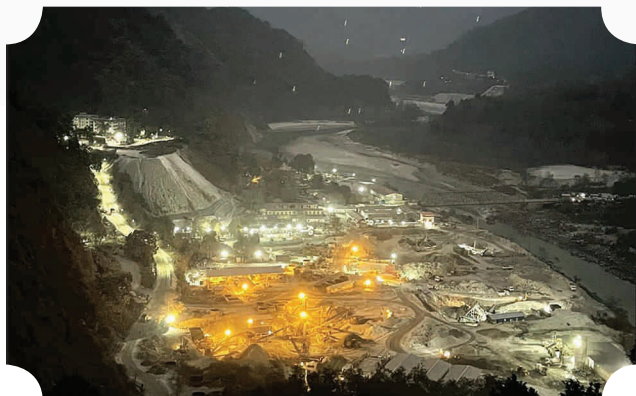


**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)**

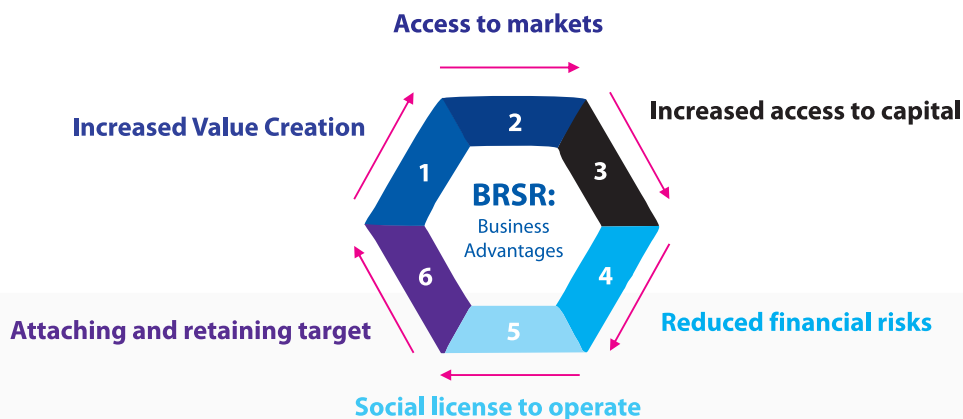


Teesta-V and Teesta-VI Projects, Sikkim

**Introduction to BRSR**

Disclosure requirements have leapfrogged globally in the last decade, holding companies accountable for their identification of Environment, Social and Governance (ESG) responsibilities and their transparent incorporation in annual disclosures.

In line with these global developments, the Securities and Exchange Board of India (SEBI), in its continued efforts to enhance disclosures on ESG standards, introduced new requirements for sustainability reporting by listed companies. The new reporting format named, Business Responsibility and Sustainability Report (BRSR), aims to establish links between the financial results of a business with its ESG performance.



SEBI has mandated that the BRSR will be applicable to the top 1,000 listed entities (by market capitalization) for reporting on a voluntary basis for FY2021–22 and on a mandatory basis from FY2022–23.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY 2022-23

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L40101HR1975GOI032564
2. **Name of the Listed Entity:** NHPC Limited
3. **Year of incorporation:** 1975
4. **Registered office address:** NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
5. **Corporate address:** NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
6. **E-mail:** brsr@nhpc.nic.in
7. **Telephone:** 0129-2588110
8. **Website:** [www.nhpcindia.com](http://www.nhpcindia.com)
9. **Financial year for which reporting is being done** 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023
10. **Name of the Stock Exchange(s) where shares are listed:** The shares of the Company are listed and traded on the National Stock Exchange of India Limited (NSE) and BSE Limited in India.
11. **Paid-up Capital:** ₹10,045.03 crores (as on 31.03.2023)
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**  
**Name:** Mr. Sanjay Darbari  
**Designation:** ED (Planning)  
**Email Id:** [sanjaydarbari@nhpc.nic.in](mailto:sanjaydarbari@nhpc.nic.in)  
**Telephone Number:** (0129) 2254674
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 environmental, social, financial and governance disclosures are made on standalone basis.

#### II. List of 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	Power generation and related activities	Power generation by hydro power plants, wind power, solar power, power trading business and consultancy Services	100%

##### 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	Power generation and related activities	3510	100%

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

Location	Number of plants	Number of offices	Total
National	29 <b>Hydropower: 20 plants (and 3 under construction)</b> <b>Solar: 1 plant (and 4 under construction)</b> <b>Wind: 1 plant</b>	6	35
International	0	2	2

**17. Markets served by the entity:**

**a. Number of locations**

Location	Number
National (No. of States)	23 States and 3 Union Territories
International (No. of Countries)	1 (Nepal)

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

Contribution of exports is negligible.

**c. A brief on types of customers**

NHPC Limited is a Mini-Ratna public sector undertaking and one of the largest hydropower generating companies in India. It is responsible for supplying power to various Distribution Companies (DISCOM's). NHPC also provides consulting services on construction, operations, maintenance, renovation, and uprating of hydro power projects to clients in private and public sector.

**IV. Employees**

**18. Details as at the end of Financial Year:**

**a. Employees and workers (including differently abled):**

	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	3005	2718	90%	287	10%
2.	Other than Permanent (E)	7	7	100%	0	0%
3.	Total employees (D + E)	3012	2725	90%	287	10%
<b>WORKERS</b>						
4.	Permanent (F)	1375	1174	85%	201	15%
5.	Other than Permanent (G)	7288	6507	89%	781	11%
6.	Total workers (F+G)	8663	7681	89%	982	11%

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	102	98	96%	4	4%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total differently abled employees (D + E)</b>	102	98	96%	4	4%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	11	8	73%	3	27%
5.	Other than Permanent (G)	13	12	92%	1	8%
6.	<b>Total differently abled workers (F + G)</b>	24	20	83%	4	17%

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	1	1	100%

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

	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	1.51%	0.99%	1.46%	0.13%	0.33%	0.46%	0.19%	0.0%	0.19%
<b>Permanent Workers</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**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	NHDC Limited	Subsidiary	51.08%	No
2	Loktak Downstream Hydroelectric Corporation Limited	Subsidiary	74.82%	No
3	Bundelkhand Saur Urja Limited	Subsidiary	86.94%	No
4	Lanco Teesta Hydro Power Limited	Wholly owned Subsidiary	100%	No
5	Ratle Hydroelectric Power Corporation Limited	Subsidiary	51.00%	No
6	Jalpower Corporation Limited	Wholly owned Subsidiary	100%	No
7	NHPC Renewable Energy Limited	Wholly owned Subsidiary	100%	No
8	Chenab Valley Power Projects Private Limited	Subsidiary	52.74%	No
9	National High Power Test Laboratory Private Limited (NHPTL)	Associate	20.00%	No

**VI. CSR Details**

22. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No):** Yes  
 (ii) **Turnover (in Rs.):** ₹ 9,316.3 crore  
 (iii) **Net worth (in Rs.):** ₹ 35,407.9 crore

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redress Policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, NHPC has a 'Centralized Public Grievance Redressal & Monitoring System' in place. The Contact details for any complaints are given in the link- <a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes. The details of contact person for the redressal of various grievances are provided in the link below <a href="https://www.nhpcindia.com/welcome/page/145">https://www.nhpcindia.com/welcome/page/145</a>	43	0	Data has been provided from Registrar & Share Transfer Agent (RTA) for Bonds in respect of consolidated grievances received such as non-receipt of Electronic Credit/Interest Warrant/ Bonds.	112	0	Data has been provided from Registrar & Share Transfer Agent (RTA) for Bonds in respect of consolidated grievances received such as non-receipt of Electronic Credit/ Interest Warrant/ Bonds.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)  (If yes, then provide web-link for grievance redress Policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes. Shareholders can send their grievances to Company/RTA directly through email/letter. Further, shareholders can also lodge their grievances through SEBI SCORES portal. The details of contact person for the grievance redressal are provided in the link below. <a href="https://www.nhpcindia.com/welcome/page/145">https://www.nhpcindia.com/welcome/page/145</a>	864	2	Data has been provided from Registrar & Share Transfer Agent (RTA) for Equity shares in respect of consolidated grievances received such as non-receipt of dividend Warrants, Stock Exchange Complaints, SEBI Complaints.	1,085	2	Data has been provided from Registrar & Share Transfer Agent (RTA) for Equity shares in respect of consolidated grievances received such as non-receipt of dividend Warrants, Stock Exchange Complaints, SEBI Complaints.
Employees and workers	Yes, NHPC has an 'Employee Grievance Redressal Cell' in place. The details of contact person are provided on the link below <a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a>	9	1	-	21	5	-
Customers	Yes, NHPC has a 'Centralized Public Grievance Redressal & Monitoring System' in place. The Contact details for any complaints are given in the link - <a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a>	00	00	-	00	00	-
Value Chain Partners	Yes, Integrity Pact is being implemented in NHPC. Bidders may raise their grievances regarding tenders to Independent External Monitors (IEMs), if any. The details of IEMs are being provided in tender documents as well as available on the following link: <a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a> The email for grievances is <a href="mailto:iem.nhpc@gmail.com">iem.nhpc@gmail.com</a>	2	0	-	2	0	-

**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**

The details of key material business topics, its significance on our business and possible impacts of each issue along with action plan to minimize/maximize its impact (risk / opportunity) are available on the Company’s website (Materiality Analysis) under following link: [https://www.nhpcindia.com/\\_assets/pzi\\_public/gallery/16875014380.pdf](https://www.nhpcindia.com/_assets/pzi_public/gallery/16875014380.pdf)

**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.

The National Guidelines for Responsible Business Conduct (NGRBC) has brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory Policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1.	a. Whether your entity’s Policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the Policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web link of the policies, if available	Refer to Table 1 below								
2.	Whether the entity has translated the Policy into procedures. (Yes / No)	Yes, NHPC has laid down procedures for all its policies in the Integrated Management System (IMS) that is used internally.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
4.	Name of the national and international Codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Refer to Table 2 below								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>a. NHPC Limited's ESG goal is to generate clean energy through renewable sources such as hydro, wind, and solar. In doing so, the company's targets are aligned with the government's objectives in the social and environmental sectors. Through its business operations, NHPC aims to reduce carbon footprints, and promote sustainability and protect the environment.</p> <p>b. NHPC Limited believes in sustainable growth via its commercial activities, placing equal attention on the environment and society. Along with its declared environmental preservation goal, NHPC Limited is dedicated to implementing water saving measures. We have established appropriate policies and procedures to ensure our goal of water conservation along with scientific management of waste originating from our business operations. NHPC Limited strives for efficient waste management through ethical practices in consonance with applicable Waste Management Rules of the Government.</p>								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>a. Reduction of 800 TCO<sub>2</sub> emissions per 1 MU of hydroelectricity generated as compared to coal-based electricity generation, based on UN IPCC median values of CO<sub>2</sub> emissions from various sources on a life-cycle basis.</p> <p>b. NHPC has established its Water Conservation Policy and Waste Management Policy aligning with its goal of water conservation and effective waste management. We assess our environmental performance on a yearly basis and report our progress in our annual disclosures.</p>								
Governance, leadership and oversight										
7.	<p><b>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)</b></p> <p>"NHPC strives hard to make the firm more socially and ecologically responsible. We aspire to be a well-governed model organization with an ecologically responsible, inclusive workplace. NHPC has been recognized by the Government of India as its focal organization for hydropower generation across the country. Ever since inception of the organization in 1975, we have been working relentlessly to provide sustainable power resources to the nation at large and contribute to making India the fastest growing economy in the world.</p> <p>NHPC has committed to integrating Environment, Social, and Governance (ESG) within the company to bring about resilience, transform culture, and long-term value creation to systematically identify opportunities, manage risks, and secure the interests of all our stakeholders at NHPC. We think that aligning with the National Guidelines on Responsible Business Conduct has resulted in long-term benefit for organizations and we have integrated the Nine Principles into our operations. We would continue to persist as a vital spoke in India's growth wheel through ethical, responsible, and sustainable business and ESG strategy."</p>									



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	DIN: 08645380 Name: Mr. Rajendra Prasad Goyal Designation: Director (Finance) Telephone Number: (0129) 2278021 Email Id: <a href="mailto:rpgoyal@nhpc.nic.in">rpgoyal@nhpc.nic.in</a> <hr/> Name: Mr. Sanjay Darbari Designation: ED (Planning) Email Id: <a href="mailto:sanjaydarbari@nhpc.nic.in">sanjaydarbari@nhpc.nic.in</a> Telephone Number: (0129) 2254674								
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, NHPC has a Committee on Corporate Social Responsibility (CSR) & Sustainability which is responsible for decision making on CSR & sustainability related issues.  The Committee comprises 6 members (as on March 31, 2023) who review the progress of ESG initiatives undertaken by NHPC.								

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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
										NHPC considers Independent assessment / audits and regulatory compliances, where appropriate, to examine the policies and procedures from both, i.e. best practices and a legal standpoint.								

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
										<p>A few independent assessments are listed below:</p> <p><b>(a) CAG Audits:</b></p> <p>(i) Transaction Audit: It covers transactions entered into by the company with a view to examining their regularity, propriety, probity, economy, efficiency and effectiveness and report on cases of failure of compliance with laws, rules and regulations, waste, mismanagement, other irregularities and frauds and corruption.</p> <p>(ii) Performance Audit : The main object of audit is to see how far the auditee organization has achieved the objectives for which it has been established and whether the operations are being carried on efficiently with due regard to the economy and effectiveness. In this process, audit has to appraise the soundness or otherwise of various decisions of the management, in regard to the construction and operation of undertakings. By its very nature, it is not and cannot be a purely financial audit.</p> <p>(iii) Corporate Governance Audit: Corporate Governance, in a broader perspective, implies responsible and responsive administration of company affairs. It covers ethical management. It is a mechanism by which a company ensures that all its activities result in balanced optimum welfare of all stakeholders, rather than benefitting selected individual(s) or group(s) forming part of stakeholders.</p> <p>(b) The IMS Policy (i.e ISO 9001:2015, ISO 14001:2015 &amp; ISO 45001:2017) has been reviewed and assessed by the Independent Agency i.e. M/s AQC Middle East FZE, New Delhi. Accordingly Corporate Office, NHPC is IMS Certified Company.</p> <p>(c) The 'Review and testing of operating effectiveness of Internal Financial Controls of NHPC for the Year 2022-23' was conducted by independent agency M/s AMAA &amp; Associates, Chartered Accountants, Delhi.</p>								

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

Questions	
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)	

Questions	
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable
It is planned to be done in the next financial year (Yes/No)	
Any other reason (please specify)	

**Table 1: Web link of the policies**

<b>Principle 1</b>	Code of Business Conduct and Ethics	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf</a>
	Related Party Transaction Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf</a>
	Whistle Blower Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188102.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188102.pdf</a>
	Fraud Prevention and Detection Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf</a>
	Integrity Pact	<a href="https://www.nhpcindia.com/welcome/page/299">https://www.nhpcindia.com/welcome/page/299</a>
	Guidelines on Banning of Business Dealings	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188154.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188154.pdf</a>
<b>Principle 2</b>	Corporate Environment Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf</a>
	Sustainable Procurement/Sourcing Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16857057861.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16857057861.pdf</a>
<b>Principle 3</b>	Grievance Policy and Procedures	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a>
	Safety Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16857028460.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16857028460.pdf</a>
<b>Principle 4</b>	CSR and Sustainable Development Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf</a>
	Stakeholder Engagement Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16857057860.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16857057860.pdf</a>
<b>Principle 5</b>	Code of Business Conduct & Ethics (for Board members and senior management personnel)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf</a>
	Grievance Policy and Procedures	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a>
<b>Principle 6</b>	Corporate Environment Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf</a>
	Conservation of Energy Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16855998400.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16855998400.pdf</a>
	Water Conservation Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844974380.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844974380.pdf</a>
	Waste Management Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844974930.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844974930.pdf</a>
	Biodiversity Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844972780.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844972780.pdf</a>
<b>Principle 7</b>	Public Policy Advocacy Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16854351810.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16854351810.pdf</a>
<b>Principle 8</b>	CSR and Sustainable Development Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf</a>
<b>Principle 9</b>	Fraud Prevention & Detection Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf</a>
	IT & Cyber Security Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16857087030.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16857087030.pdf</a>

**Table 2: National and international Codes/certifications/labels/standards**

Quality Management System (ISO 9001:2015)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683611130.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683611130.pdf</a>
Environment Management System (ISO 14001:2015)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683611687.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683611687.pdf</a>
Occupational Health and Safety Policy (ISO 45001:2018)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683611803.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683611803.pdf</a>

## SECTION C: PRINCIPLE WISE DISCLOSURES

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

### **Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**

#### **Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Independent Directors and Company Secretary (KMP) had attended the master class on building better Boards organized by Indian Institute of Corporate Affairs (IICA). The master class covered various topics i.e Roles and Responsibilities of Directors, Effective Board Governance, Prospects & Possibilities, Effectiveness of Board Committees, Sustainability and Climate Risk etc. including ESG related topics and principles under the National Guidelines on Responsible Business Conduct (NGRBC). The programme enhances their knowledge about importance of ESG and how it affects a company's reputation, financial performance, and overall success.	44%
Key Managerial Personnel	1		100%
Employees other than BoD & KMPs	201	Trainings on Technical/Management Development Programme / Behavioral / Health & Wellness Programme were conducted for employees.  Impact: Improved Employee Engagement & Motivation towards their work, enhancing the competency of employees, increased productivity of the company & Improvement in working as a Team	55%

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
Workers	51	Safety / Behavioral / Health & Wellness Programmes  Impact: Improved Employee Engagement & Motivation towards their work, enhancing the competency of employees, increased productivity of the company & improvement in working as a Team.	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 disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine	-	Nil	0	NA	NA
Settlement	-	Nil	0	NA	NA
Compounding Fee	-	Nil	0	NA	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment	-	Nil		NA	NA
Punishment	-	Nil		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 regulatory/enforcement agencies/judicial institutions
	NA

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.**

NHPC considers corporate governance norms as an integral part of quality management. It has a Code of Business Conduct and Ethics, which is applicable to its Board Members and senior management personnel as per the Code issued vide NHPC Circular dated 20.11.2014. As per Pledge & Practice 4(a) (ii), the Directors and Senior Management Personnel shall 'work unstintingly for eradication of corruption in all spheres of life'. The weblink of the Policy is given as [https://www.nhpcindia.com/assests/pzi\\_public/gallery/16851556070.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf)

In addition, the company has a Fraud Prevention & Detection Policy to prevent fraud or suspected fraud. The Policy applies to any fraud, or suspected fraud involving employees of NHPC (all full time, part time or employees appointed on ad hoc / temporary/contract basis) as well as representatives of vendors, suppliers, contractors, consultants, service providers or any outside agency(ies) doing any type of business with NHPC. Please refer to the Policy link for more information on [https://www.nhpcindia.com/assests/pzi\\_public/gallery/1683188229.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf)

NHPC also has a Whistle Blower Policy which lists down procedures to report instances of unethical / improper conduct and steps to correct the same. Employees, Directors, Contractors, Vendors etc. can report unethical practices in the Company. Please refer to the Policy link for more information on [https://www.nhpcindia.com/assests/pzi\\_public/gallery/1683188102.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/1683188102.pdf)

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

	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	1
Workers	0	0

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

**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.**

Since no fines/penalties/actions were imposed by regulators/law enforcement agencies/judicial institutions, there were no corrective actions required for the same.

**Leadership Indicators**

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

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

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

Yes. As per provisions of the Companies Act, 2013, Board Members of NHPC are prohibited from participating in the agenda items which might result in cases of conflict of interest. Further, in line with Section 184 of Companies Act, 2013, Board Members are required to disclose their concern or interest in any company, body corporate or other association of individuals at the first Board Meeting of every financial year. In case of any change in the disclosures already made, the same is hosted on the intranet of the Company for information of the concerned divisions.

In compliance with Regulation 23 of SEBI LODR, NHPC has a Policy which lists down rules and regulations for transactions between Company and its Related Parties, including Directors. Link of the Policy- [https://www.nhpcindia.com/assests/pzi\\_public/gallery/1683188346.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf)

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

- 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.

	<b>FY 2022 – 23</b>	<b>FY 2021 - 22</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	3.17%	0.00%	Assessment/ analysis of the environmental and social impacts due to the hydroelectric project undertaken during FY 2022-23 viz Post Project Environmental Evaluation of Rangit HE Project Sikkim, assessment on socio-economics of Sewa-II HE Project, J&K and Study of Landslides in the vicinity of nine commissioned/under construction hydroelectric projects can be / shall be utilized in minimizing any adverse impact and optimizing the benefits. The details / outcome of the R&D activities can be referred in Principle 6.
CAPEX	100%	100%	The capital expenditure incurred on various activities for Project development / construction contributes directly & indirectly in up-gradation of socio-economic and environmental aspects of the nearby area. It creates livelihood opportunities during construction stage and later contributes in significant employment & socio-economic activities during operation stage of the project through induced effects.  Also, major chunk to the tune of 40-50% of project cost of a hydro project directly contributes in the state economy by way of free power, local area development fund, taxes, payments towards Net Present Value, Compensatory Afforestation, R&R cost, Infrastructure development (roads/bridges) etc.

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

Yes, NHPC has procedures in place for sustainable sourcing. NHPC emphasizes to establish good relationship with its vendors and include them in its growth story. NHPC follows International Competitive Bidding (ICB) system for selection of qualified, competent, and performing agencies for executing the construction of hydro power projects. The techno-commercial bids are examined in line with ICB practices, Central Vigilance Commission (CVC) guidelines, prescribed norms/ initiatives of Govt. of India and various other vendor practices like safe working conditions, implementation of labor laws, environment policies, etc. Directions of Govt. of India under "Public Procurement" (Preference to Make in India), order 2017 with latest amendments is being complied with to promote indigenous products. NHPC officials interact with all agency / agency's representatives on regular basis in a transparent manner.

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

Most of NHPC's vendors and suppliers are reputed companies having strong ESG practices.

Since NHPC has established procedures for sustainable sourcing, therefore all the procurements are considered as source sustainable and safe. However, these are exhaustive in nature and sourced from different sources.

**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.**

This is not applicable since NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), solar and wind. However, the waste generated due to use of facilities are disposed off as per prevailing norms.

**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.**

No. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar. Extended Producer Responsibility (EPR) is not applicable for NHPC's business activities.

### 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?

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 communicate in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

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

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

	Recycled or re-used input material to total material	
	FY 2022 - 23	FY 2021 - 22
Not applicable. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar.		

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar.	



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

**Essential Indicators**

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

<b>% Of employees covered by</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
		<b>No. (B)</b>	<b>% (B / A)</b>	<b>No. C</b>	<b>% (C / A)</b>	<b>No. (D)</b>	<b>% (D / A)</b>	<b>No.(E)</b>	<b>% (E / A)</b>	<b>No. (F)</b>	<b>% (F / A)</b>
<b>Permanent employees</b>											
Male	2718	2718	100%	2718	100%	0	0%	2718	100%	2718	100%
Female	287	287	100%	287	100%	287	100%	0	0%	287	100%
Total	3005	3005	100%	3005	100%	287	100%	2718	100%	3005	100%
<b>Other than Permanent employees</b>											
Male	7	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	7	0	0%	0	0%	0	0%	0	0%	0	0%

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

<b>% Of workers covered by</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
		<b>No. (B)</b>	<b>% (B / A)</b>	<b>No. C</b>	<b>% (C / A)</b>	<b>No. (D)</b>	<b>% (D / A)</b>	<b>No.(E)</b>	<b>% (E / A)</b>	<b>No. (F)</b>	<b>% (F / A)</b>
<b>Permanent Workers</b>											
Male	1174	1174	100%	1174	100%	0	0%	1174	100%	1174	100%
Female	201	201	100%	201	100%	201	100%	0	0%	201	100%
Total	1375	1375	100%	1375	100%	201	100%	1174	100%	1375	100%
<b>Other than Permanent Workers</b>											
Male	6507	6507	100%	6507	100%	-	0%	-	0%	6507	100%
Female	781	781	100%	781	100%	781	100%	-	0%	781	100%
Total	7288	7288	100%	7281	100%	781	100%	-	0%	7288	100%

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

<b>Benefits</b>	<b>FY 2022-23</b>			<b>FY 2021-22</b>		
	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	0%	0	0%	0%	0

**3. Accessibility of workplaces**

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

Yes, all NHPC offices are accessible to differently abled employees and workers, as per the regulatory requirements.

**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.**

NHPC does not have a separate Policy as per the Rights of Persons with Disabilities Act, 2016 but follows Government of India's guidelines regarding reservation in services for Persons with Disabilities to promote inclusive growth.

Listed below are some provisions stated in other organizational policies of NHPC.

- It is mandatory to include at least one PWD Employee in the Grievance Redressal Committee to safeguard interest of PWD employees.
- Under the leaves Policy, special casual leave of 10 days is granted to PWD to participate in conferences/trainings related to disability.
- Employees with disability are exempt from rotational transfer and are given preference in place of posting at the time of promotion.
- For the rehabilitation of the employees who get physically injured while in service of NHPC Projects/Power Stations/ Units, financial assistance is provided for training in alternate and suitable vocations.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. NHPC has an Employee Grievance Redressal Cell where employees / workers can submit their grievances. To file any grievances, the list of various Nodal Officers and their Contact number may be referred to from the below link <a href="https://www.nhpcindia.com/assests/pzi_public_gallery/1689568959.pdf">https://www.nhpcindia.com/assests/pzi_public_gallery/1689568959.pdf</a>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D / C)
<b>Total Permanent Employees</b>	3005	0	0%	3009	0	0%
Male	2718	0	0%	2720	0	0%
Female	287	0	0%	289	0	0%
<b>Total Permanent Workers</b>	1375	0	0%	1720	0	0%
Male	1174	0	0%	1479	0	0%
Female	201	0	0%	241	0	0%

**8. Details of training given to employees and workers**

Category	Total (A)	FY 2022-23				FY 2021-22				
		On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. C	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	2725	347	13%	779	29%	2720	336	12%	1736	64%
Female	287	40	14%	75	26%	289	24	8%	146	54%
<b>Total</b>	<b>3012</b>	<b>387</b>	<b>13%</b>	<b>854</b>	<b>28%</b>	<b>3009</b>	<b>360</b>	<b>12%</b>	<b>1882</b>	<b>63%</b>
<b>Workers</b>										
Male	7,681	123	2%	36	0%	7986	51	1%	52	1%
Female	982	20	2%	18	2%	1022	4	0%	4	0%
<b>Total</b>	<b>8,663</b>	<b>143</b>	<b>2%</b>	<b>54</b>	<b>1%</b>	<b>9008</b>	<b>55</b>	<b>1%</b>	<b>56</b>	<b>1%</b>

**9. Details of performance and career development reviews of employees and workers**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2,725	2,725	100%	2720	2720	100%
Female	287	287	100%	289	289	100%
<b>Total</b>	<b>3,012</b>	<b>3,012</b>	<b>100%</b>	<b>3009</b>	<b>3,349</b>	<b>100%</b>
<b>Workers</b>						
Male	7,681	1,174	15%	7986	1479	19%
Female	982	201	20%	1022	241	24%
<b>Total</b>	<b>8,663</b>	<b>1,375</b>	<b>16%</b>	<b>9008</b>	<b>1720</b>	<b>19%</b>

**10. Health and safety management system**

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

Yes. NHPC has an Integrated Management System (IMS) which also addresses the requirements of ISO 45001:2018 (Occupational Health and Safety Management System). The IMS covers all the employees and workers of NHPC.

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

NHPC has implemented a 'Hazard Identification, Risk Assessment (HIRA)' process which involves identification of hazards, assessing the risk associated with each hazard and developing a risk control action plan. The HIRA process covers all the employees and workers having access to workplace and performing various activities like routine and non-routine, in processing, maintenance, material handling, supply chain, training, medical, environment, canteen & firefighting. All the sectional heads are responsible for ensuring identification, quantification of Occupational Health & Safety (OH&S) risks, approval, and monitoring of risk control plans for activities performed by all employees, workers, contractors and visitors in the area of work.

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

Yes, NHPC has implemented HIRA (Hazard Identification, Risk Assessment) process and AISA (Aspect-Impact and Significance Analysis) Policy. HIRA process involves identification of potential hazards, assessing their probability, and setting control measures to reduce their impact. Workers are encouraged to report work related hazards to deter such risks.

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

Yes. All NHPC employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.09	0.0
	Workers	0.63	0.21
Total recordable work-related injuries	Employees	1	0
	Workers	21	6
No. of fatalities	Employees	2	0
	Workers	7	7
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

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

NHPC is committed to ensure safe workplace at all project sites and offices. Regular safety trainings are organized for the employees to create awareness and eliminate any unforeseen events due to unsafe practices. To make a safe work environment at workplace, each power station/project carries out internal and external safety audits. All legislative regulations including CEA (Central Electricity Authority) Regulations, The Factory Act & Rules and NHPC Safety Manual guidelines are being followed at all our workplaces.

As preparedness for crisis & disaster, NHPC has a Crisis and Disaster Management Plan which includes conducting mock drills at a regular frequency. Most of the power stations are OHSAS-18001:2007/ ISO 45001:2018 (Occupational Health and Safety Management System) certified, thus ensuring sustainable development and enrichment of quality of life of its employees. NHPC is totally committed to seismic safety of its power stations. It has developed one of its kind state-of-art centralized real time seismic data center at its corporate office for online seismic monitoring of all its power stations. The data center records and provides quick assessment of any earthquake event within the vicinity of respective power stations.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	0	0	-	0	0	-
<b>Health &amp; Safety</b>	0	0	-	0	0	-

**14. Assessments for the year**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100% of NHPC Corporate Office, Power Stations & Regional Offices.
<b>Working Conditions</b>	100% of NHPC Corporate Office, Power Stations & Regional Offices.

**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.**

The Company ensures that there is no safety-related incident at the workplace. Several corrective actions like Operations Controls Procedures (OCPs) are being implemented to address safety related incidents from assessments of health & safety practices and working conditions. In case of any such incident, a Committee is formed to investigate the root cause for the accident. The observations of the Committee, reason of occurrence and recommendations by the Committee to avoid such incidents in future are specified in a Root Cause Analysis (RCA) report. All suggestions & preventive measures are shared with all power stations and projects to avoid re-occurrence of accident.

**Leadership Indicators**

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

Yes, all regular employees are covered under Group Personal Accident Insurance Scheme and Employee's Deposit Linked Insurance Scheme (EDLI). In addition, House Building Advance (HBA), Motor Vehicle Advance (MVA), and higher education advance for children of the deceased is also insured. NHPC also has Employees' Family Economic Rehabilitation Scheme and Social Security Scheme.

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

For all contracts, statutory provisions are being made in the tender document for deduction of Employee Provident Fund, Employee State Insurance, and all applicable taxes. Also, a two-stage checking of Tax Deducted at Source (one by end user and the other by Finance department) is followed to ensure payment of statutory due is deducted and deposited by value chain partners.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY2021-22	FY 2022-23	FY2021-22
<b>Employees</b>	2	0	Nil	Nil
<b>Workers</b>	7	8	Nil	Nil

**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. NHPC has introduced '*Scheme for Engagement of Retired Executive (Below Board Level) of NHPC, as Consultant*'. As per the scheme, retired executives of NHPC Limited are engaged as consultants to utilize their vast experiences, specialized skills and specific domain knowledge acquired by them during their service tenure. These executives also train young executives, thereby encouraging knowledge sharing and creating a learning environment.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
<b>Health and safety practices</b>	As per the procurement contracts, NHPC Limited expects its value chain partners to adhere to existing regulations, such as health and safety practices and working conditions. Performance is evaluated based on compliance with regulations regarding working conditions and health and safety practices.
<b>Working Conditions</b>	Although no assessment has been done relating to Health and working conditions, occasional investigations of material value chain partners are performed.

**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.**

Since no significant risks/concerns arising from occasional investigation of health and safety practices have been reported, no corrective action has been taken to address the risks.

## 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 identification of the key stakeholders is based on their influence on the business strategy and sustainability vision of NHPC. NHPC has mapped and identified internal and external stakeholders, including disadvantaged, vulnerable and marginalized stakeholders. These stakeholders include Shareholders, Investors, Discoms, Employees, Local Communities, Suppliers, Contractors, Government and Media. To identify the marginalized and vulnerable stakeholders, desk research (documentary studies) of the overall context, community need assessments, peer comparisons, and key personnel interviewing are also conducted.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key Topics and Concerns raised during such engagement
Shareholders	No	E-Mails, Newspaper Advertisements, Quarterly earnings call, AGM, Earnings presentation, investor meetings and website	Quarterly and need based situation`	<ul style="list-style-type: none"> <li>Corporate Governance and Ethics</li> <li>Cost optimization and improved Profitability</li> <li>Return on Investment</li> <li>Risk Management</li> <li>Innovation and Digitization</li> <li>Focus on Sustainability and ESG</li> </ul>
Investors (Other than shareholders)	No	E-mail, Stock Exchange Filings, Website of the Company	As per statutory requirement	Information as per Statutory requirement
Discoms	No	Meetings, Emails, Power Purchase Agreement, Industry Meets	Monthly	Quality and Regular availability of Power
Employees	No	Emails, Meetings, Company Intranet, Employee Grievance Mechanism, social media, Trainings and Awareness programs	Monthly	<ul style="list-style-type: none"> <li>Health and Safety</li> <li>Remuneration and Appraisals</li> <li>Learning and Development</li> <li>Diversity and Inclusion</li> </ul>
Local communities	Yes	CSR programs, Meetings with communities, Grievance redressal mechanism	Monthly	<ul style="list-style-type: none"> <li>Local community Development</li> <li>Employment generation</li> </ul>
Suppliers and Contractors	Yes	Suppliers meet, Contract documents and agreements, Workshops, trainings, and awareness sessions	Monthly	<ul style="list-style-type: none"> <li>Procurement of Quality Raw Materials and Equipment</li> <li>Ethical business Practices</li> <li>Payment terms</li> </ul>

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
Government	No	Calls and meetings with Government officials, MOU; Seminars and interactions with associations and industry chambers.	Continuous	<ul style="list-style-type: none"> <li>Act and Policy</li> <li>Compliances</li> <li>Implementation of Govt. initiatives</li> <li>Environmental</li> <li>Compliances</li> <li>Regulatory Compliances</li> </ul>
Media	No	Media briefings, Press Releases, Company Website, Social Media Platforms like Facebook, Twitter, Instagram, YouTube	Continuous	<ul style="list-style-type: none"> <li>Transparency and relevance of information</li> <li>New business Opportunity</li> <li>Financial and Operational Performance</li> </ul>

### 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 stakeholder engagement approach at NHPC solicits feedback on a regular basis which allows the Company to promote the concept of shared progress and a shared prosperous future for society. The Company has institutional processes in place to engage significant stakeholder groups in productive dialogue and gather insightful criticism, especially on matters covered by the NGRBC Principles. This serves as a useful input for the Company's risk assessment and strategy building processes.

**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.**

Yes, stakeholder consultation is used to help identify and address environmental and social issues. In compliance to Environmental Impact Assessment (EIA) Notification, 2006 by the Ministry of Environment, Forest, and Climate Change (MoEF&CC), public consultation is conducted by concerned State Pollution Control Board at project site and feedback of local people on environment and social concern of project are invited and deliberated in the proceedings. The inputs so received from them are incorporated in the final EIA & EMP Report and submitted to MOEF&CC for approval. Once environment clearance is granted, the EMP is implemented at the project site and a compliance report on environment safeguard measures is also submitted to the MOEF&CC.

NHPC Limited also has a dedicated Corporate Environment Policy which also outlines the compliance of all Government norms and guidelines. Approved EIA / EMP of the project based on inputs received from stakeholders ultimately becomes the key guiding factor to decide upon the activities at the project site.

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

Some instances of engagement to address the concerns of vulnerable/marginalized stakeholder groups are as follows:

**Differently abled employees:** NHPC endeavors to create a workplace which is conducive to differently abled employees and employees with special needs. It aims to make these employees self-confident through an array

of events, forums and trainings specifically crafted for their benefit.

**Girl / women and SC/ST communities:** Near project locations, NHPC provides scholarship to SC/ST and girl students for education and facilitating literacy programs in rural areas.

The project level teams are also interacting with local communities to gather their feedback and concerns.

## Principle 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employee/ workers covered (B)	% (B / A)	Total (C)	No of employees/ workers covered (D)	% (D / C)
<b>Employee</b>						
Permanent	3005	0	0%	3339	0	0%
Other than permanent	7	0	0%	0	0	0%
<b>Total Employees</b>	3012	0	0%	3339	0	0%
<b>Workers</b>						
Permanent	1375	0	0%	1753	0	0%
Other than permanent	7288	0	0%	7288	0	0%
<b>Total Workers</b>	8663	0	0%	9041	0	0%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. C	% (C / A)		No. (D)	No.(E)	% (E / D)	No. (F)
<b>Employees</b>										
<b>Permanent</b>										
Male	2718	0	0%	2718	100%	3037	0	0%	3037	100%
Female	287	0	0%	287	100%	312	0	0%	312	100%
<b>Other than Permanent</b>										
Male	7	0	0%	7	100%	0	0	0%	0	0%
Female	0	0	0%	0	100%	0	0	0%	0	0%
<b>Workers</b>										
<b>Permanent</b>										
Male	1174	0	0%	1174	100%	1510	0	0%	1510	100%
Female	201	0	0%	201	100%	243	0	0%	243	100%
<b>Other than Permanent</b>										
Male	6507	6236	96%	271	4%	6507	6236	96%	271	4%
Female	781	772	99%	9	1%	781	772	99%	9	1%



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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	9	7333170	1	0
Key Managerial Personnel	0	0	1	4345413
Employees other than BoD and KMP	2715	3024022	286	2786515
Workers	1174	2061792	201	1689134

\*Out of 10 no. of BoD, 6 Directors were non-Executive Directors including 1 female, to whom no remuneration/ salary/ wages had been paid by the Company.

**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. Corporate HR department is responsible for ensuring adherence to Human Rights and addressing any issues caused or contributed to by the business.

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

To address employee concerns and complaints pertaining to human rights and decent labor practices, a Grievance Redressal Mechanism with appropriate systems and mechanisms has been instituted across NHPC Units. Two hours of every week is reserved for grievance redressal when all Division Heads hear public grievances.

**6. Number of complaints on the following made by employees and workers**

Complaints	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1		0	1	
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other Human Rights related issues	0	0		0	0	

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

NHPC is dedicated to preventing harassment in the workplace, particularly sexual harassment, and has zero tolerance for such a behavior. NHPC follows Government of India guidelines with respect to Prevention of Sexual Harassment at Workplace. As per the guidelines, there is a provision for non-disclosure of identity of the complainant in cases involving discrimination and harassment.

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

Yes, adherence to human rights requirements is a part of all our business agreements and contracts.

**9. Assessments for the year:**

	<b>% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
<b>Child Labor</b>	100%
<b>Forced or Involuntary Labor</b>	100%
<b>Sexual Harassment</b>	100%
<b>Discrimination at Workplace</b>	100%
<b>Wages</b>	100%

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

NHPC is in the process of drafting a Human Rights Policy which will be applicable to all our employees and value chain partners. Its implementation will be focused on adherence to applicable laws and upholding the spirit of human rights.

**Leadership Indicators**

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

NHPC is drafting a Human Rights Policy to address grievances/complaints related to Human Rights violation.

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

No human rights due diligence has been conducted. However, NHPC Limited ensures that the value chain partners are complying with the regulatory requirements as stipulated by the Government of India.

**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, our offices are easily accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Sexual Harassment</b>	100%
<b>Discrimination at Workplace</b>	100%
<b>Child Labor</b>	100%
<b>Forced Labor / Involuntary Labor</b>	100%
<b>Wages</b>	100%

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

Since there are no risks/concerns arising from assessment of value chain partners, no corrective action is required.

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

**Essential Indicators**

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total electricity consumption (A)	GJ (Gigajoules)	2,80,614.3	2,83,378.3
Total fuel consumption (B)	GJ (Gigajoules)	35,067.5	40,040.9
Energy consumption through other sources (C)	GJ (Gigajoules)	16,249.92	13,525.2
<b>Total energy consumption (A+B+C)</b>	<b>GJ(Gigajoules)</b>	<b>3,31,931.0</b>	<b>3,36,944.5</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees Cr)	GJ/ Rs. Cr.	35.63	40.55

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, NHPC does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022 - 23	FY 2021 - 22
Water withdrawal by source (in kiloliters)		
(i) Surface water	13,56,012.16	14,09,661.82
(ii) Groundwater	4,40,470.7	4,53,421.3
(iii) Third party water	13,322.0	2,203.00
(iv) Seawater / desalinated water	0.0	0.0
(v) Others	0.0	0.0
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	<b>18,09,804.9</b>	<b>18,65,286.17</b>
<b>Total volume of water consumption (In kiloliters)</b>	<b>14,06,250.54</b>	<b>16,64,510.9</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover Rs. cr)	<b>150.9</b>	<b>200.3</b>

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

No

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

No, NHPC has not implemented 'Zero Liquid Discharge' mechanism in its operations.

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

Parameter	Please specify unit	FY 2022 - 23	FY 2021 - 22
NOx	µg/m <sup>3</sup>	663.84	711.80
SOx	µg/m <sup>3</sup>	156.74	123.27
Particulate matter (PM)	µg/m <sup>3</sup>	612.26	654.85
Persistent organic pollutants (POP)	-	0.0	0.0

Parameter	Please specify unit	FY 2022 - 23	FY 2021 - 22
Volatile organic compounds (VOC)	-	0.0	0.0
Hazardous air pollutants (HAP)	-	0.0	0.0
Others – please Specify	-	0.0	0.0

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

No

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	NHPC is engaged in electricity generation through Hydropower and other renewable energy sources like Solar & Wind, which are clean & green sources of energy. Further, DG sets etc. being used for auxiliary and allied purposes emit negligible greenhouse gases. However, NHPC is internally deliberating on the process of tracking its GHG emission.		
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

No

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

NHPC's business activity of generating electricity from non-consumptive use of renewable sources such as water (hydropower), solar and wind itself is a Green House Gas (GHG) reduction activity.

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

Parameter	FY 2022 - 23	FY 2021 - 22
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic waste (A)	15,755.13	11,764.26
E-waste (B)	10,463.15	7,520.9
Bio-medical waste (C)	25,028.15	27,821.1
Construction and demolition waste (D)	23,557.0	28,240.0
Battery waste (E)	17,090.00	13,148.62
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	4,867.5	51,178.5
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2,07,012.71	1,09,710.00
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2,99,973.39</b>	<b>2,44,628.08</b>
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	23,540.12	20,084.00
(ii) Re-used	18,397.75	22,630.00
(iii) Other recovery operations	18,412.00	13,148.62

Parameter	FY 2022 - 23	FY 2021 - 22
<b>Total</b>	<b>60,349.87</b>	<b>55,862.62</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
(i) Incineration	60.87	396.81
(ii) Landfilling	1,07,703.28	94,693.29
(iii) Other disposal operations	33,795.68	72,045.19
<b>Total</b>	<b>1,41,559.82</b>	<b>1,67,135.28</b>

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

No

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

NHPC has proper handling and disposal mechanism for each category of waste including Sold waste, Hazardous waste and E-waste. In coordination and collaboration with the relevant stakeholders (SPCB, PCC, MoEF&CC, District Administration and Urban/local bodies), NHPC Limited ensures that all of its facilities abide by preventative waste management rules. The solid waste generated through offices and colonies is collected and safely disposed by manpower, whereas the recyclable waste such as plastics, metal, glass, cardBoards etc. are collected by scrap collectors and the remaining is disposed off in landfill site. We have also signed an agreement with Solid Waste Management Limited Nalagarh Distt Solan HP for disposal of hazardous waste at our plant at Prabati. E-waste is disposed off through authorized e-waste handler only.

- 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)
1	Not applicable. During this Reporting Year, No Projects are in area as mentioned in Q1 above	NA	NA

- 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
Dugar HEP (500MW), District-Chamba, Himachal Pradesh. Project is under Clearance Stage. EC & FC are under Progress	SO1533(E)	14.09.2006	Yes	Yes	Final EIA EMP Report submitted to MOEF&CC on parivesh.nic.in

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

Yes, all plants of NHPC Limited are compliant with applicable environmental laws/ regulations and guidelines.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control Boards or by courts	Corrective action taken, if any
Not Applicable				

### Leadership Indicators

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ (Gigajoules)	0	0
Total fuel consumption (B)	L (liters)	0	0
Energy consumption through other sources (C)	GJ (Gigajoules)	16,249.92	13,525.2
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ (Gigajoules)	16,249.92	13,525.2
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ (Gigajoules)	280,614.3	283,378.3
Total fuel consumption (E)	GJ (Gigajoules)	35,067.5	40,040.9
Energy consumption through other sources (F)	-	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ (Gigajoules)	315,681.8	323,419.2

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

No

2. Provide the following details related to water discharged:

S. No.	Parameter	FY 2022 - 23	FY 2021 - 22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i)	To Surface water	403,554.36	200,775.25
	- No treatment	0	0
	- With treatment – Sewage Treatment Plant	403,554.36	200,775.25
(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
	<b>Total water discharged (in kilolitres)</b>	<b>403,554.36</b>	<b>200,775.25</b>

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

No

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

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

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

Parameter	FY 2022 - 23	FY 2021 - 22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	Not applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (In kilolitres)</b>		
<b>Total volume of water consumption (In kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Not applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

No

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NHPC is internally deliberating on the process of tracking its Scope 3 emission.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

No

5. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Since NHPC does not have operations/offices in/around ecologically sensitive areas, there was no direct impact of the entity on biodiversity and hence, no remediation activities were undertaken.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Post Project Environmental Evaluation of Rangit HE Project Sikkim using Remote sensing and GIS Technology.	The Post project evaluation of environmental aspects using temporal Remote Sensing data was done to find out the efficacy of implemented measures in due course of time. The study was focused on the evaluation of efficacy of environmental management plans viz, Compensatory Afforestation Scheme, Catchment Area Treatment Plan, Reservoir Rim treatment, Restoration plan, Shifting of religious monument, Free Fuel Provision, and Resettlement & Rehabilitation plan.	The conclusion and recommendations are as under: (i) Normal Variation in Snow cover was found. (ii) The in-depth analysis of each sub-watersheds (SWS) treated under Catchment Area Treatment gives overall efficacy of management plan implemented for the project. All the SWS have slight variations in land use categories but it is evident from the findings that the CAT plan undertaken in the area has been beneficial. (iii) When comparing with the current status with the situation prevailing during year 1994, it was found that the land-slides have not only reduced in numbers but also the active slides are showing reducing trend with respect to its area. (iv) Six SWS were treated under CAT plan (Composite area of 12,775 ha); Erosion analysis of all the treated SWS shows that only 2.15% area is showing negative changes which is nominal in the time frame of ten years (2010 to 2020). The areas showing positive change is about 5.33% and the area under no change is about 92.52%.
2	Study of Landslides in the vicinity of nine commissioned/ under construction hydroelectric projects of NHPC utilizing Remote Sensing & GIS Technology in association with IIRS, Deptt. of Space, Gol, Dehradun.	The study has been taken at 09 Nos. Power Stations of NHPC jointly with IIRS Dehradun. The main objective was to analyze whether construction of the project has any impact on landslides in the project area.	The report of the study, prepared by IIRS, Dehradun indicates that the construction of the project has no impact on landslide activities in the study area.



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Targeted Solutions through emerging Geophysical Technology in Resistivity Imaging & Ground Penetration Radar for optimization of Geological uncertainties in Hydro Power Projects (24.07.18)	Investigation in hydroelectric project plays a very vital role and is of great importance for construction of project in optimum time and cost-effective manner. To minimize the uncertainties in investigations, emerging geophysical technologies in Resistivity Imaging and Ground penetration Radar can be of immense help.	The project concluded that Resistivity Imaging can be utilized effectively over tunnel alignments wherever feasible, in order to minimize geological uncertainties / surprises. This will further help in better assessment of geological conditions along the tunnel.
4	Introduction of Hydraulic Motor operated Rope Drum Hoisting System for one surge shaft gate of Dhauliganga Power Station under technology up gradation / R&D intervention	This R&D project has been taken up at Dhauliganga Power Station.	Introduction of Hydraulic motor drive, as a technology upgradation intervention would offer enhanced safety and improved performance of the gate hoist. Its successful demonstration at Dhauliganga Power Station would pave the way for similar intervention/ applications in other NHPC power stations.
5	Numerical and physical model studies for elimination of de-silting basins in hydroelectric projects by sediment management through reservoir operation techniques (07.03.2019).	This study has been taken up at Teesta-VI Project in association with CWPRS Pune.	From the analysis it can be concluded that desilting basin is necessary in Teesta-VI reservoir as more than 90% of suspended sediment load enters intake for grain diameter 0.25 mm and above.

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

NHPC has prepared its "Crisis & Disaster Management Plan"(C&DMP). It is being implemented in all power stations/projects. This plan describes the emergency preparedness of the power stations/projects and is applicable to deal with various types of emergencies that could occur within the premises of power station area, including the residential colony area. C&DMP covers all possible crisis and disasters like earthquake, flood, terrorist attack, landslide, etc. and preventive actions to be taken as per site conditions. C&DMP defines the functions and responsibilities of all concerned, managerial, operational & supporting services, fire services, medical services, security forces and civil administration for effective management of the onsite-emergency situations.

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

Not Evaluated.

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

We have not conducted assessments for our value chain partners for environmental impacts

**Principle 7: Businesses when engaging in influencing public and regulatory bodies, should do so in a transparent and responsible manner**

**Essential Indicators**

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

NHPC is a member of 2 trade and industry chambers/associations.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Standing Conference of Public Enterprises (SCOPE)	National
2	Power Foundation	National

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

Name of Authority	Brief of the Case	Corrective Action Taken
Nil	Nil	Not Applicable

**Leadership Indicators**

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

S. No.	Policy advocated	Method for such advocacy	Whether information is in public domain (Y/N)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link if Available
Nil					

Being one of the largest hydropower companies in India, NHPC has played a pivotal role in framing policies for pushing hydropower development. Over the years, NHPC has developed an in-house expertise in various disciplines involved in harnessing hydropower potential across the Himalayas. Experts from NHPC participate in discussions, strategy/policy formulation exercises undertaken by Government of India & other statutory bodies in fields related to Power Policy, Electricity Act, Hydro Policy, Renewable Energy, Smart Grid Sustainability etc.

**Principle 8: All 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.**

Social Impact Assessments of projects are regularly conducted as part of land acquisition process under Right to Fair Compensation & Transparency in Land Acquisition, Rehabilitation & Resettlement Act, 2013. It is conducted by the state government and payment is released by NHPC. During FY 2022- 2023, no SIA was conducted.

Name and brief of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web Link
No SIA has been conducted during the reporting period.					

**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 on going	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered under R&R	Amounts paid to PAFs in the FY (in INR)
1	Parbati II HEP	Himachal Pradesh	Kullu	947	35.6%	₹ 10,90,125
2	Subansiri Lower HEP	Assam	Dhemaji	77	100%	₹ 27,75,36,359

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

The internal project teams of NHPC and the CSR team regularly interact with the community to discuss, identify, and resolve any problems, complaints, and grievances of the community members. The grievances can be submitted orally or in writing.

NHPC also has a 'Centralized Public Grievance Redressal & Monitoring System' which can be used by the local Communities to file any grievances.

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

	FY 2022 - 23	FY 2021 - 22
Directly sourced from MSMEs/ Small Producers	50.16% of total annual procurement of products produced and services rendered by MSEs.	43.99 % of total procurement of products produced and services rendered by MSEs.
Sourced directly from within the district and neighboring districts	NHPC does not record the data of materials sourced from and within the districts and neighboring districts considering the volume of our operations.	

**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 Applicable	

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

S. No.	State	Aspirational District	Amount spent (INR Lakh)
1	UT of Jammu & Kashmir	Baramulla	₹ 498.84
2	Himachal Pradesh	Chamba	₹ 756.29
3	Sikkim	West Sikkim (Gyalshing)	₹ 390.57
<b>Total</b>			<b>₹ 1,645.70</b>

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

Yes

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

Micro & Small Enterprises (MSEs)

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

50.16% total annual procurement of products produced and services rendered by MSEs.

**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 or No)	Benefit shared (Yes or No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the authority	Corrective Action Taken
Not Applicable		

**6. Details of beneficiaries of CSR projects**

Details of CSR Projects are available on the Company's website :-

[https://www.nhpcindia.com/assests/pzi\\_public/gallery/16909740840.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/16909740840.pdf)

**Principle 9: Business should engage with and provide value to their customers in a responsible manner**

**Essential Indicators**

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

Being in a B2B industry, NHPC supplies power to various beneficiary DISCOMs. Hence, it does not receive complaints directly from consumers. Any complaints/ issues regarding the interpretation of various Rules and Regulations under which the Power Sector is governed is taken up by the Customers at appropriate forum (Central Electricity Regulatory Commission / Appellate Tribunal for Electricity).

In addition, there is a 'Centralised Public Grievance Redressal & Monitoring System' linked with the Ministry of Power. The contact details for any complaints are given in the link – [https://www.nhpcindia.com/assets/pzi\\_public/gallery/1689568899.pdf](https://www.nhpcindia.com/assets/pzi_public/gallery/1689568899.pdf)

**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 Applicable as NHPC is in the business of producing electricity, there are no goods or services carrying the information
Safe and responsible usage	
Recycling and/or safe disposal	

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

Power sector is a regulated industry in India through Ministry of Power, Central Electricity Regulatory Commission and State Electricity Regulatory Commission under the powers conferred to them under Electricity Act, 2003 and amendments thereof. The Company ensures compliance to these regulations in supplying power to various DISCOMs from its power stations. No consumer complaint was received in respect of the following:

Name of project for R&R	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	(Not Applicable)	
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. NHPC has a well-defined IT & Cyber Security policy to develop a robust security technology, enable protection of information and safeguard privacy and confidentiality of data. NHPC is certified with Information Security Management System (ISO 27001:2013) policy for corporate office which assures confidentiality, integrity, and availability of information assets. It is an internal policy and not available in public domain.

Vulnerability Audit and Penetration Testing (VAPT) Audit is carried out at all generating power stations to identify gaps and secure valuable information and vital infrastructure periodically. A centralized end point security software solution has been implemented to protect Servers / Desktops against cyber threats. NHPC has a comprehensive Cyber Crisis Management Plan (CCMP) as part of its Risk Management Policy which provides

mitigation measures arising from the risks of cyber security breaches and insecure IT Communication Systems. It is an internal document and not available in public domain.

**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.**

NHPC has a well-defined IT & Cyber Security policy in place. There is no issue relating to advertising, delivery of essential services, cyber security, and data privacy of customers. No penalty has been imposed by any regulatory authorities i.e., CERC, SERC and Appellate Tribunal for Electricity (APTEL) on safety of products/services.

### Leadership Indicators

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

NHPC is a power generation company and sells its power to various DISCOMs which sell it further to end consumers. It does not advertise its products and services. However, NHPC provides information about its activities through:

- Website (<https://www.nhpcindia.com/>)
- Social media platform
- Facebook: <https://www.facebook.com/NHPCIndiaLimited>
- Twitter: <https://twitter.com/nhpcLtd>
- Instagram: <https://www.instagram.com/nhpclimited>
- Koo: <https://www.kooapp.com/profile/nhpclimited>
- YouTube: <https://www.youtube.com/@NHPCLimited1>
- Brochures and Booklets
- Participation in Exhibitions & Trade Fairs
- Organizing and Sponsorship of Events
- Corporate/Documentary Films
- Advertisements
- Various statutory compliances (including compliances applicable for a listed company)
- Media Interactions/Press Releases/Press Conferences
- Information sought by Government/Parliament/other bodies from time to time

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

NHPC follows a B2B operational model and is not directly involved in the distribution services to the consumer. However, it makes reasonable efforts to spread awareness regarding conservation of energy in the following manner:

- a. It informs the public about the release of water from its dam through press releases/notices in the media from time to time.
- b. Safety notice boards are also placed in sensitive areas in the power stations. Safety instructions/ use of safety equipment is ensured by NHPC power stations for employees/workers and visitors while working/visiting the power stations/projects.
- c. Under the aegis of Azadi ka Amrit Mahotsav, NHPC has conducted many street plays/rallies/events which promoted themes like energy conservation/ safety etc. amongst the general public.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

NHPC is in the business of supplying quality power to DISCOMs from its various Hydropower Stations, Solar and Wind Power plants. For scheduled disruption in supply of power for the upcoming month, information is provided to customers during Operation Coordination Committee (OCC) meetings, which are conducted in every region where all the generators and customers are present. Further, power is scheduled to the customers on a day-ahead basis and thus any unplanned disruption in power supply from any power plant is known to the customers on a day-ahead basis.

Also, NHPC does not directly communicate with DISCOMs regarding disruption/discontinuation. Schedule for generation is sent to the respective Regional Load Dispatch Centre (RLDC) in advance. Any changes in declared generation schedule whenever required are intimated from time to time to respective RLDC as per Indian Electricity Grid Code (IEGC).

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. Did your entity carry out any survey with regards 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)**

**Product information:** NHPC does not sell power directly to the consumer and cannot display product information. Additionally, tariffs charged by NHPC power stations are governed by orders of Central Electricity Regulatory Commission (CERC). At the time of determination of tariff for a tariff period, details of Annual Fixed Charges (AFC) of power station are published in daily newspapers including one in English and one in vernacular language and circulated.

**Survey for consumer satisfaction:** NHPC takes regular feedback from its beneficiaries which helps to serve customers in a more effective way. Feedback received for the year is satisfactory. NHPC is also connected with beneficiary states through Regional Power Committees (RPCs) which is a statutory body under Electricity Act 2003. This is a common forum for regular interaction of beneficiary DISCOMs and for resolving outstanding issues. NHPC also conducts periodic customer meets for its beneficiary DISCOMs for interaction and for resolving outstanding issues, if any.

5. **Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches along-with impact.** Nil
- b. **Percentage of data breaches involving personally identifiable information of customers.** Nil

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