



SJVN/CS/93/2023-

Date: 01/09/2023

NSE Symbol: SJVN-EQ

BOLT SCRIP ID: SJVN

SCRIP CODE: 533206

National Stock Exchange of India Limited,
Exchange Plaza,
Bandra Kurla Complex,
Bandra East, Mumbai-400051, India.

BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400001, India.

SUB: Business Responsibility and Sustainability Report for the financial year 2022-23

Sir/Madam,

In compliance with Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with the circulars of BSE and NSE, kindly find attached herein the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

Kindly take the above information on record and oblige.

Thanking you,

Yours faithfully,

(Soumendra Das)
Company Secretary

Encl:
As stated above



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

Section A: General Disclosures

Details of the listed entity:

| S. No. | Question | Response |
|--------|---|---|
| 1. | Corporate Identity Number (CIN) of the Entity | L40101HP1988GOI008409 |
| 2. | Name of the Listed Entity | SJVN Limited |
| 3. | Year of Incorporation | 24/ May/ 1988 |
| 4. | Registered Office Address | SJVN, Corporate Office Complex, Shanam Shimla – 171006, Himachal Pradesh |
| 5. | Corporate Address | SJVN, Corporate Office Complex, Shanam Shimla – 171006, Himachal Pradesh |
| 6. | E-mail | cs.sjvn@sjvn.nic.in |
| 7. | Telephone | 0177 2660075 |
| 8. | Website | www.sjvn.nic.in |
| 9. | Financial Year for which report is being done | 1 st April 2022 – 31 st March 2023 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE India (Bombay Stock Exchange) NSE India (National Stock Exchange) |
| 11. | Paid-up Capital (INR.) | 3,929.80 crore |
| 12. | Name and contact details (<i>telephone, email</i>) of the person who may be contacted in case of queries on the BRSR report | Sh. Nand Lal Sharma Chairman and Managing Director 0177 2660075 cs.sjvn@sjvn.nic.in |
| 13. | Reporting Boundary (<i>Standalone or Consolidated basis</i>) | Standalone |

Products and Services:

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

| S. No. | Description of Main Activity | Description of Business Activity | %Turnover of the entity |
|--------|------------------------------|--|-------------------------|
| 1. | Power Generation | Generation of electricity, consultancy, and transmission | 89% |
| 2. | Other Income | Interest income and Other Non-operational incomes | 11% |

15. Product/ Services sold by the entity (*accounting for 90% of the entity's turnover*):

| S. No. | Product/ Service | NIC Code | %of total turnover contributed |
|--------|----------------------------|----------|--------------------------------|
| 1. | Energy Sales | 35101 | 96% |
| 2. | Revenue from Power Trading | 35101 | 0.01% |
| 3. | Consultancy Income | 35101 | 0.3% |
| 4. | Other Operating Income | 35101 | 4% |



Operations:

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

| Location | Number of Plants | Number of Offices | Total |
|---------------|------------------|-------------------|-------|
| National | 8 | 2 | 10 |
| International | 0 | 0 | 0 |

17. Markets Served by the Entity:

a. **Number of Locations:**

| Location | Number |
|----------------------------------|-----------|
| National (No. of States) | Pan India |
| International (No. of Countries) | Nil |

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

SJVN Limited (hereafter mentioned as SJVN) is an electricity generating company which services through its various DISCOM pan India.

c. A Brief on types of customers?

SJVN 's direct customers are various DISCOMs across India and the end consumers are the citizens and industries.

Employees:

18. Details as at the end of Financial Year 2022- 23:

a. **Employees and Workers**

| Employees (including differently abled) | | | | | | |
|---|--------------------------------|-----------|------------|------------------|------------|------------------|
| S. No. | Particulars | Total (A) | Male | | Female | |
| | | | Number (B) | Percentage (B/A) | Number (B) | Percentage (B/A) |
| 1. | Permanent Employees | 1,222 | 1,075 | 88% | 147 | 12% |
| 2. | Other than Permanent Employees | 0 | 0 | 0% | 0 | 0% |
| 3. | Total Employees (1+2) | 1,222 | 1,075 | 88% | 147 | 12% |

Footnote: Permanent employees comprise of all executives and supervisors (inclusive of FTAs) of SJVN.

| Workers (including differently abled) | | | | | | |
|---------------------------------------|------------------------------|-----------|------------|------------------|------------|------------------|
| S. No. | Particulars | Total (A) | Male | | Female | |
| | | | Number (B) | Percentage (B/A) | Number (B) | Percentage (B/A) |
| 4. | Permanent Workers | 350 | 322 | 92% | 28 | 8% |
| 5. | Other than Permanent Workers | 0 | 0 | 0% | 0 | 0% |
| 6. | Total Workers (4+5) | 350 | 322 | 92% | 28 | 8% |

Footnote: Permanent workers as above includes FTAs.

b. **Differently abled Employees and Workers**

| Differently Abled Employees | | | | | | |
|-----------------------------|--------------------------------|-----------|------------|------------------|------------|------------------|
| S. No. | Particulars | Total (A) | Male | | Female | |
| | | | Number (B) | Percentage (B/A) | Number (B) | Percentage (B/A) |
| 1. | Permanent Employees | 36 | 31 | 86% | 5 | 14% |
| 2. | Other than Permanent Employees | 0 | 0 | 0% | 0 | 0% |
| 3. | Total Employees (1+2) | 36 | 31 | 86% | 5 | 14% |



| Differently Aabled Workers | | | | | | |
|----------------------------|------------------------------|-----------|------------|------------------|------------|------------------|
| S. No. | Particulars | Total (A) | Male | | Female | |
| | | | Number (B) | Percentage (B/A) | Number (B) | Percentage (B/A) |
| 4. | Permanent Workers | 10 | 9 | 90% | 1 | 10% |
| 5. | Other than Permanent Workers | 0 | 0 | 0% | 0 | 0% |
| 6. | Total Workers (4+5) | 10 | 9 | 90% | 1 | 10% |

| 19. Participation/ Inclusion/ Representation of Women | | | |
|---|-----------|----------------------|------------------|
| | Total (A) | Number of Female (B) | Percentage (B/A) |
| Board of Directors | 11 | 2 | 18% |
| Key Management Personnel | 3 | 0 | 0% |

| 20. Turnover rate for permanent employees and workers: | | | | | | | | | |
|--|---|--------|-------|------------|--------|-------|------------|--------|-------|
| | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 5% | 2% | 7% | 3% | 1% | 4% | 7% | 2% | 9% |
| Permanent Workers | At SJVN, turnover of workers has not been observed over the reporting period. | | | | | | | | |

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 company/ joint venture | Indicate whether holding/ subsidiary/ associate company/ joint venture | % Of shares held by listed entity | Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No) |
| 1. | SJVN Thermal Private Limited | Subsidiary Company | 100% | No |
| 2. | SJVN Green Energy Limited | Subsidiary Company | 100% | No |
| 3. | SJVN Arun 3 Power Development Company Pvt. Ltd. | Subsidiary Company | 100% | No |
| 4. | Cross Border Power Transmission Company Limited | Joint Venture Company | 26% | No |

CSR Details: 22.

| | |
|---|-----------------|
| (i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No) | Yes |
| (ii). Turnover (in INR.) | 3,299 Crore |
| (iii). Net Worth (in INR.) | 13,821.97 Crore |



Transparency and Disclosures Compliances:

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

| Stakeholder Group | Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy) | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
|--------------------------|---|---------------------------------|---|---|----------------------------------|---|--|
| | | Number of complaints filed | Number of complaints pending at close of year | Remarks | Number of complaints filed | Number of complaints pending at close of year | Remarks |
| Communities | The company has an independent CSR Cell, which encourages open communication between community members, NGO partners, CSR team and other involved stakeholders. In addition, as part of CSR program, Village level committees are established which regularly interacts with communities to identify their needs, concerns & issues, and address them in a timely and effective manner. | 0 | 0 | - | 0 | 0 | - |
| Implementing Partners | The company has an independent CSR Cell, which encourages open communication between community members, NGO partners, CSR team and other involved stakeholders. In addition, as part of CSR program, Village level committees are established which regularly interacts with communities to identify their needs, concerns & issues, and address them in a timely and effective manner. | 0 | 0 | - | 0 | 0 | - |
| Investors Shareholders | The Company Secretary Department is primarily & statutorily responsible for addressing the grievances of various Shareholders of the Company. The Company Secretary is the designated "Compliance Officer" as well as "Investor Relations Officers" under the applicable laws. All Investor complaints need to be resolved within 30 days of receipt. As per the Companies Act, 2013, and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has constituted Stakeholders Relationship Committee to consider and resolve the grievances of security holders of the company. The Committee holds periodic meetings and takes stock of the position of Stakeholder Grievances from time to time. Company also files Investor Complaints Report quarterly with the stock exchanges where it is listed i.e., BSE and NSE. The filed report is then presented before the board of directors in the meeting. | 64 | 0 | All complaints resolved during the year | 56 | 2 | The complaint was resolved in next quarter |
| Employees and Workers | At SJVN, we attempt to redress the complaints and grievances of our employees through well framed Grievance Redressal Machinery which ensures expeditious settlement of grievances within the stipulated time frame. The individual grievances of the employee are dealt through a three-stage process. In case the employee is not satisfied with the reply at Stage-I, the grievance can be escalated to Stage-II and Stage-III respectively. | 0 | 0 | - | 0 | 0 | - |



| | | | | | | | |
|-----------------------------|---|---|---|---|---|---|---|
| Customers | At Central level, we have CERC which resolves the regulatory issues of DISCOMs. Specific states have their regulatory SERCs, through which grievances are registered and resolved in a timely and effective manner. At SJVN, we have a standard customer grievance redressal guideline to resolve any complaint/ dispute. | 0 | 0 | - | 0 | 0 | - |
| Value Chain partners | All our vendors can directly reach out to our purchase or procurement team representatives via telephone / mails to register the complaints/ issues; they can also raise it on GeM portal which will get addressed within a stipulated period with appropriate action from SJVN. | 0 | 0 | - | 0 | 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:

| S. No. | Material Issue Identified | Indicate whether Risk or Opportunity | Rationale for identifying the risk/ opportunity | In case of Risk, approach to adapt or mitigate | Financial Implications of the risk or the opportunity |
|--------|---------------------------|--------------------------------------|---|---|---|
| 1 | Climate Change Mitigation | Opportunity | The hydropower industry can contribute to climate change mitigation by expanding capacity, integrating intermittent renewables, and enhancing resilience to climate impacts. This will help reduce greenhouse gas emissions and combat climate change globally. | <i>Not Applicable</i> | Increased investment prospects, revenue generation potential, cost savings through carbon avoidance, access to incentives and subsidies, financial resilience to climate risks, access to green finance, and improved risk management through insurance. |
| 2 | Water Management | Risk and Opportunity | SJVN may face risks in water management due to climate change and hydrological variability. Fluctuations in water availability can affect electricity generation capacity and revenue, while droughts or reduced flows can reduce power production. Compliance with environmental regulations and mitigation measures may also be challenging. | SJVN can reduce water management risks by investing in advanced hydrological modeling, water-efficient technologies, diversifying water sources, engaging stakeholders, and investing in reservoir management techniques. These strategies improve forecasting, planning for water scarcity, optimizing usage, and minimizing wastage in hydropower plants. Regular consultations and transparent communication help build positive relationships and mitigate conflicts. | The costs associated with regulatory compliance, environmental mitigation, and dam safety maintenance can strain the company's financial resources. Stakeholder concerns, including conflicts over water allocation and social impacts on local communities, can also create financial and reputational risks for SJVN. |
| 3 | Community Development | Opportunity | SJVN, as a responsible corporate citizen, has assimilated Corporate Social Responsibility (CSR) as an integral part of its business and is pledged to fulfill its social and environmental commitments for meaningful organizational growth. SJVN Foundation through various CSR initiatives works for the upliftment and development of society by driving inclusive growth, social equity, and sustainable development. | <i>Not Applicable</i> | SJVN is of the firm belief that a part of its profits should essentially and regularly flow to the society and the stakeholders in terms of the government guidelines. |



| S. No. | Material Issue Identified | Indicate whether Risk or Opportunity | Rationale for identifying the risk/ opportunity | In case of Risk, approach to adapt or mitigate | Financial Implications of the risk or the opportunity |
|--------|--------------------------------|--------------------------------------|--|---|--|
| 4 | Stakeholder Engagement | Opportunity | Stakeholder engagement presents a valuable opportunity for SJVN. By actively involving and collaborating with stakeholders, including local communities, indigenous groups, government agencies, and non-governmental organizations, SJVN can gain an edge. | <i>Not Applicable</i> | SJVN can minimize risks by actively involving stakeholders. This approach identifies and addresses concerns early, reduces conflicts, builds positive relationships, supports social liaison, and minimizes reputational risks. Engaging stakeholders accelerates project timelines and reduces costs. |
| 5 | Occupational Health and Safety | Risk | SJVN may face occupational health and safety challenges, which expose employees to hazards like accidents, injuries, and potential loss of life. Inadequate addressing can result in legal liabilities, financial penalties, project delays, and damage to the company's reputation. | SJVN prioritizes employee well-being and safety through comprehensive policies, regular risk assessments, PPE provision, safety training, inspections, emergency response plans, and open communication channels. This approach ensures a safe working environment and minimizes accidents or injuries, fostering a strong safety culture. | Workplace accidents and injuries can lead to increased costs, compensation claims, and project disruptions, affecting employee morale, productivity, and retention, ultimately affecting company financial performance. |
| 6 | Human Rights | Risk and Opportunity | SJVN prioritizes human rights for ethical and sustainable business practices, building strong relationships with local communities and indigenous groups. This commitment fosters trust, goodwill, and a positive reputation. Integrating human rights principles into policies and practices creates an inclusive work environment, attracts talent, and establishes itself as a responsible and socially conscious organization in the hydropower industry. | SJVN upholds human rights standards by investing in community development programs, establishing grievance mechanisms, and prioritizing employee rights and safety. This approach promotes sustainable development, positive relationships, and fair labor practices. | Failure to respect and protect human rights can result in reputational damage, legal disputes, regulatory non-compliance, and social unrest. |
| 7. | Risk Management | Risk | SJVN has a comprehensive Risk Management Policy. The Policy has been duly supplemented with separate and comprehensive Risk Management Plans for each project duly approved by the Board. The main objective of risk management is to identify all the business-related activities followed by activity related potential risks followed by identification of various triggers and other factors associated with risks and their mitigation measures to overcome them with minimum effect to business. | SJVN has a Risk Management Committee is to monitor, review and update the Risk Management Policy, Plan and to discharge all such functions and responsibilities. The risk management framework entails formulation of a Risk Matrix to assign the likelihood of occurrence to the assigned risks along with definition of nature of risk viz. controllable, Uncontrollable & partly controllable, suggesting a mitigation mechanism and lead responsibility centre. The risk management policy has a defined Risk Organization Structure with Chief Risk Officer at the helm supported by Risk Controller along with Risk Managers and Risk Officers performing the line functions. | Without a risk management strategy, the company may be more susceptible to unforeseen risks, business disruptions and events. This could result in financial losses due to inadequate preparation or inability to respond effectively. |



| S. No. | Material Issue Identified | Indicate whether Risk or Opportunity | Rationale for identifying the risk/ opportunity | In case of Risk, approach to adapt or mitigate | Financial Implications of the risk or the opportunity |
|--------|---------------------------|--------------------------------------|---|--|--|
| 8. | Ethics and Transparency | Risk and Opportunity | Ethical conduct is the core of integral relationships for SJVN and underlies all organizational values. A diversified and skilled leadership team that provides strategic oversight with complete transparency and accountability is the driving force behind the Company's ardent promotion of ethical business practices among its workforce, business partners, and customers. | Provisions on ethics, anti-bribery, and anti-corruption (ABAC) are embedded in the Code of Ethics and Whistle Blower Policy. In house training programme are conducted in various units of SJVN on preventive vigilance from time to time. Similarly, the Company periodically conducts training sessions to build awareness on the Company's POSH Policy. The Code of Conduct for the Board of Directors and Senior Management has mentioned the Company's commitment towards a workplace free of discrimination and harassment. SJVN has a well-defined Integrity Pact to remove corruption and ensure transparency. | Lack of ethics and transparency can strain relationships with business partners, suppliers, and customers. If stakeholders perceive the company as engaging in unethical practices or lacking transparency, it can lead to strained partnerships, contract disputes, or lost business opportunities. The financial implications include potential contract terminations, increased procurement costs, or difficulty in securing new business partnerships. |
| 9. | Regulatory Compliance | Risk and Opportunity | Regulatory compliance processes and strategies provide guidance for organizations as they strive to attain their business goals. By ensuring regulatory compliance, SJVN can demonstrate its commitment to responsible conduct, safeguard its operations, and maintain a positive reputation, thus securing its long-term sustainability. | The company has adequate internal control system, and the transactions/ processes are guided by delegation of powers, policies, rules, guidelines, and manuals framed in compliance with relevant laws and regulations. It includes evaluation of effectiveness of existing processes, controls, and compliances. As a listed company, SJVN has been complying with the requirements of Corporate Governance under the SEBI (LODR) Regulations and Guidelines issued by Department of Public Enterprises, Government of India. In this regard, SJVN has been constantly achieving "Excellent" rating for compliance with 'DPE Guidelines on Corporate Governance' under the 'Corporate Governance Grading System' prescribed by DPE. SJVN is also compliant with environmental laws where they operate. Regular environmental monitoring is done at SJVN projects and six-monthly compliance reports of Environment Clearance are sent to MoEF&CC and other concerned authorities. | Non-compliance can result in legal consequences such as fines, penalties, and legal actions. These legal repercussions can have a significant financial impact on the company, potentially affecting its profitability, reputation, and market standing. |



Section B: Management and Process Disclosures

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | | | | | | | | | |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|---|----|----|----|----|----|----|----|----|
| Policy and Management Processes | | | | | | | | | | | | | | | | | | |
| 1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | 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 | www.sjvn.nic.in | | | | | | | | | | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | | | | | | | | |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | | | | | | | | |
| 4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | BSCIC Certificate for ISO 90001 GRIHA Certified ISO 14001, 9001, and 18000 PCMM Level- 3 | | | | | | | | | | | | | | | | | |
| 5. Specific commitments, goals, and targets set by the entity with defined timelines, if any. | This is installed capacity including RES share: By 2023, 5,000 MW | | | | | | | | | | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met. | By 2030, 25,000 MW By 2040, 50,000 MW | | | | | | | | | | | | | | | | | |
| Governance, leadership, and oversight | | | | | | | | | | | | | | | | | | |
| 7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) | | | | | | | | | | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies) | Sh. Nand Lal Sharma Chairman and Managing Director | | | | | | | | | | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If "Yes", provide details | CSR, Sustainable Development, and R&D Committee oversee the sustainability activities of SJVN. | | | | | | | | | | | | | | | | | |
| 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 | Board level committees namely, Audit Committee, Risk Management Committee, and CSR, Sustainable Development, and R&D Committee on annual basis review the performance of company's policies, performance, and design the sustainability ambition for the company. | | | | | | | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | SJVN strongly believes in conducting business with ethics and integrity, thus it ensures cent percent compliance with all regulatory, statutory, and legal requirements and norms of the land, wherever it operates. | | | | | | | | | | | | | | | | | |



| | | | | | | | | | |
|--|----|----|----|----|----|----|----|----|----|
| 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 |
| | No | No | No | No | No | No | No | No | No |

| | | | | | | | | | |
|---|----|----|----|----|----|----|----|----|----|
| 12. If Answer to Question (1) Above is “NO”, i.e., not all Principles are covered by a Policy, reasons to be stated: | | | | | | | | | |
| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| The entity does not consider the principles material to its business (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| The entity does not have the financial or human and technical resources available for the task (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| It is planned to be done in the next financial year (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Any Other Reason (please specify) | NA | NA | NA | NA | NA | NA | NA | NA | NA |

Section C: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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 2022- 23: | | | |
|--|--|--|--|
| Segment | Total number of training and awareness programs held | Topics/ Principles covered under training and its impact | %age of persons in respective category covered by the awareness programmes |
| Board of Directors | 3 | Pre-induction and Orientation programs were conducted for Independent Directors. Residential workshop on ‘Corporate Governance and Resilient Leadership’ was organized for Board Members. | 64% |
| Key Managerial Personnel | 41 | Assessment Training and Development Centre- Behavioral Assessment, Drishti Conclave (II) 2022-Incredible SJVN @ 35, ISO 31000, and Features in Apex Risk Manual as part of Risk Management Consultancy Contract, Contract Management with reference to Dispute Resolution Mechanism, National Conference on ‘Pumped Storage (Hydro) Plants’ – Enabling Energy Transition, ‘Dam Safety Act- 2021 for Dam Safety Governance in India’, etc. | 94% |
| Employees other than BoD and KMPs | 147 | Art of Managing People, Corporate Social Responsibility, Preventive Vigilance, Policy Compliance Workshop, ‘Dam Safety Act- 2021 for Dam Safety Governance in India’, National Ayush Conference (NAC)-2022 Theme: Work Life Balance Through Holistic Health, FDP on Solar and Wind Energy, FDP on Battery Storage, Green Hydrogen and New Energies, O&M of Thermal Power Plant and Visit to Thermal Power Plant, National Conference on ‘Preparedness on Disaster Prevention & Management, FDP on Operation & Maintenance of Thermal, Team Building and Leadership Development, Assessment Training and Development Centre- Behavioral Assessment, ARC GIS, Drishti - ‘Sharing the New Shared Vision’, Best practices in IT infrastructure, ERP and Cyber Security, etc. | 82% |
| Workers | 16 | Workers Participation in Management, LIFESTYLE MANAGEMENT PRACTICES, Advance training in Food Production and F&B Services, Preventive Vigilance, ‘Mental Health Activities’, ‘Drishti’- Sharing the New Shared Vision, ENERGIZE #EmbraceEquity | 50% |

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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as discussed on the entity’s website)



| Monetary | | | | | |
|-----------------|-----------------|---|------------------|---------------|---|
| | NGRBC Principle | Name of the Regulatory/ enforcement agencies/ judicial institutions | Amount (in INR.) | Brief of Case | Has an appeal been preferred? (yes/ No) |
| Penalty/ Fine | Nil | | | | |
| Settlement | | | | | |
| Compounding Fee | | | | | |

| Non-Monetary | | | | | |
|--------------|-----------------|---|------------------|---------------|---|
| | NGRBC Principle | Name of the Regulatory/ enforcement agencies/ judicial institutions | Amount (in INR.) | Brief of Case | Has an appeal been preferred? (yes/ No) |
| Imprisonment | Nil | | | | |
| Punishment | | | | | |

| 3. Of the instances disclosed in Question 2, above detail of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed. | |
|---|---|
| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
| In view of no case of non-compliance against SJVN, this question is not applicable. | |

| 4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide web-link to the policy. |
|--|
| Yes, it is part of the Code of Conduct of the Company. The Code of Conduct is available at: https://sjvn.nic.in/corporate-governance/60 |

| 5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: | | |
|---|---------------------------------|----------------------------------|
| | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
| Directors | Nil | Nil |
| Key Managerial Personnel (KMPs) | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

| 6. Details of complaints with regard to conflict of interest: | | | | |
|--|---------------------------------|--------|----------------------------------|--------|
| | Current Financial Year 2022- 23 | | Previous Financial Year 2021- 22 | |
| | Number | Remark | Number | Remark |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | - | Nil | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | - | Nil | - |

| 7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. |
|---|
| No corrective action was undertaken by SJVN as no case was registered on charges of bribery, corruption, or conflict of interest during the reporting period. |

Leadership Indicators

| 1. Awareness programmes conducted for the value chain partners on any of the principles during the financial year 2022- 23: | | |
|---|---|--|
| 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 |
| 1 | Training program related to MSME guidelines and benefits, GeM and statutory mechanisms: Annual Vendor Program | 60% |



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.

The mechanism for disclosure of Conflict of Interest by Directors is contained in the “Code of Conduct for Board Members and Senior Management” approved by the Board.

All Board Members and Senior Management are required to subscribe to the said code on their appointment and further required to confirm adherence to the same on Annual basis. The Annual Report of the Company contains a declaration to this effect signed by the Chairman & Managing Director of the Company.

In addition, the Board Members also disclose their Interest on appointment as well as on Annual basis or specific agenda item of business during the Board / Committee Meetings as per the applicable provisions of Companies Act, 2013.

The relevant provisions are contained in clause 4.4 of Code of Conduct for Board Members and Senior Management with regards to disclosure of “Conflict of Interest” are reproduced as under:

Conflict of Interest: shall be scrupulous and use their prudent judgement to avoid all situations, decisions or relationships which give or could give rise to conflict of interest or appear to conflict with their responsibilities within the Company; Any situation that involves, or may reasonably be expected to involve, a conflict of interest with the Company shall be disclosed promptly to the Competent Authority.

- 1. Outside Directorships:** Unless specifically permitted by the Board shall not serve as Director of any other Company or be a Partner of a Firm or Management Position in any other entity that is engaged in a business competing with the Company or with which the Company has business relations. This clause is not applicable to Government/Nominee Directors. In case of Independent Directors, if the Board feels, it may refer the conflict of interest to the Government of India.

Senior Management Personnel shall obtain prior approval of the Chairman & Managing Director of the Company for accepting Directorship of any other Company or partnership of a firm/ Limited Liability Partnership or management position in any other entity.

The Functional Directors shall not accept any appointment or post, whether advisory or administrative, in any firm or company, whether Indian or Foreign, with which the Company has or had business relations, within one year from the date of retirement without prior approval of the Government.

- 2. Consultancy/ Business/ Outside employment:** Shall not engage in any activity that interferes with his performance or responsibilities to the Company and is prejudicial to its interests.
- 3. Business Interests:** While investing in the business of any competitor of the Company, they shall ensure that they use their prudent judgement to avoid all situations, decisions or relationships which give or could give rise to conflict of interest or appear to conflict with their responsibilities within the Company. These investments do not compromise their responsibilities towards the Company. Permission from the competent authority shall be obtained for investment in a company exceeding two percent of the capital of that company.
- 4. Corporate Opportunities:** Shall not exploit the information acquired or gained in his/ her official capacity for personal advantage or to the advantage of any third party detrimental to the interests of the company.

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

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

| | Current Financial Year 2022- 23 | Previous Financial Year 2021-22 | Details of improvements in environmental and social impacts |
|----------------|---------------------------------|---------------------------------|---|
| R&D | 0.39% | 0.13% | Innovative solutions for early warning, solar lights, building roofs for energy generation, latest energy efficient LED infrastructure, and setting up of pilot project on hydrogen generation at NJHPS location. |
| Capex | 100% | 100% | Capital investment in renewable energy projects (including hydroelectric, wind and solar) India. |

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

b. If “Yes”, what percentage of inputs were sourced sustainability?

The company selects its suppliers or vendors through the GeM Portal (Government e-market) who pass the technical qualifications and capabilities, are compliant with all norms with certifications, competitive pricing, and incorporate sustainability & social responsibility in its business practices.



3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:

- Plastics (including packaging)
- E-waste
- Hazardous waste
- other waste

The company has buy-back policy for e-waste and battery waste with authorized vendor for safe disposal and appropriate recycle of the product, after it reaches its end of life.

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 Board?
- If "Not", provide steps taken to address the same.

Extended Producer Responsibility (EPR) is not applicable to SJVN.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) 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 communicated in public domain (Yes/No) If "Yes", provide web-link |
|----------|--------------------------|---------------------------------|---|---|---|
|----------|--------------------------|---------------------------------|---|---|---|

The company has not carried any life cycle assessment (LCA) for its products and services.

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 |
|--------------------------|--|--------------|
| | The Impact Assessment study of Sunni Dam Hydro-electric Project (382 MW) Shimla and Mandi District, Himachal Pradesh was undertaken which highlighted the likely negative impacts such as loss of agricultural land and produce, forest habitat, disturbance to the fauna of the study area due to heavy construction activities, and pressure on existing provincial/ state road will increase. However, the positive outcomes outweighed the negative impacts such as annual generation of 1381.77 MU of energy with regular supply of power, employment opportunities to local population, benefit to economy & commerce, access to enhanced infrastructure facilities, compensatory afforestation, green belt development, and several other environmental developmental initiatives/ plans. | |

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

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|---------------------------------|
| | Current Financial Year 2022-23 | Previous Financial Year 2021-22 |
| | Not applicable to SJVN business operations. | |

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:

| | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
|--------------------------------|---------------------------------|----------|-----------------|----------------------------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | Not Applicable to SJVN | | | | | |
| E-Waste | | | | | | |
| Hazardous Waste | | | | | | |
| Other Waste | | | | | | |

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

| Indicate Product Category | Reclaimed products and their packaging materials as % total products sold in respective category |
|---------------------------|--|
| | Not Applicable |



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

Essential Indicators

| 1. a. Details of measures for the well-being of <u>Employees</u> : | | | | | | | | | | | |
|--|----------------|------------------|-------------|--------------------|-------------|--------------------|------------|--------------------|------------|-------------------------------|---------|
| Category | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care Facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 1,075 | 1,075 | 100% | 1,075 | 100% | - | - | 1,075 | 100% | <i>Available at locations</i> | |
| Female | 147 | 147 | 100% | 147 | 100% | 147 | 100% | - | - | | |
| Total | 1,222 | 1,222 | 100% | 1,222 | 100% | 147 | 12% | 1,075 | 88% | | |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | Not Applicable | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

| 1. b. Details of measures for the well-being of <u>Workers</u> : | | | | | | | | | | | |
|--|----------------|------------------|-------------|--------------------|-------------|--------------------|-----------|--------------------|------------|-------------------------------|---------|
| Category | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care Facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 322 | 322 | 100% | 322 | 100% | - | - | 322 | 100% | <i>Available at locations</i> | |
| Female | 28 | 28 | 100% | 28 | 100% | 28 | 100% | - | - | | |
| Total | 350 | 350 | 100% | 350 | 100% | 28 | 8% | 322 | 92% | | |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | Not Applicable | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

| 2. Details of retirement benefits, for Current FY 2022-23 and Previous FY 2021-22 | | | | | | |
|---|--|--|---|--|--|---|
| Benefits | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
| | No. of employees covered as % of total employees | No. of workers covered as % of total workers | Deducted and Deposited with the authority (Yes/ No/ NA) | No. of employees covered as % of total employees | No. of workers covered as % of total workers | Deducted and Deposited with the authority (Yes/ No/ NA) |
| PF | 100% | 100% | Yes | 100% | 100% | Yes |
| Gratuity | 100% | 100% | Yes | 100% | 100% | Yes |
| ESI | 0% | 0% | NA | 0% | 0% | NA |

Footnote: At SJVN, employees and extended workforce is covered under a comprehensive medical scheme (OPD as well as IPD) with unlimited coverage benefits and medical insurances, in lieu of ESI scheme.

| 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", then whether any steps are being taken by the entity in this regard. |
| Yes, all premises and offices are accessible to differently abled employees and workers in accordance with Rights of Persons with Disabilities Act, 2016. We strongly promote equal opportunities for everyone, and we acknowledge the importance diversity, equity, and inclusion in work environment. SJVN ensures that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others. |



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

Yes, SJVN's "**Equal Opportunity Policy**" is in accordance with the provisions of The Rights of People with Disabilities Act, 2016 and Rights of People with Disabilities Rules, 2017 and Government guidelines for providing certain facilities for efficient performance at workplace. This policy is applicable to employees of SJVN with disabilities in all the three categories i.e., Workman, Supervisor & Executive including Deputations. This policy specifies aspects of employment, training, working conditions, transfers, employee benefits and career advancement etc. SJVN strives for creating and maintaining a non-discriminatory and inclusive work environment which ensures a robust career growth path for people with disabilities and for those who acquire disability during their employment tenure.

5. Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2022- 23.

| Gender | Permanent Employees | | Permanent Workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to Work Rate | Retention Rate | Return to Work Rate | Retention Rate |
| Male | 100% | Nil | NA | NA |
| Female | 100% | Nil | NA | NA |
| Total | 100% | Nil | NA | NA |

NA: Not Applicable

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

| | |
|--------------------------------|---|
| Permanent Workers | <p>At SJVN, we attempt to redress the complaints and grievances of our employees through well framed Grievance Redressal Machinery which ensures expeditious settlement of grievances within the stipulated time frame.</p> <p>The individual grievances of the employee are dealt through a three-stage process. In case the employee is not satisfied with the reply at Stage-I, the grievance can be escalated to Stage-II and Stage-III respectively.</p> <p>For fair and timely Redressal of the complaints, Corporate IR & Welfare section at corporate level and respective HR at Project level is designated department for processing of Grievances.</p> <p>Stage I: The aggrieved employee shall take up his/her grievance orally with his/her immediate superior (not below the rank of Dy. Manager) who shall give a personal hearing and try to resolve the grievance at his/her level within a period of 7 days. Wherever necessary, the officer concerned can consult the Head of department and/or such other departments before communicating back to the aggrieved employee. In case the employee is not satisfied, he/she can submit his grievance in writing in Annexure-1 to the Head of Department concerned or the Head of HR Department within 15 days from the date of receipt of oral reply from his immediate superior.</p> <p>Stage II: On the grievance submitted by an employee in Annexure-1 to the Head of Department/Head of HR Department, if the concerned Head of Department/Head of HR Department is not able to arrive at any satisfactory decision, he/she may refer the grievance to the Grievance Settlement Committee. The Committee will examine the details of the grievance and may also discuss the same with the aggrieved employee, if felt necessary. The Committee shall give its reply to the aggrieved employee within 30 days from the date of receipt of the grievance. However, where felt necessary by the Committee, it may make a recommendation for a final decision by Director (Personnel), who will convey his/her decision within 30 days from the date of receipt of grievance from the Committee.</p> <p>Stage III: In exceptional cases and with the concurrence of the Director concerned, the aggrieved employee who is not satisfied with the decision of Grievance Settlement Committee/ Director (Personnel) will have an option to appeal to Chairman & Managing Director.</p> |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |



| 7. Membership of employees and workers in association(s) or Unions recognized by the listed entity: | | | | | | |
|---|---|--|----------------------|---|--|----------------------|
| Category | Current Financial Year 2022- 23 | | | Previous Financial Year 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) | Percentage (%) (B/A) | Total employees/ workers in respective category (A) | No. of employees/ workers in respective category, who are part of Association(s) or Unions (B) | Percentage (%) (B/A) |
| Total Permanent Employees | 1,222 | 1,222 | 100% | 1,229 | 1,229 | 100% |
| - Male | 1,075 | 1,075 | 100% | 1,127 | 1,127 | 100% |
| - Female | 147 | 147 | 100% | 102 | 102 | 100% |
| Total Permanent Workers | 350 | 350 | 100% | 363 | 363 | 100% |
| - Male | 322 | 322 | 100% | 318 | 318 | 100% |
| - Female | 28 | 28 | 100% | 45 | 45 | 100% |

| 8. (a). Details of training given to employees and workers on "Health and Safety Measures" | | | | | | |
|--|---------------------------------|--------------|----------------------|----------------------------------|--------------|----------------------|
| Category | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| Employees | | | | | | |
| Male | 1,075 | 1,075 | 100% | 1,127 | 1,127 | 100% |
| Female | 147 | 147 | 100% | 102 | 102 | 100% |
| Total | 1,222 | 1,222 | 100% | 1,229 | 1,229 | 100% |
| Workers | | | | | | |
| Male | 322 | 322 | 100% | 318 | 318 | 100% |
| Female | 28 | 28 | 100% | 45 | 45 | 100% |
| Total | 350 | 350 | 100% | 363 | 363 | 100% |

Footnote: Occupational health and safety training are provided at regular interval to the hydroelectric project (HEP) employees and workers. Safety drills such as fire drills are conducted at all offices at least twice a year and quarterly for HEP sites. Additionally drills on health measures are conducted at all the sites, periodically such as CPR, personal health, maternal health, work life balance etc.

| (b). Details of training given to employees and workers on "Skill Upgradation" | | | | | | |
|--|---------------------------------|--------------|----------------------|----------------------------------|--------------|----------------------|
| Category | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| Employees | | | | | | |
| Male | 1,075 | 935 | 87% | 1,127 | 992 | 88% |
| Female | 147 | 126 | 86% | 102 | 66 | 65% |
| Total | 1,222 | 1,061 | 87% | 1,229 | 1,058 | 86% |
| Workers | | | | | | |
| Male | 322 | 150 | 47% | 318 | 80 | 25% |
| Female | 28 | 22 | 78% | 45 | 12 | 27% |
| Total | 350 | 172 | 49% | 363 | 92 | 25% |

Footnote: On site on job training provided to workers for enhancing operational efficiency and day-to-day activities. Several career development schemes have been implemented at SJVN for its employees and workers such as mentor-mentee scheme, higher-education scheme, and workmen education policy. SJVN trains about 250 apprentices every year, who are selected on merit basis through open advertisement.



| 9. Details of Performance and Career Development reviews of employees and workers: | | | | | | |
|--|---------------------------------|--------------|----------------------|----------------------------------|--------------|----------------------|
| Category | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| Employees | | | | | | |
| Male | 1,075 | 1,075 | 100% | 1,127 | 1,127 | 100% |
| Female | 147 | 147 | 100% | 102 | 102 | 100% |
| Total | 1,222 | 1,222 | 100% | 1,229 | 1,229 | 100% |
| Workers* | | | | | | |
| Male | Not available | | | | | |
| Female | | | | | | |
| Total | | | | | | |

*: Permanent workers are rated through ACR only which is mainly based on general parameters.

| 10. Health and Safety Management System: | |
|--|---|
| a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If “Yes”, then coverage of the system. | SJVN is ISO 45001:2018 certified and it has robust OHS system in place to ensure a safe, healthy, and conducive working environment for employees and workers. The OHS system at SJVN site comprises of effective OHS policy, procedure, hazard identification, risk assessment, incident reporting and management mechanism along with appropriate control measures to mitigate the risks and hazards. SJVN provides regular training, toolbox talk training, and mock drills to its employees and workers on safety related topics, including fire drills, to equip them with adequate knowledge to deal with situation in case of real situation. We have Safety Committee to oversee, monitor, and review the OHS policy, procedures, processes, and performance in at site locations through compliance of undertaking through external and internal audits. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity? | To identify work related hazards and risks, the company uses various tools such as Hazard Identification and Risk Analysis (HIRA) format, Incident and Accident Data analysis, Job Safety Analysis (JSA) or Job Hazard Analysis (JHA), and Hazard Reporting or Near Miss Reporting, to continuously monitor and review workplace related hazards and risks and timely manage the risks to specific work activities. |
| c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No) | At SJVN site locations, we have safety working committee with representation from workmen, who meet on quarterly basis to review and take stock of all challenges and solutions that can be implemented to ensure a hazard free workplace. If any worker has any query or concerns, related to safety risk, they can share them during the Toolbox talk or other such events/ training sessions. |
| d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No) | Yes, the employees and workers of SJVN are entitled to use the standard company policy for health check-ups and health services. In addition, at all sites, hospital facility with doctor, nurse, first aid facility, ambulance, and other medical services is available. |

| 11. Details of safety related incidents, in the following format: | | | |
|---|-----------|---------------------------------|----------------------------------|
| Safety Incidents/ Number | Category | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Number of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |



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

At SJVN, health and safety of employees and workers is core to company's value, and it pays utmost importance to hazard and risk-free workplace. To ensure the same, there are various measures that are taken such as providing regular training and capacity building on health and safety practices, including fire drills, maintaining equipment safety and machine maintenance, always implementing safety protocols, regular health checkups and camps for workers and their families, providing PPEs for their safety during operations, ensuring periodic audits by internal and external auditors, safety inspections and safety inspector visits on a daily and monthly routine to review and monitor OHS procedures at ground. SJVN ensures compliances with relevant OHS laws, regulations, and industry standards to maintain a safe working environment and meet legal requirements.

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

| | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
|--------------------|---------------------------------|-----------------------------------|--------|----------------------------------|-----------------------------------|--------|
| | Filed | Pending Resolution at end of year | Remark | Filed | Pending Resolution at end of year | Remark |
| Working Conditions | 0 | 0 | - | 0 | 0 | - |
| Health and Safety | 0 | 0 | - | 0 | 0 | - |

14. Assessment for the Year (2022- 23):

| | % of plants and offices that were assessed (By entity or statutory authorities or third party) |
|-----------------------------|--|
| Health and Safety Practices | 100% |
| Working Conditions | 100% |

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risk/ concerns arising from assessment of health and safety practices and working conditions.

During the assessment, it was suggested to upgrade the automatic fire detection system, which the company complied with and initiated the process in its office and administrative block of Rampur site location.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/ No). Provide detail.

Yes, SJVN is committed to employees and workers' well-being and security; as part of Human Resource Development, group life insurance is provided to all employees of the company, payable in the event of the death of an employee to the concerned nominee. An additional scheme for financial relief in the event of death/ permanent disablement is available, which is over and above those not covered as part of the group life insurance, to support the employees of SJVN.

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

At SJVN, ethical business practices are strongly followed, and the contractor service providers are encouraged to adhere to the same. On a monthly basis, the service providers, submit their statutory compliance certificate along with the invoice to SJVN for review and processing.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

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

At SJVN, we value our resources and on case-to-case basis, we retain few of our experienced manpower as consultants to utilize their domain expertise in business operations and strategy development.



| 5. Details on assessment of value chain partners (FY 2022- 23): | |
|---|---|
| | % of value chain partners (by value of business done with such partners) that were assessed |
| Health and Safety Practices | Nil |
| Working Conditions | Nil |

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.

Not Applicable

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

Essential Indicators

| 1. Describe the process for identifying key stakeholder groups of the entity. |
|---|
| <p>Recognizing the importance of stakeholder engagement aims to foster sustainable relationships. Engaging with stakeholders is crucial for understanding their perspectives, addressing their concerns, and aligning our business operations with stakeholder needs and aspirations. This commitment leads to enhanced cooperation, trust, and support for our company’s goals and here’s a breakdown of the stakeholders mentioned and how they can influence or can be impacted by our operations:</p> <ul style="list-style-type: none"> • Communities: in which our company operates can be directly impacted by our activities. Engaging with local communities allows us to understand their needs, minimize any negative impacts, and contribute positively to their well-being. • Employees: Engaging with employees is essential for fostering a positive work environment, promoting employee well-being, and ensuring their voices are heard. Engaged and satisfied employees contribute to the success of our company. • Supply Chain Partners: Engaging with them helps build strong relationships, ensures responsible sourcing practices, and promotes ethical and sustainable supply chain management. • Customers: Engaging with customers allows us to understand their preferences, feedback, and evolving needs. By incorporating their insights, we can improve our products or services, enhance customer satisfaction, and build customer loyalty. • Investors: Investors have a stake in our company’s financial performance and sustainability. Engaging with them helps build trust, provides transparency, and allows for effective communication about our company’s strategies, performance, and future roadmap. • Regulators: Regulatory bodies have the authority to establish and enforce rules and standards governing our industry. Engaging with regulators helps us stay compliant with regulations, understand emerging requirements, and build constructive relationships that can influence regulatory decisions. |

| 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group. | | | | |
|---|--|--|-------------------------|---|
| Stakeholder Group | Identified as Vulnerable or Marginalized Group (Yes/ No) | Channels of Communication | Frequency of engagement | Purpose and scope of engagement including key topics and concerns raised during each engagement |
| Investors Shareholders | No | Annual Report, Annual General Meeting, Board Meeting, Press Releases, Newsletter, etc. | Annually | Company’s performance on financial and non-financial parameters, including sustainability strategy, roadmap, and feedback on different themes. |
| Employees and Workers | No | Emails, Direct Communication, CMD Message, Samwad, Intranet | Continuously | Career development and growth, employee recognition & reward, employee well-being, ethics, culture & value, communication & feedback, diversity, equity, and inclusion, performance appraisal, and workplace health and safety |
| Value Chain Partners | No | Email, telephonic conversation, vendor meet, physical interactions | Need Based | Procurement orders, negotiations of terms and prices, quality and specifications, delivery schedule and logistics, payments and invoicing, contractual obligations, product development, ethical standards, business development, sustainable practices, and future-partnership opportunities |



| | | | | |
|-----------------------|-----|--|--------------|--|
| Communities | Yes | Meetings, local dialogues, emails, letters, telephonic conversations, VADC, etc. | Continuously | Engagement with the stakeholders starts with the moment any requests is received from the community, which is followed by its examination, implementation, execution, monitoring till completion of the project wherever applicable. |
| Implementing Partners | No | Field Visits, Monthly Reviews, telephonic conversations, regular meetings. | Continuously | Project design, implementation, need assessment, project review, monitoring and evaluation, community engagement, and feedback on program improvement, if any. |

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.

At SJVN, stakeholder inclusiveness is of paramount importance and consultation with stakeholder is given due importance and weightage. Specific departmental representatives interact with stakeholder groups, seek feedback, comments, and opinions, which is then shared to their departmental heads. Through the Stakeholder Relationship Committee (SRC) both positive and negative feedback is communicated to the Board, as required and action is taken, as deemed appropriate.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (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.

Corporate Governance is core to SJVN business operations and stakeholder consultation plays a vital role in decision making, policy making, and setting strategies and activities for the company. Stakeholder inclusiveness and feedback is incorporated into company's activities, action plans, and appropriately into policies, as and when required.

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

SJVN is committed to the concerns of its stakeholders and strives to maintain good standards of Corporate Social Responsibility (CSR) and Sustainability in its business activities. To meet this commitment, SJVN respects the rule of law, local communities, and societies at large and will make conscious efforts to enhance the quality of life and environmental sustainability through its CSR and Sustainability programmes.

Power projects are in far reaches of isolated regions which are scarce in infrastructural facilities and where the populace is socio-economically backward. SJVN being a responsible corporate citizen strives to bring about overall positive impact on societies living in such regions. Besides, its CSR and Sustainability activities, SJVN will also cover a wide range of issues relevant to the larger society and of activities that could have a lasting impact. SJVN endeavors to leverage green technology, processes, and standards to produce goods and services that contribute to social and environmental sustainability. There are various CSR activities which are formulated considering the need of vulnerable/ marginalized people. Few of such CSR activities are as under:

- 14 Mobile medical Units under the name Sulej Sanjeevani Sewa catering to the health need of the people in the far-flung areas which deprived of basic health facilities.
- Skill development training to the local youth, skill development training to children of slum area.
- Training to farmers for doubling their income
- Financial assistance to BPL women for child-care under the name of "Women and Child Care Scheme"
- Health and Nutrition programs in Aspirational District Chamba, Himachal Pradesh

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 | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
|------------------------|---------------------------------|--------------|----------------------|----------------------------------|------------|----------------------|
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| Employees | | | | | | |
| Permanent | 1,222 | 1,222 | 100% | 1,229 | 811 | 66% |
| Other than permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| Total Employees | 1,222 | 1,222 | 100% | 1,229 | 811 | 66% |



| Workers | | | | | | |
|----------------------|------------|------------|------------|------------|------------|------------|
| Permanent | 350 | 175 | 50% | 363 | 145 | 40% |
| Other than permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| Total Workers | 350 | 175 | 50% | 363 | 145 | 40% |

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

| Category | Current Financial Year 2022- 23 | | | | | Previous Financial Year 2021- 22 | | | | |
|-----------------------------|---------------------------------|-----------------------|---------|------------------------|-------------|----------------------------------|-----------------------|---------|------------------------|-------------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | | Number (E) | % (E/D) | Number (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | 1,222 | - | - | 1,222 | 100% | 1,229 | - | - | 1,229 | 100% |
| - Male | 1,075 | - | - | 1,075 | 100% | 1,127 | - | - | 1,127 | 100% |
| - Female | 147 | - | - | 147 | 100% | 102 | - | - | 102 | 100% |
| Other than Permanent | 0 | - | - | 0 | 0 | 0 | - | - | 0 | 0 |
| - Male | 0 | - | - | 0 | 0 | 0 | - | - | 0 | 0 |
| - Female | 0 | - | - | 0 | 0 | 0 | - | - | 0 | 0 |
| Workers | | | | | | | | | | |
| Permanent | 350 | - | - | 350 | 100% | 363 | - | - | 363 | 100% |
| - Male | 322 | - | - | 322 | 100% | 318 | - | - | 318 | 100% |
| - Female | 28 | - | - | 28 | 100% | 45 | - | - | 45 | 100% |
| Other than Permanent | 0 | - | - | 0 | 0 | 0 | - | - | 0 | 0 |
| - Male | 0 | - | - | 0 | 0 | 0 | - | - | 0 | 0 |
| - Female | 0 | - | - | 0 | 0 | 0 | - | - | 0 | 0 |

3. Details of remuneration/ salary/ wages, in the following format for FY 2022- 23:

| | Male | | Female | |
|--|--------|--|--------|--|
| | Number | Median salary/ wage of respective category | Number | Median salary/ wage of respective category |
| Board of Directors (BoD)* | 9 | 8,332,780 | 2 | 9,298,763 |
| Key Managerial Personnel* | 3 | 4,880,880 | 0 | 0 |
| Employees other than BoD and KMP* | 1,075 | 2,358,680 | 147 | 2,345,674 |
| Workers* | 322 | 1,368,038 | 28 | 1,208,582 |

Note: For remuneration calculation of Board of Directors, 'Executive Directors' have been considered. Non-Executive Director are not paid any remuneration, though Independent Directors are paid sitting fees only, which can be referred in the Annual Report.

*: For avoiding double accounting, 2 Key Managerial Personnel (KMPs) have been covered under the Board of Directors calculation.

*: The remuneration mentioned here is Annual Remuneration per person.

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)

At SJVN, the compliance of Human Rights issues is ensured at the Projects/Stations/Offices by their respective heads and at the Corporate Centre by Corporate HR (IR & Welfare Section). Any grievance with respect to violation of the Human Rights Policy of SJVN shall be reported to the Corporate HR. Internal Complaints Committee (ICC) is implemented across all locations and projects to oversee POSH policies, procedures, and address issues/concerns.



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

SJVN attempts to redress the complaints and grievances of its employees through well framed Grievance Redressal Machinery which ensures expeditious settlement of grievances within the stipulated time frame. The individual grievances of the employee are dealt through a three-stage process. In case the employee is not satisfied with the reply at Stage-I, the grievance can be escalated to Stage-II and Stage-III respectively. For fair and timely Redressal of the complaints, Corporate IR & Welfare section at corporate level and respective HR at Project level is designated department for processing of Grievances.

For Public Grievance Redressal Mechanism:

SJVN has an effective system in place whereby the public have accessibility to appropriate authorities for redressal of their grievances. The centralized Public Grievance Redress and Monitoring system (CPGRAMS) has been effectively developed and monitored in SJVN for redressal of public grievances. The public information cells have been established at SJVN projects enabling access to public for putting forth their concerns/ grievances. SJVN has appointed Public Grievances Officer (PGO), who examines the public grievance in first stage and redresses the grievances online.

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

| | Current Financial Year 2022- 23 | | | Previous Financial Year 2021- 22 | | |
|-----------------------------------|---------------------------------|-----------------------------------|--------|----------------------------------|-----------------------------------|--------|
| | Filed during the year | Pending resolution at end of year | Remark | Filed during the year | Pending resolution at end of year | Remark |
| Sexual Harassment | Nil | Nil | - | Nil | Nil | - |
| Discrimination at workplace | Nil | Nil | - | Nil | Nil | - |
| Child Labour | Nil | Nil | - | Nil | Nil | - |
| Forced Labour/ Involuntary Labour | Nil | Nil | - | Nil | Nil | - |
| Wages | Nil | Nil | - | Nil | Nil | - |
| Other human rights related issues | Nil | Nil | - | Nil | Nil | - |

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

At SJVN, we are committed to a safe and inclusive work environment, and strive to prevent harassment and discrimination, protect our employees from any form of harassment and discrimination, and foster a culture of respect and equality. SJVN values diversity, equal opportunity and rights of women and minorities; assistance to persons with disability. We comply with applicable labour and employment laws, wherever company operates and align our policies, processes, and activities in compliance to legal requirements. To achieve a harassment-free workplace, we have adopted various measures such as establishing strong policies, procedures, mechanisms, conducting regular behavior trainings, ensuring open communication, non-retaliation policy, incident reporting and prompt investigation mechanism, accountability and disciplinary action, and regular monitoring and reviewing of our policies and procedures by internal and external auditors to align with national and international requirements and standards, including best practices, globally.

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

Yes, business contracts and Purchase Orders (PO) Terms and Conditions have clause that incorporate statement around business partners' compliance with all applicable regulations and laws of the land, in which they operate in, including human rights.

9. Assessment for the FY 2022- 23:

| | % of plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Child Labour | 100% |
| Forced/ Involuntary Labour | 100% |
| Sexual harassment | 100% |
| Discrimination at workplace | 100% |
| Wages | 100% |

Note: Internal assessments and statutory officer audits at projects sites.

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

During the assessment, no significant risk was identified; SJVN adheres to all ethical business practices and complies with regulatory requirements.



Leadership Indicators

| | |
|--|---|
| 1. Details of a business process being modified/ introduced because of addressing human rights grievances/complaints. | |
| At SJVN, Human Rights policy, practices, and processes are systematically streamlined and effectively implemented across all sites. A comprehensive policy is available which drives the company to uphold human right principles and address grievances as well as set out clear expectations from all its stakeholders, employees, workers, customers, and other business partners. | |
| 2. Details of the scope and coverage of any Human Rights due diligence conducted. | |
| SJVN is committed to uphold the rights of human rights, individually or collectively, entitled to freedom and standards of treatment without discrimination. The company conducts internal assessment, however no formal due diligence has been carried out during the reporting year. | |
| 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, all premises and offices are accessible to differently abled employees and workers in accordance with Rights of Persons with Disabilities Act, 2016. We strongly promote equal opportunities for everyone, and we acknowledge the importance diversity, equity, and inclusion in work environment. SJVN ensures that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others. | |
| 4. Details on assessment of Value Chain Partners: | |
| | % of value chain partners (by value of business done with such partners) that were assessed: |
| Child Labour | Nil |
| Forced/ Involuntary Labour | Nil |
| Sexual harassment | Nil |
| Discrimination at workplace | Nil |
| Wages | Nil |
| 5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessment at Qs. 4 above. | |
| As part of business contract and purchase order, compliance to all statutory norms is signed off from all our business partners, which is a mandatory practice at SJVN, however, no assessment has been conducted specifically pertaining to human rights issues for vendors. | |

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 | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
| Total Energy Consumption (A) | 116,514 | 102,033 |
| Total Fuel Consumption (B) | 1,950 | 2,047 |
| Energy consumption through Other Sources (C) | 920 | 892 |
| Total Energy Consumption (A+B+C) | 119,385 | 104,972 |
| Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) | 0.0000036 | 0.0000040 |

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



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? (Yes/No)

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.

Not applicable to SJVN business.

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

| Parameter | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
|---|---------------------------------|----------------------------------|
| Water withdrawal by source (in kilo-liters) | | |
| (i). Surface Water | 355,568 | 355,736 |
| (ii). Groundwater | 65,190 | 54,140 |
| (iii). Third Party Water | 13,211 | 14,877 |
| (iv). Seawater/ Desalinated water | 0 | 0 |
| (v). Others (Please specify) | 0 | 0 |
| Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v) | 433,969 | 424,753 |
| Total volume of water consumption (in KL) | 433,969 | 424,753 |
| Water intensity per rupee of turnover (water consumed/ turnover) | 0.000013 | 0.000016 |

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.

4. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation.

The company has sewage treatment plant (STP) in all its offices and site locations to ensure treatment of wastewater, the total installed capacity of all STPs together is appx. 1,090 KLD with tertiary level of treatment and the treated water is used within the premise largely.

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

| Parameter | Please specify unit | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
|------------------------------------|---------------------|---------------------------------|----------------------------------|
| NOx | | | |
| SOx | | | |
| Particulate Matter (PM) | | | |
| Persistent organic pollutant (POP) | | | |
| Volatile organic compounds (VOC) | | | |
| Hazardous air pollutant (HAP) | | | |
| Others- please specify | | | |

Not applicable to SJVN business.
All measures are taken to contain air pollution during construction phase.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.

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

| Parameter | Please specify unit | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
|--|---|---------------------------------|----------------------------------|
| Total Scope 1 Emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) | Metric tonnes of CO ₂ equivalent | 144.88 | 152.07 |
| Total Scope 2 Emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) | Metric tonnes of CO ₂ equivalent | 22,100.32 | 20,058.26 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | | 0.0000007 | 0.0000008 |

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.



7. Does the entity have any project related to reducing Greenhouse gas emissions? If "Yes", then provide details.

At SJVN, various initiatives are taken to mitigate greenhouse gases as illustrated below:

- Tree plantation for green cover for enhancing forest cover.
- Solar plants within site locations for enhancing Renewable Energy (RE).
- Green belt development initiatives within site locations and near construction sites.
- Adopting energy efficient lighting and sensor-based lighting for energy saving and getting GRIHA certified for its building.
- The company has always endeavored to move towards hydro-electric generation which calls for GHG emission reduction pathways.

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

| Parameter | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
|--|---------------------------------|----------------------------------|
| Total Waste Generated (in metric tonnes) | | |
| Plastic Waste (A) | 8.47 | 0.35 |
| E-Waste (B) | 1.99 | 0.71 |
| Bio-medical Waste (C) | 0 | 0 |
| Construction and Demolition Waste (C&D) (D) | 1,215 | 0 |
| Battery Waste (E) | 9.95 | 31.93 |
| Radioactive Waste (F) | 0 | 0 |
| Other Hazardous Waste generated (G) <i>(Please specify, if any)</i> | 14.18 | 34.31 |
| Other Non-Hazardous Waste generated (H) <i>(Please specify, if any)</i> | 55.95 | 55.95 |
| Total Waste Generated (A+B+C+D+E+F+G+H) | 1,305.54 | 123.26 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category Waste Name: | | |
| (i). Recycled | 11.89 | 28.63 |
| (ii). Re-used | 272.29 | 1.13 |
| (iii). Other recovery operations | 0 | 0 |
| Total | 284.18 | 29.76 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category Waste Name: | | |
| (i). Incineration | 0 | 0 |
| (ii). Landfilling | 1,001 | 56 |
| (iii). Other disposal operations | 20 | 38 |
| Total | 1,021 | 93 |

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

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.

SJVN focuses on minimization waste at the source by implementing and adopting efficient technologies and solution, sorting out recyclable materials, organic waste, and hazardous waste to ensure proper waste disposal and recycle of recyclable waste materials. At SJVN, specific procedure and guidelines are laid down for proper handling and management of hazardous, chemical, and toxic waste, including storage, transportation, treatment, and disposal of such materials, ensuring compliance with regulatory norms and environmental standards.



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? (Yes/No) If "No", the reasons thereof and corrective action taken, if any. |
|--------|---|-------------------------|--|
| 1. | Naitwar Mori, Hydro Electric Project, Uttarakhand | Under construction site | Yes (MoEFCC) 2016 |

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2022- 23:

| Name and brief of the project | EIA Notification No. | Date | Whether conducted by independent agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web-link |
|---|----------------------|------------------|--|--|-------------------|
| Reoli Dugli Hydroelectric project, Himachal Pradesh | - | 18 March 2021 | Yes | Ongoing | Not Available |
| Purthi Hydroelectric Project, Himachal Pradesh | - | 26 February 2021 | Yes | Ongoing | Not Available |
| Bardang Hydroelectric Project, Himachal Pradesh | - | 26 February 2021 | Yes | Ongoing | Not Available |
| Sach Khas Hydro Electric Project, HPO | - | 2 April 2022 | Yes | Ongoing | Not Available |

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 (Yes/ No). If "Not", provide details of all such non-compliances, in the following format:

| S. No. | Specify the law/ regulation/ guidelines which is not compliant | Provide details of the non-compliance | Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts | Corrective action taken, if any |
|--------|--|---------------------------------------|--|---------------------------------|
|--------|--|---------------------------------------|--|---------------------------------|

The company adheres to all relevant regulations and standards; therefore, no case of non-compliance observed during the reporting period 2022- 23.

Leadership Indicators

1. Provide breakup of the total energy consumed (in Joules or multiples) from Renewable Energy and Non-Renewable sources, in the following format:

| Parameter | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
|---|---------------------------------|----------------------------------|
| From Renewable Sources | | |
| Total electricity consumption (A) | 920 | 892 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 920 | 892 |
| From Non-Renewable Sources | | |
| Total electricity consumption (D) | 116,514 | 102,033 |
| Total fuel consumption (E) | 1,950 | 2,047 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from renewable sources (D+E+F) | 118,464 | 104,080 |

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



| 2. Provide the following details related to water discharge: | | |
|---|---------------------------------|----------------------------------|
| Parameter | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
| Water discharge by destination and level of treatment (in kilo-litres) | | |
| (i). To Surface Water | Not Applicable | |
| - No treatment | | |
| - With treatment- <i>please specify level of treatment</i> | | |
| (ii). To Ground Water | | |
| - No treatment | | |
| - With treatment- <i>please specify level of treatment</i> | | |
| (iii). To Seawater | | |
| - No treatment | | |
| - With treatment- <i>please specify level of treatment</i> | | |
| (iv). Sent to Third Parties | | |
| - No treatment | | |
| - With treatment- <i>please specify level of treatment</i> | | |
| (v). Others | | |
| - No treatment | | |
| - With treatment- <i>please specify level of treatment</i> | | |
| Total water discharged (in kilo-litres) | | |

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

| 3. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo- litres): |
|---|
| For each facility/ plant located in areas of water stress, provide the following information: |
| i. Name of area |
| ii. Nature of operations |
| iii. Water withdrawal, consumption, and discharge in the following format: |

Response: None of SJVVN 's site is in Water Stress zone as per CWGB Water Assessment Report, 2022. Therefore, the question is not applicable.

| Parameter | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
|---|---------------------------------|----------------------------------|
| Water withdrawal by source (in Kilo litres) | | |
| (i). Surface Water | Not Applicable | |
| (ii). Ground Water | | |
| (iii). Third Party Water | | |
| (iv). Seawater/ Desalinated Water | | |
| (v). Others | | |
| Total volume of water withdrawal (in KL) | | |
| Total volume of water consumption (in KL) | | |
| Water intensity per rupee of turnover (water consumed/ turnover) | | |



| Water discharge by destination and level of treatment (in Kilo litres) | |
|--|----------------|
| (i). To Surface Water | Not Applicable |
| - No treatment | |
| - With treatment- please specify level of treatment | |
| (ii). To Ground Water | |
| - No treatment | |
| - With treatment- please specify level of treatment | |
| (iii). Sent to Third Party Water | |
| - No treatment | |
| - With treatment- please specify level of treatment | |
| (iv). Into Seawater | |
| - No treatment | |
| - With treatment- please specify level of treatment | |
| (v). Others | |
| - No treatment | |
| - With treatment- please specify level of treatment | |

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

| 4. Please provide details of total Scope 3 emissions and its intensity, in the following format: | | | |
|--|---|--|----------------------------------|
| Parameter | Please specify unit | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
| Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | Currently the company is not tracking Scope- 3 emissions | |
| Total Scope 3 emissions per rupee of turnover | | | |
| Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity | | | |

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

| 5. With respect to the ecologically sensitive areas reported in Qs. 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. |
|---|
| Terrestrial construction activities do not have a significant impact on biodiversity and environment. Even though, biodiversity management plan has been developed and implemented by the state forestry department to mitigate any likely adversities. |

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. | Training and Capacity Building | Promote environmental awareness among its employees, contractors, and suppliers and ensure that they have the training, knowledge, skills, resources, and equipment to meet the environmental commitments. | Generate information awareness to meet environmental awareness. |
| 2. | Compensatory Afforestation | Plantation work over 256.2956 ha of degraded forest undertaken by State Forest Department of Himachal Pradesh by funding from SJVN under Compensatory Afforestation Management and Planning Authority (CAMPA). More than 20,000 plants of selected species like Hibiscus, Bottle brush, Alstonia, Tecoma, etc., were planted by SJVN at various locations in Jhakri, Kotla, and Nathpa. | Afforestation of the degraded forest land and development of flora and fauna. |



| | | | |
|----|---|---|--|
| 3. | Disposal of Muck and Restoration of Dumping Sites | During tunnel construction (and underground work) inevitably huge quantities of excavated material, known as muck, is generated. Those, if not managed properly, can lead to dust pollution, and degrade water quality. At our sites, we reuse the muck (in backfilling, construction material, etc.) and safely dispose it off at authorized disposal sites. | Cumulatively, 680,45,79 m ³ of muck was generated, of which 997,852 m ³ was reused and 580,67,27 m ³ was safely disposed at dumping area. |
| 4. | Energy Conservation Initiatives | Installation of occupancy sensors in the office buildings, intelligent lighting system and alternate phase switching system has been installed at powerhouse complex of the project. Energy efficient hot blowers have been provided in each office room of the complex in place of conventional type of heaters to save energy. | Conservation of energy |
| 5. | Solar power initiatives | Off-grid solar power plants at sites, LPD solar heaters installed at office buildings, independent Solar LED light at Jhakri & Nathpa location, and electric vehicle charger installed at NJHPS office complex to charge electric vehicles of projects, both private and hired. | Moving towards renewable energy and e-mobility. |

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

SJVN has a 'Crisis & Disaster Management Plan (CDMP)' with a vision to decrease the losses significantly by maximizing the ability at administration and the field level to cope with any crisis situations that may arise in the power plant.

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.

No significant risk identified in the value chain activities of SJVN .

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

Nil.

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

Essential Indicators

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

10

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

| S. No. | Name the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/ National) |
|--------|---|--|
| 1. | CIGRE (International Council on Large Electric Systems) | National |
| 2. | CBIP (Central Board of Irrigation and Power) | National |
| 3. | ISRM TT (Indian Society for Rock Mechanics and Tunnelling Technology) | National |
| 4. | SCOPE (Standing Conference of Public Enterprises), Central Government Public Enterprises | National |
| 5. | HPPF (HP Power Producer's Forum) | National |
| 6. | Tunneling Association of India | National |
| 7. | ASSOCHAM | National |
| 8. | Power HR Forum | National |
| 9. | INCOLD (International Conference on Large Dams) | National |
| 10. | 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 |
|---|-------------------|-------------------------|
| No case was registered on anti-competitive conduct, therefore not applicable. | | |



Leadership Indicators

| 1. Details of public policy positions advocated by the entity: | | | | | |
|--|-------------------------|-----------------------------------|---|------------------------------|------------------------|
| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain (Yes/No) | Frequency of Review by Board | Web Link, if available |
| SJVN engages with various prominent fora to drive appropriate policy advocacy and influence in the hydro and renewable energy sector, through necessary policy amendments/ schemes/ programs/ etc. | | | | | |

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

| 1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws: | | | | | |
|---|----------------------|----------------------|--|--|---|
| Name and brief detail of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes/ No) | Results communicated in public domain (Yes/No) | Relevant web-link |
| SDHEP | MPP-(5)-8/2018 | 07.01.2019 | Yes | Yes | https://rajpatrahimachal.nic.in/searchN.aspx |
| LHEP-1 | - | 2018-19 | Yes | No | - |
| DSHEP | - | - | No | No | - |
| JSHEP | - | - | No | No | - |
| NMHEP | - | - | No | No | - |
| STPL | - | - | No | No | - |
| RHPS | - | - | No | No | - |
| NJHPS | - | - | No | No | - |

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 the project for which R&R is ongoing | State | District | No. of project affected families (PAFs) | %of PAFs covered by R&R | Amounts paid to PAFs in the FY (in INR.) |
|--------|---|-----------------------|------------------|---|-------------------------|---|
| 1. | Nathpa Jhakri Hydro Power Station (NJHPS) | Himachal Pradesh (HP) | Shimla & Kinnaur | 480 | 100% | 1,842,042 |
| 2. | Rampur HPS | Himachal Pradesh (HP) | Kullu | 139 | 100% | 6,92,220 |
| 3. | NMHEP | Uttarakhand | Uttarakashi | 94 | 100% | Land compensation & R&R financial compensation paid prior to FY 22- 23. |
| 4. | Jakhol Sanri Hydro Electric Project (44MW), Mori District | Uttarakhand | Uttarakashi | 246 | NA | R&R plan has been approved by Uttarakhand Govt on 15.06.2021 but yet to be implemented. |
| 5. | DSHEP | Himachal Pradesh (HP) | HAMIRPUR | 5 | NA | R&R implementation is yet to be started. Compensation of beneficiary being finalized by government. |
| 6. | LHEP-1 | Himachal Pradesh (HP) | Shimla | 1,102 | 100% | 15 crore was deposited in year 2021 |
| 7. | SDHEP | Himachal Pradesh (HP) | Shimla | NA | NA | R&R Plan yet to be implemented |

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

The company's CSR vision "*is to make people and earth partners in our growth*" and we pledge to fulfill our social commitments and share our growth in a meaningful manner with the society. To achieve the above said vision, company's CSR programs are developed to address the immediate needs and aspirations of the community, by implementing community development initiatives at large. To resolve grievances and concerns, the company has an independent CSR Cell, which encourages open communication between community members, NGO partners, CSR team, and other involved stakeholders. In addition, as part of CSR program, Village level Committees are established which regularly interacts with communities to identify their needs, concerns, and issues, and address them in a timely and effective manner.



| 4. Percentage of input material (input to total inputs by value) sourced from suppliers: | | |
|--|---|----------------------------------|
| | Current Financial Year 2022- 23 | Previous Financial Year 2021- 22 |
| Directly sourced from MSMEs/ Small producers | 48% | 51% |
| Sourced directly from within the district and neighboring districts | SJVN procures goods and services from PAN India | |

Leadership Indicators

| 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference Qs. 1 of Essential Indicators, above). | |
|--|-------------------------|
| Details of negative social impact identified | Corrective action taken |
| SJVN conducted SIA to evaluate the potential positive and negative effects of the project on the society and accordingly developed and implemented various mitigation or corrective measures like relocation of residences, livelihood opportunities, employments, medical facilities, and other community development supports. | |

| 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 (in INR.) |
| 1. | Himachal Pradesh | Chamba | 10,073,360 |

The expenditure was made through CSR funding in health and nutrition program

| 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No) |
|---|
| Due diligence is given to SC/ST and women entrepreneurs in procurement of goods and services, over and above the extent prescribed under Government of India's notifications/ policies. |
| (b) From which marginalized/ vulnerable groups do you procure? |
| Scheduled Caste (SC) and Scheduled Tribe (ST) and Women. |
| (c) What percentage of total procurement (by value) does it constitute? |
| For Financial Year 2022- 23: |
| <ul style="list-style-type: none"> SC/ ST: 2% Women: 5% |

| 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2022- 23), based on traditional knowledge: | | | | |
|---|--|--------------------------|--------------------------|------------------------------------|
| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit Shared (Yes/ No) | Basis of calculating benefit share |
| Not applicable to SJVN. | | | | |

| 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 Case | Corrective action taken |
| Not Applicable. | | |

| 6. Details of beneficiaries of CSR Projects: | | | |
|--|---|--|---|
| S. No. | CSR Project | No. of persons benefited from CSR Projects | % beneficiaries from vulnerable & marginalized groups |
| 1. Healthcare Projects: | | | |
| a. | Mobile Medical Unit (MMUs) in project areas and CHQ through HelpAge and other agencies and organizing medical health camps. | 157,739 | 100% |
| b. | Ayurvedic health camps, Specialized and multi specialized health camps etc. | More than 75,000 | 100% |
| c. | Dental Clinic and Physiotherapy Centre etc. | 6,500 | 100% |



| | | | |
|----------|---|--------------------|------|
| d. | Other welfare projects for setting up of health institutes, healthcare / hygiene, and sanitation projects. | Community at large | 100% |
| e. | Maternal health including support under existing women and child welfare schemes, other nutrition programs etc. | 30 beneficiaries | 100% |
| f. | Contribution to central funds such as PM CARES fund, Health, and Nutrition Programs etc. | Pan India | 100% |
| 2 | Sanitation Projects: | | |
| a. | Maintenance of more than 3000 toilets constructed by SJVN under Swachh Vidyalaya Abhiyan (SVA) | Community at large | 100% |
| b. | Construction of new toilets including toilets for Divyangjans, installation of bio-toilets at public places like schools, hospitals, markets etc. | Community at large | 100% |
| c. | Activities related to implementation of Swachhta Action Plan, Swachhta-Hi-Sewa, cleanliness drives, distribution of cleanliness related items, awareness campaign, Solid Waste Treatment Plant etc. | Community at large | 100% |
| d. | Installation of sanitary pad manufacturing units | Community at large | 100% |
| 3 | Education and Skill Development | | |
| a. | Nomination of project affected youths in Govt ITIs and Polytechnic | More than 80 | 100% |
| b. | Providing scholarship to students under SJVN Silver Jubilee merit scholarship Scheme @ ₹ 24000 per candidate+ other expenses and other scholarship schemes of SJVN | More than 500 | 100% |
| c. | Skill development programs in association with NSDC/ other agencies | More than 500 | 100% |
| d. | Horticulture, Agriculture and Vetrenary trainings and awareness program to 1600 farmers (CPSE conclave), Soil testing facility to the local farmers etc. | More than 250 | 100% |
| e. | Financial support to educational institutes like special school at Dhalli, HPNLU, Sainik School, Munderi Kanuur (Kerla), Khari Gompa Kinnaur, Hostel Ponda, DAV Duttanagar, furniture to school DSHEP etc. | Community at large | 100% |
| f. | Financial support for implementing horticulture-based livelihood project in Gram Panchayats (Bari and Taranda) of district of Kinnaur (HP) under NJHPS project affected area through HARP in association with NABARD | Community at large | 100% |
| g. | Support to Startups | Community at large | |
| 4 | Empowerment of Vulnerable section of Society | | |
| a. | Creation of assets for the senior citizens, children, old-aged home at Palampur and other sections of society. | Community at large | 100% |
| b. | Women empowerment, girl empowerment mission program etc. | Community at large | 100% |
| 5 | Sustainable Development | | |
| a. | Support for construction of Gau Sadans in and around project areas as per the scheme, other welfare measures for animals etc. | Community at large | 100% |
| b. | Projects on water conservation, natural resources, rehabilitation of water bodies in and around project area villages & construction of Multipurpose Medium Height Check Dams in HP, Irrigation scheme of project area etc. | Community at large | 100% |
| c. | Energy Conservation program initiated by BEE, MOP for School Children. | Community at large | 100% |
| d. | Installation of Solar Lights through EESL in HP and installation of Solar Lights / High Mast Lights through other agencies in project areas etc. | Community at large | 100% |
| | Other environment related projects such as Development to Biodiversity-park at Shanan etc. | Community at large | 100% |
| 6 | Preservation and Promotion of Culture, heritage, and iconic places | | |
| a. | Development of Four Cultural Heritage Sites in HP (Sapni Fort, Sangla (NJHPS), Chitkul Devi Temple (NJHPS), Shri Parshuram Temple, Nirmand (RHPS) and Kalka-Shimla Railway Heritage (CHQ). | Community at large | |
| b. | Support to other cultural heritage places like Yatri Sadan Churdhar, Tata Pani, Laxminarayan, Maharudra and other project area etc. | Community at large | |
| c. | Development of Shree Badrinath Town as Spiritual Smart Hill Town. | Community at large | |



| | | | |
|------------|--|--------------------|------|
| d. | Preservation and promotion of culture, support to other cultural events. | Community at large | |
| 7. | Measures for the benefits of the armed forces veterans, war widows and their dependents. | | |
| a. | Projects on measures for the benefits of the armed forces veterans, war widows and their dependents etc. | 75 | 100% |
| 8. | Training to promote rural sports, nationally recognized sports, Paralympic sports, and Olympic sports | | |
| a. | Projects on training to promote rural sports, nationally recognized sports, Paralympic sports, and Olympic sports etc. | Community at large | 100% |
| 9. | Rural development projects-Infrastructural development and Communities Assets Creation | | |
| a. | Construction of community assets in and around project area, CHQ and other project areas | Community at large | 100% |
| 10. | Disaster Management including relief, rehabilitation, and reconstruction activities | | |
| a. | Assistance to the victims of natural disasters/ calamities/ contributions towards State Disaster Relief Funds/ Covid-19 etc. | Community at large | 100% |
| 11. | National theme-based CSR Activities in Aspirational district, Chamba, Himachal Pradesh | | |
| a. | Healthcare / Nutrition / Educational Projects and any other project in Aspirational district Chamba (Himachal Pradesh) | Community at large | 100% |

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

Essential Indicators

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

At Central level, we have CERC which resolves the regulatory issues of DISCOMs. Specific states have their regulatory SERCs, through which grievances are registered and resolved in a timely and effective manner. At SJVN, we have a standard customer grievance redressal guideline to resolve any complaint/ dispute.

2. Turnover of products and/services as a percentage of turnover from all products/services that carry information about:

| | As percentage to total turnover |
|--|--|
| Environmental and social parameters relevant to the product | <i>Not applicable to SJVN business</i> |
| Safe and responsible usage | |
| Recycling and/or safe disposal | |

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

| | Current Financial Year 2022- 23 | | Remarks | Previous Financial Year 2021- 22 | | Remarks |
|---------------------------------------|---------------------------------|------------------------|---------|----------------------------------|------------------------|---------|
| | Received | Pending at end of year | | Received | Pending at end of year | |
| Data Privacy | Nil | Nil | - | Nil | Nil | - |
| Advertising | Nil | Nil | - | Nil | Nil | - |
| Cyber-security | Nil | Nil | - | Nil | Nil | - |
| Delivery of essential services | Nil | Nil | - | Nil | Nil | - |
| Restrictive Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Customer Complaints | Nil | Nil | - | Nil | Nil | - |

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

| | Number | Reasons for recall |
|--------------------------|--------|--------------------|
| Voluntary Recalls | Nil | Not applicable |
| Forced Recalls | Nil | Not applicable |



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.

At SJVN, we have an internal IT Policy which covers important aspects of IT usage in three sections namely,

- i) IT Policy for End User
- ii) IT Policy for IT Departments
- iii) Asset Control Policy

The policy envisages a roadmap for the major activities that needs to be conducted at to make the relevant information 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.

Not applicable to SJVN.

Leadership Indicators

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

Information about our product and services can be accessed through our company website, annual reports, other reports/ disclosures, newsletters, media communications, and our business partners.

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

At each site location of SJVN, SOPs and guidelines are available with sequence wise detailing on installation and process safety controls. Quality Assurance Plan for each equipment, including checkpoints, technical features, do's and don'ts along with customer manuals are shared with the customer to ensure safety and responsible usage of the product at all stages.

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

SJVN informs the NRLDC about any unforeseen or sudden outage and then the schedule is revised by them, which in turn is informed to all states that receive services from SJVN about the disruption and the effective mitigation/ remedial action plan being put-in place for smooth operations.

In case a planned or forced outage occurs due to machinery failure, stoppage in functions, repair, and maintenance work, then prior notice with a remedial action along with operational recovery time is communicated with NRLDC to ensure no or low risk of disruption in services.

4. a. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).

If "Yes", provide details in brief.

b. Did your entity carry out any survey about customer 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).

a. Not applicable to SJVN business.

b. Customer Satisfaction Index (CSI) is annually conducted by SJVN to gauge the satisfaction level of its customer, identify their needs and aspirations, and feedback for areas of improvement. The survey comprises four parameters like timely delivery, effectiveness, pricing, and customer management to gauge customer's feedback and suggestions.

In FY 2022-23, SJVN's CSI was more than 90%.

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

For and on behalf of Board of Directors

(Nand Lal Sharma)

Chairman and Managing Director

DIN: 03495554

Date: 9th August, 2023

Place: New Delhi