reporting: HPL has established ethics committees and designated HR heads across our facilities to act as the primary contacts for grievance reporting.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	
Permanent Workers	



	<p>Employees can approach these designated personnel directly to report any issues or concerns.</p> <p>4. Drop Boxes: To facilitate ease of reporting, HPL has installed drop boxes at various locations within our premises. Employees can submit their concerns anonymously, ensuring that their voices are heard without fear of retaliation.</p> <p>5. These comprehensive grievance redressal mechanisms underscore HPL's commitment to maintaining a workplace that upholds the highest standards of ethics, transparency, and employee well-being.</p>
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7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees /workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/ C)
Total Permanent Employees	1100	0	0%	55	0	0%
Male	1057	0	0%	53	0	0%
Female	43	0	0%	2	0	0%
Total Permanent Workers	162	162	100%	152	152	100%
Male	109	109	100%	99	99	100%
Female	53	53	100%	53	53	100%

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	157	19	12%	86	55%	97	74	76%	76	79%
Female	6	6	100%	5	83%	6	6	100%	4	67%
Total	163	25	15%	91	56%	103	80	78%	80	78%
Workers										
Male	842	842	100%	842	100%	854	621	73%	854	100%
Female	38	38	100%	38	100%	42	35	83%	42	100%
Total	880	880	100%	880	100%	896	656	73%	896	100%



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

Category	FY 2022-23			FY 2023-24		
	Current Financial Year			Previous Financial Year		
	Total (A)	No.(B)	%(B/A)	Total (C)	No.(D)	%(D/C)
Employees						
Male	157	157	100%	97	97	100%
Female	6	6	100%	6	6	100%
Total	163	163	100%	103	103	100%
Workers						
Male	842	842	100%	854	854	100%
Female	38	38	100%	42	25	60%
Total	880	880	100%	896	879	98%

10. Health and safety management system:

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

HPL Electric & Power Limited has implemented a comprehensive occupational health and safety management system across all its manufacturing facilities and offices, ensuring the safety and well-being of 100% of its employees and workers. This system includes risk assessments, safety training, emergency response protocols, and continuous monitoring to ensure compliance with ISO 45001:2018 and regulatory requirements.

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

HPL employs a systematic approach to identify work-related hazards and assess risks. This includes:

- **Routine Inspections:** Regular inspections are conducted to identify potential hazards in the workplace. These inspections are documented, and any identified risks are promptly addressed.
- **Risk Assessments:** Comprehensive risk assessments are carried out periodically to evaluate the potential impact of identified hazards. This process includes input from employees to ensure all perspectives are considered.
- **Incident Reporting:** A robust incident reporting system allows employees to report any hazards or incidents immediately. These reports are investigated, and corrective actions are implemented to prevent recurrence.
- **Safety Audits:** Regular safety audits are conducted to ensure compliance with health and safety standards and to identify areas for improvement.

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

Yes, HPL has established processes that allow workers to report work-related hazards and remove themselves from such risks. Employees can report hazards through various channels, including direct communication with supervisors, a dedicated safety hotline, and an online reporting system. Moreover, HPL empowers employees to remove themselves from potentially dangerous situations without fear of retaliation, ensuring their safety is always a top priority.

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

Yes, HPL provides access to non-occupational medical and healthcare services for all employees. This includes comprehensive health insurance plans, regular health check-ups, and wellness programs designed to promote overall well-being. Additionally, employees have access to mental health resources and support services to ensure their holistic health needs are met.



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

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

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

HPL Electric & Power Limited ensures a safe and healthy workplace through a comprehensive occupational health and safety management system covering all employees and workers across its manufacturing facilities and offices. Key measures include:

- **Safety Training:** Ongoing training programs to educate employees on safe work practices, emergency procedures, and the proper use of equipment.
- **Emergency Response Protocols:** Established procedures for handling emergencies, including drills and simulations to ensure preparedness.
- **Risk Assessments:** Regular identification and evaluation of workplace hazards to implement preventive and corrective measures.
- **Continuous Monitoring:** Routine inspections and audits to monitor health and safety standards, ensuring compliance with ISO 45001:2018 and regulatory requirements.
- **Health Insurance:** Comprehensive health insurance coverage is provided to all employees, ensuring access to medical care and financial protection in case of illness or injury.
- **100% Coverage:** All employees and workers are included in the health and safety initiatives, ensuring that no one is excluded from these protections.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

Conducted Safety Audit by Third Party

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%



WorkingConditions	100%
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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.

HPL Electric & Power Limited rigorously investigates all safety-related incidents, ensuring that the insights gained are shared across the organization to implement corrective actions and prevent future occurrences. The effectiveness of these corrective measures is evaluated during safety audits. Any significant risks or concerns identified through health and safety assessments are managed using a hierarchy of risk controls, ensuring that the most effective strategies are applied to mitigate potential hazards.



PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

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

HPL Electric & Power Limited identifies its key stakeholder groups through a structured process that begins with mapping all potential stakeholders, including employees, customers, suppliers, investors, regulators, communities, and NGOs. These stakeholders are then analyzed based on their influence, interest, and impact on the company's operations, allowing for prioritization according to their relevance. Engagement mechanisms such as surveys, interviews, and meetings are used to understand their expectations and concerns. The process is continuously monitored and updated to adapt to changes in the business environment, ensuring that stakeholder interests are consistently integrated into the company's decision-making and strategic planning.

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
Employees	No	Email, Internal Meetings, Training Programs	Quarterly	Engagement includes discussions on workplace conditions, career development, and feedback on company policies.
Customers	No	Email, Website, social media, Surveys	Continuously	Engagement aims at gathering feedback on services, addressing concerns, and improving customer satisfaction.
Suppliers	No	Email, Supplier Meetings, Audits	Annually	Ensuring compliance with contractual obligations, assessing performance, and discussing improvements.
Local Communities	Yes	Community Meetings, Local Media, CSR Initiatives	Annually	Focused on understanding and addressing community needs, and discussing the impact of HPL's operations on local development.
Regulatory Authorities	No	Official Correspondence, Reports, Compliance Meetings	As required (Ad hoc)	Ensuring compliance with regulations, discussing new laws, and maintaining transparent communication with authorities.



PRINCIPLE 5 Businesses should respect and promote human rights

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

Category	FY2023-24			FY 2022-23		
	Current Financial Year			Previous Financial Year		
	Total (A)	No.of employees/ workers covered (B)	%(B/A)	Total(C)	No.of employees/ workers covered (D)	%(D/C)
Employees						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Otherthan permanent	NIL	NIL	NIL	NIL	NIL	NIL
TotalEmployees	NIL	NIL	NIL	NIL	NIL	NIL
Workers						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Otherthan permanent	NIL	NIL	NIL	NIL	NIL	NIL
TotalWorkers	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	FY2023-24					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	1100	-	-	208	19%	-	-	-	180	-
Male	1057	NA		202	19%	-	-	-	177	-
Female	43	NA		6	14%	-	-	-	3	-
Other Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other Permanent	-	3824	-	125	3%	-	3048	-	48	2%
Male	-	3175	-	123	4%	-	3033	-	47	2%
Female	-	649	-	2	-	-	15	-	1	7%



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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	15007596	0	-
Key Managerial Personnel	1	3234996	0	-
Employees other than BoD and KMP	1133	665100	47	712644
Workers	3284	221076	702	212040

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 focal point is the Team-HR which takes care of human rights issues. It is tasked with overseeing the company's adherence to human rights principles, ensuring that all operations and business practices align with international human rights standards. It regularly reviews policies, conducts risk assessments, and monitors compliance to identify and mitigate any potential human rights concerns.

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

At HPL Electric & Power Limited, we have established comprehensive mechanisms to receive and address grievances effectively. We are committed to maintaining a transparent, ethical, and supportive work environment, and our grievance redressal processes are designed to ensure that all concerns are handled promptly and fairly.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

HPL Electric & Power Limited has strong mechanisms to protect complainants in discrimination and harassment cases. Confidentiality and protection are ensured, with an independent review process to handle complaints impartially and promptly. Anti-retaliation procedures are in place to prevent negative repercussions for those who raise concerns or participate in investigations.

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

Yes, human rights requirements are an integral part of our business agreements and contracts. HPL ensures that all contracts with suppliers, partners, and other stakeholders include clauses that mandate compliance with international human rights standards. This commitment is reflected in our Supplier Code of Conduct, which outlines the expectations for ethical behavior and respect for human rights in all business dealings.



9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Childlabour	100%
Forced/involuntarylabour	100%
Sexualharassment	100%
Discriminationatworkplace	100%
Wages	100%
Others--pleasespecify	100%

10. Providedetailsofanycorrectiveactionstakenorunderwaytoaddresssignificantrisks/ concerns arising from the assessments at Question 9 above.

NA



PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

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

Parameter	FY 2023 - 24 (Current Financial Year) (GJ)	FY 2022 -23 (Previous Financial Year) (GJ)
Totalelectricityconsumption(A)	49660	41430
Totalfuelconsumption (B)	3611	5112
Energyconsumptionthrough othersources(C)	-	-
Totalenergyconsumption (A+B+C)	53,271	46,542
Energyintensityper rupee of turnover (Total energyconsumption/ turnoverin rupees)	0.0000036466	0.0000036873
Energyintensity(optional)—the relevantmetricmaybeselected by the entity	-	-

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

No. HPL plans initiate 3rd party verification at an appropriate time in the future.

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, the Company does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Consequently, there are no targets set under the PAT scheme for HPL, and no remedial actions are required.

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

Parameter	FY 2023 - 24 (Current Financial Year)	FY 2022 -23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	9100	8625
(ii) Groundwater	19622	26030
(iii) Third party water	1890	2372
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	30612	37027
Total volume of water consumption (in kilolitres)	30612	37027
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000020955	0.0000029335



Water intensity (optional) – the relevant metric may be selected by the entity	-	-
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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. HPL plans initiate 3rd party verification at an appropriate time in the future.

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

No, the Company has not implemented a mechanism for Zero Liquid Discharge (ZLD) at this time. However, we are committed to environmental sustainability and continuously explore innovative solutions to improve our water management practices. Our current initiatives focus on optimizing water usage, enhancing wastewater treatment processes, and exploring potential ZLD implementation in the future to further our commitment to sustainable operations.

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

Parameter	Please specify unit	FY 2023 - 24 (Current Financial Year)	FY 2022 -23 (Previous Financial Year)
NOx	mg/m3	0.43	0.42
SOx	Mg/m3	8.1	8.0
Particulate matter (PM)	Mg/m3	0.12	0.13
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No, the Company has not conducted any independent assessment, evaluation, or assurance for air emissions (other than GHG emissions) by an external agency for the current and previous financial year. However, we are committed to monitoring and managing our air emissions in compliance with all relevant environmental regulations and standards.

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

Parameter	Unit	FY 2023 - 24 (Current Financial Year) (tco2)	FY 2022 -23 (Previous Financial Year) (tco2)
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	250	353
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	11312	9437
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-



Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
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*Only fuel consumed for DG sets is considered for calculation of Scope 1 emissions

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

No. HPL plans initiate 3rd party verification at an appropriate time in the future.

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

HPL Electric & Power Limited is actively engaged in projects aimed at reducing Greenhouse Gas (GHG) emissions through several key initiatives. These initiatives demonstrate HPL's commitment to sustainability and environmental stewardship, aligning with both national objectives and global best practices.

Energy Efficiency Projects:

- **LED Lighting Implementation:** HPL has replaced nearly all conventional lighting with energy-efficient LED fixtures across its factories and office premises. This transition not only reduces energy consumption but also lowers carbon emissions associated with electricity use.
- **Solar Power Deployment:** HPL has initiated solar energy projects at its manufacturing plants. Over the last few years, the company has been gradually implementing solar energy usage across its facilities. This shift to renewable energy sources is a critical part of HPL's strategy to reduce its reliance on fossil fuels and decrease its carbon footprint.
- **Energy-Efficient Equipment:** The company has invested in energy-efficient equipment, including BEE star-rated air conditioning units and energy-saving insulated heaters for injection moulding machines. Additionally, HPL uses variable frequency drives (VFDs) and energy-efficient motors, which contribute to significant energy savings.

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

<i>Parameter</i>	FY 2023 - 24 (Current Financial Year)	FY 2022 -23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B+C+D+E+F+G+H)	361	210
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	159	13
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-



For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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.

HPL Electric & Power Limited is currently in the early stages of ESG data monitoring and collection. As our systems and processes become fully established, detailed data will be made available in the future.

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

HPL Electric & Power Limited adopts comprehensive waste management practices across its establishments, including recycling programs, waste segregation, and proper disposal methods to minimize environmental impact. The company employs a strategy to reduce the use of hazardous and toxic chemicals by evaluating alternatives, optimizing processes, and integrating safer materials in products. For managing hazardous and toxic waste, HPL follows stringent protocols for containment, treatment, and disposal, ensuring compliance with regulatory requirements and minimizing risks to health and the environment.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No specific data available					
Currently, there are no specific details available regarding the environmental impact assessments (EIA) for projects undertaken in the current financial year. However, HPL is committed to conducting EIAs in future for all relevant projects to ensure full compliance with applicable laws and regulations.					



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

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
NA	NA	NA	NA	NA

HPL ensures strict adherence to all environmental regulations, maintaining our commitment to sustainability and environmental stewardship. Currently, there are no recorded non-compliances with the applicable environmental laws and regulations. HPL remains vigilant in its environmental practices to avoid any violations



PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

1. a. Number of affiliations with trade and industry chambers/ associations.

There are 6 affiliations.

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 associations (State/National)
1	IEEMA - Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
2	ELCOMA - Electric Lamp and Component Manufacturers	National
3	PHD Chamber of Commerce	National
4	CII – Confederation of Indian Industry	National
5	GCCI - Gurgaon Chamber Of Commerce & Industry	National
6	CBIP - Central Board of Irrigation & Power	National

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

Name of authority	Brief of case	Corrective action taken
-	-	-
-	-	-



PRINCIPLE 8 Business should promote inclusive growth and equitable development

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

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

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 paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA

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

HPL Electric & Power Limited has established comprehensive mechanisms to receive and redress community grievances. These mechanisms include a dedicated grievance redressal cell and an online portal where community members can register their complaints. A structured process ensures timely resolution of grievances, with periodic reviews by senior management to ensure effectiveness and transparency in addressing community issues.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/small producers	-	-
Sourced directly from within the district and neighbouring districts	-	-

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



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

HPL Electric & Power Limited has established multiple channels to receive and respond to consumer complaints and feedback. These include:

- A dedicated customer service hotline
- An online feedback form on the company website
- Feedback opportunities from our channel partners
- Social media platforms

All feedback is logged and addressed by the customer service team, with regular reviews to ensure timely resolution and continuous improvement.

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	-
Safe and responsible usage	-
Recycling and/or safe disposal	-

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

	FY 2023-24 Current Financial Year		Remarks	FY 2022-23 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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, HPL has a comprehensive framework on cyber security and data privacy risks. The Company continuously monitors brand sentiment and actively engages with all stakeholders, ensuring prompt communication with customers who have queries. The management has assessed the impact of incidents and, to the best of our knowledge and belief, there are no financial implications arising from these incidents. HPL remains diligent in addressing cyber security threats, adhering to all compliances as per various laws and regulations. We regularly assess our IT security landscape to ensure it is current with technological advancements, thereby protecting our IT assets and data from any adverse cyber security threats.

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.

HPL has implemented ongoing SOPs in several areas, including:

- **Advertising:** Reviewing marketing materials to ensure compliance with advertising standards.
- **Delivery of Essential Services:** Enhancing service protocols to ensure reliable delivery of essential services.
- **Cyber Security and Data Privacy:** Reviewing upgrading security systems and conducting staff training on data protection.
- **Product Recalls:** Reviewing product/service quality checks and improvement measures.
- **Penalties/Actions by Regulatory Authorities:** Addressing compliance issues and taking corrective measures as required.

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