



Ref: IPCL/SE/LODR/2023-24/30

31st August, 2023

**The Secretary,  
National Stock Exchange of India Ltd.,**  
Exchange Plaza, Plot No. C/1, G Block  
Bandra Kurla Complex, Bandra (E),  
Mumbai- 400 051.  
Scrip Symbol: DPSCLTD

**The Vice President  
Metropolitan Stock Exchange of India Ltd**  
4th floor, Vibgyor Towers, Plot No C 62,  
G Block, Opp. Trident Hotel, Bandra Kurla  
Complex, Bandra (E), Mumbai- 400098.  
Scrip Symbol: DPSCLTD

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23, which forms an integral part of the Integrated Annual Report for the financial year 2022-23.

This is for your information and records.

Yours faithfully  
For **India Power Corporation Limited**

Prashant Kapoor  
**Company Secretary & Compliance Officer**

Encl: as above

**India Power Corporation Limited**

**CIN: L40105WB1919PLC003263**

**[formerly DPSC Limited]**

**Registered Office:** Plot No. X1- 2&3, Block-EP, Sector -V, Salt Lake City, Kolkata – 700 091

Tel.: + 91 33 6609 4308/09/10, Fax: + 91 33 2357 2452

Central Office: Sanctoria, Dishergarh 713 333, Telephone: (0341) 6600454/457 Fax: (0341) 6600464

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**ANNEXURE - VIII**

## Business Responsibility & Sustainability Report

India Power Corporation Limited (the Company) is one of India's leading smart-holistic-sustainable power utilities, operating in India's only parallel licensee distribution area- Asansol-Raniganj. The century old Company dates its roots back to 1919 when India was still under the British Raj. One of the core values of the Company's operational functions is 'sustainability' which was ingrained from the moment the Company received its power distribution license in 1935. Over the passage of time, India Power witnessed gargantuan changes in the political, social and business scenarios of the industry; the most impactful one being the Indian Independence. The Company has been exposed to British management, public sector administration and now, private leadership. The legacy of a power utility to survive and expand for 104 years can be attributed to its continuous pursuit of excellence in business, environment protection and social sustainability.

The Company transformed and adapted to the changing dynamics of the industry by strengthening its distribution network, imbibing disruptive technologies and innovations, dipping its foot in green technology and practicing community development.

The initial distribution model was aimed at the coal mines and industries, which later expanded to cater to the needs of the railways and the commercial market and eventually, ventured to address the needs of the low tension (LT) domestic segment. The Company continues to maintain a T&D loss of 3% which is the lowest in the country and has been achieved by continuously upgrading technical parameters. The Company has transformed itself into a digital organisation with continuous adoption of smart meters, implementation of SCADA for controlling industrial processes, a GIS equipped sub-station etc. Taking the logistical expertise one step ahead, The Company will install, operate and maintain 3.5 lakh smart meters in the cities of Ujjain and Indore.

The future of power industry is green and the Company has ventured into green initiatives with complete gusto. Out of the total 220 MW of Company's power procurement, 40 per cent is green energy which the Company plans to expand to 50 per cent over the year. The Company also has a separate wing that deals in renewable energy, under which; it produces wind energy in the states of Gujarat and solar energy in Asansol.

The Company gives earnest attention to social and community development in its license area. The corporate philosophy of the Company has an unique culture comprising of 3Ds – Discipline, Dedication and Devotion which transcends beyond work and is also reflected in the 'act of giving back'. For the Company, social sustainability is equivalent to business sustainability and the Company considers its duty to aid in the development of the community and the stakeholders of where it operates. This has led to the development of several signature projects aimed at the benefits of the marginalised communities; such as, Medha – scholarships to promote girl child education, Ananya – to identify and award women achievers, Karigari Mela – to promote cultural heritage, Swastha Samridhi – to promote health and hygiene, #giftgreen to promote green initiatives and more. The robust social sustainability enterprises are a part of the business module because most of the projects are implemented internally as Company does not believe in outsourcing its responsibility to the society.

The Business Responsibility & Sustainability Report (BRSR) is provided in lieu of Business Responsibility Report (BRR) published in earlier years and is aligned with the National Guidelines on Responsible Business Conduct (NGRBCs), issued by the Ministry of Corporate Affairs (MCA) in March 2019 and is in accordance with clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations). The Company's Business Performance and Impacts are disclosed based on the 9 Principles as mentioned in the NGRBCs.



**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

|   |   |
|---|---|
| <b>1. Corporate Identification Number (CIN) of the Listed Entity</b>  | L40105WB1919PLC003263   |
| <b>2. Name of the Listed Entity</b>   | India Power Corporation Limited (formerly DPSC Limited)   |
| <b>3. Year of incorporation</b>   | 1919  |
| <b>4. Registered office address</b>   | Plot No. X1-2&3, Block-EP, Sector-V, Salt Lake City, Kolkata-700091   |
| <b>5. Corporate address</b>   | Plot No. X1-2&3, Block-EP, Sector-V, Salt Lake City, Kolkata-700091   |
| <b>6. E-mail</b>  | <a href="mailto:corporate@indiapower.com">corporate@indiapower.com</a>  |
| <b>7. Telephone</b>   | +91 33 6609 4300/08/09/10   |
| <b>8. Website</b>   | <a href="http://www.indiapower.com">www.indiapower.com</a>  |
| <b>9. Financial year for which reporting is being done</b>  | 2022-23   |
| <b>10. Name of the Stock Exchange(s) where shares are listed</b>  | NSE and MSEI  |
| <b>11. Paid-up Capital (₹ in lakhs)</b>   | 9,737.90  |
| <b>12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>   | Name: Mr. Somesh Dasgupta<br>Designation: Whole-time Director<br>Phone: 033 6609 4308-10<br>Email: <a href="mailto:somesh.dasgupta@indiapower.com">somesh.dasgupta@indiapower.com</a> |
| <b>13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</b> | Standalone  |

## II. Products/services

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

| Sl. No. | Description of Main Activity | Description of Business Activity  | % of Turnover of the entity |
|---------|------------------------------|---|-----------------------------|
| 1       | Distribution                 | The Company is engaged in the business of Power Distribution with a Distribution License spread across 798 sq. kms. in the Asansol – Raniganj area of West Bengal | 96.99%                      |
| 2       | Renewable                    | The Company has around 24.8 MW of Wind Power Generation   | 3.01%                       |

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

| Sl. No. | Product/Service             | NIC Code | % of total Turnover contributed |
|---------|-----------------------------|----------|---------------------------------|
| 1       | Electric Power Distribution | 351      | 96.99%                          |

## III. Operations

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

| Location       | Total no. of Project Location | Wind | Solar | Thermal | Distribution | Installation of Smart Meter |
|----------------|-------------------------------|------|-------|---------|--------------|-----------------------------|
| West Bengal    | 3                             | -    | 1     | 1       | 1            | -                           |
| Gujarat        | 1                             | 1    | -     | -       | -            | -                           |
| Total National | 4                             | 1    | 1     | 1       | 1            | 1                           |
| International  | 1                             |      |       |         |              |                             |

### 17. Markets served by the entity:

#### a) Number of locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of States)         | 2      |
| International (No. of Countries) | 1      |

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

#### c) A brief on types of customers: The Company serves B2B and B2C customers meeting their energy requirements across the power value chain.

## IV. Employees

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

#### a) Employees and workers (including differently abled):

| S. No.           | Particulars                    | Total (A)  | Male       |            | Female    |            |
|------------------|--------------------------------|------------|------------|------------|-----------|------------|
|                  |                                |            | No. (B)    | % (B / A)  | No. (C)   | % (C / A)  |
| <b>EMPLOYEES</b> |                                |            |            |            |           |            |
| 1.               | Permanent (D)                  | 171        | 152        | 89%        | 19        | 11%        |
| 2.               | Other than Permanent (E)       | 12         | 12         | 100%       | NIL       | NIL        |
| 3.               | <b>Total employees (D + E)</b> | <b>183</b> | <b>164</b> | <b>90%</b> | <b>19</b> | <b>10%</b> |
| <b>WORKERS</b>   |                                |            |            |            |           |            |
| 4.               | Permanent (F)                  | 225        | 221        | 98%        | 4         | 2%         |
| 5.               | Other than Permanent (G)       | 170        | 164        | 96%        | 6         | 4%         |
| 6.               | <b>Total workers (F + G)</b>   | <b>395</b> | <b>385</b> | <b>97%</b> | <b>10</b> | <b>3%</b>  |

**b) Differently-abled Employees and workers:**

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

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

| Particulars              | Total (A) | No. and percentage of Females |           |
|--------------------------|-----------|-------------------------------|-----------|
|                          |           | No. (B)                       | % (B / A) |
| Board of Directors       | 8         | 1                             | 12.5%     |
| Key Managerial Personnel | 4         | NIL                           | NIL       |

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

| Particulars         | FY 2022-23<br>(Turnover rate in current FY) |        |        | FY 2021-22<br>(Turnover rate in previous FY) |        |        | FY 2020-21<br>(Turnover rate in the year prior to the previous FY) |        |        |
|---------------------|---|--------|--------|--|--------|--------|--|--------|--------|
|                     | Male  | Female | Total  | Male   | Female | Total  | Male   | Female | Total  |
| Permanent Employees | 9.94%                                       | 1.17%  | 11.11% | 13.37%                                       | 1.75%  | 15.12% | 10.44%   | 1.10%  | 11.54% |
| Permanent Workers   | 5.33%                                       | 1.33%  | 6.67%  | 10.04%                                       | 1.26%  | 11.30% | 6.69%  | 0.35%  | 7.04%  |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding / subsidiary / associate companies / joint ventures**

| S. No. | Name of the holding / Subsidiary / associate companies / joint ventures (A)  | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|--|--|-----------------------------------|--|
| 1.     | MP Smart Grid Private Limited  | Subsidiary as per Companies Act, 2013                          | 100%                              | No   |
| 2.     | Parmeshi Energy Limited  | Subsidiary as per Companies Act, 2013                          | 100%                              | No   |
| 3.     | India Uniper Power Services Private Limited  | Subsidiary as per Companies Act, 2013                          | 50%                               | No   |
| 4.     | Meenakshi Energy Limited (undergoing Corporate Insolvency Resolution Process under Insolvency and Bankruptcy Code, 2016) | Subsidiary as per Companies Act, 2013                          | 2.44%                             | No   |
| 5.     | IPCL Pte Limited   | Subsidiary as per Companies Act, 2013                          | 100%                              | No   |
| 6.     | Erstwhile India Power Corporation Limited  | Holding  | 53%                               | No   |

## VI. CSR Details

|   |           |
|---|-----------|
| 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) : | YES       |
| (ii) Turnover [Including Regulatory Income/(Expenses)] (in ₹ lakhs):                    | 66,766.81 |
| (iii) Net worth (in ₹ lakhs):   | 55,707.66 |

## VII. Transparency and Disclosures Compliances

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

Pursuant to the Policies, the Director responsible for Business Report is in charge of addressing the grievances of the Stakeholders. In addition, the Company has also set up vigil mechanism to address the genuine concerns, if any, of the Directors and the Employees.

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No)  | FY 2022-23<br>Current Financial Year       |  |   | FY 2021-22<br>Previous Financial Year      |  |         |
|---|--|--|--|---|--|--|---------|
|   | (If Yes, then provide web-link for grievance redress policy)   | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks   | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities                                       |  | NIL  | NIL  | N/A   | NIL  | NIL  | N/A     |
| Investors (other than shareholders)               |  | NIL  | NIL  | N/A   | NIL  | NIL  | N/A     |
| Shareholders                                      | Yes<br><a href="https://www.indiapower.com/investor-relation-2/shareholder-information/grievance-redressal-email-id/">https://www.indiapower.com/investor-relation-2/shareholder-information/grievance-redressal-email-id/</a> | 1  | 1  | The complaint has been resolved in the month of April, 2023 | NIL  | NIL  | N/A     |
| Employees and workers                             |  | NIL  | NIL  | N/A   | NIL  | NIL  | N/A     |
| Customers   |  | NIL  | NIL  | N/A   | NIL  | NIL  | N/A     |
| Value Chain Partners                              |  | NIL  | NIL  | N/A   | NIL  | NIL  | N/A     |
| Other (please specify)                            |  | NIL  | NIL  | N/A   | NIL  | NIL  | N/A     |

### 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.

Materiality Assessment is an aspect of Integrated Reporting at the Company. In Company materiality assessment methodology is as per the "Policy for determination of Materiality".

The Company has a mechanism to identify and assess potential environmental risks at the plant level. Once risks are identified, steps are taken to measure and mitigate these risks through the Risk Management system. The Company re-visits the material issues to factor in any realignment required due to evolving business environment. The resultant Risk / Opportunity and their due mitigation plans are highlighted to the Risk Management Committee of the Board bi-annually as per the "Risk Management Policy" of the Company and mitigation actions finalised accordingly.



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions   | P1  | P2  | P3                         | P4  | P5                         | P6                         | P7  | P8                  | P9  |
|--|---|---|----------------------------|-----|----------------------------|----------------------------|-----|---------------------|---|
| <b>Policy and management processes</b>   |   |   |                            |     |                            |                            |     |                     |   |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)   | Yes   | 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  | <a href="https://www.indiapower.com/investor-relation-2/corporate-codes-policies/">https://www.indiapower.com/investor-relation-2/corporate-codes-policies/</a>   |   |                            |     |                            |                            |     |                     |   |
| 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)  | No  | No  | No                         | No  | No                         | No                         | No  | No                  | No  |
| 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. |   | Indian Electricity Act, 2003 & Electricity Supply | Relevant National Statutes |     | Relevant National Statutes | Relevant National Statutes |     | Companies Act, 2013 | Indian Electricity Act, 2003 & Electricity Supply |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.   | No  | No  | No                         | No  | No                         | No                         | No  | No                  | No  |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.  | N/A   | N/A   | N/A                        | N/A | N/A                        | N/A                        | N/A | N/A                 | N/A   |
| <b>Governance, leadership and oversight</b>  |   |   |                            |     |                            |                            |     |                     |   |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ).                            | The Company overseas / reviews the matters related to ESG and business responsibility activities from time to time to ensure seamless and effective implementation of the parameters given in ESG World as available on the website of the Company. |   |                            |     |                            |                            |     |                     |   |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).  | Implementation of the relevant policies of the Company is overseen by the specified committee of the Board/ Director/ Officials. The Company has a Business Responsibility Committee constituted by the Board of Directors.                         |   |                            |     |                            |                            |     |                     |   |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.  | Yes. The Business Responsibility Committee constituted by the Board of Directors have the authority for decision making on sustainability related issues.   |   |                            |     |                            |                            |     |                     |   |

## 10. Details of Review of NGRBCs by the Company:

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.****Essential Indicators****1. Percentage coverage by training and awareness programs on any of the Principles during the financial year:**

| Segment                           | Total number of training and awareness programs held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by the awareness programs |
|-----------------------------------|--|---|--|
| Board of Directors                | NIL  | N/A   | N/A  |
| Key Managerial Personnel          | NIL  | N/A   | N/A  |
| Employees other than BoD and KMPs | 5  | 1. Value internalisation<br>2. Harassment free workplace      | 62.84%   |
| Workers                           | 7  | 1. Values & Corporate Philosophy                              | 21.01%   |





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

|                 | Monetary        |   |                 |                   |  |
|-----------------|-----------------|---|-----------------|-------------------|--|
|                 | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/Fine    |                 |   | N/A             |                   |  |
| Settlement      |                 |   | N/A             |                   |  |
| Compounding fee |                 |   | N/A             |                   |  |

|              | Non-Monetary    |   |                 |                   |  |
|--------------|-----------------|---|-----------------|-------------------|--|
|              | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment |                 |   | N/A             |                   |  |
| Punishment   |                 |   | N/A             |                   |  |

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:**

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---|
| N/A          | N/A   |

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

Yes (Web Link <https://www.indiapower.com/about/?policies>).

Adherence to good Corporate Governance and managing its affairs in a fair, honest, ethical, transparent and legal manner is an integral part of the philosophy of the Company.

Furtherance to its philosophy the Company formulates this Anti-Bribery Policy to ensure that no employee of the Company indulges in and associate with any act of bribery, extortion or corruption with any government official (Public Official) or any person for or on behalf of the Company.

The Anti-Bribery Policy of the Company is based on the law of Prevention of Corruption Act, 1988 of India and other similar applicable anti-bribery and anti-corruption Laws of India.

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

|           | FY 2022-23 | FY 2021-22 |
|-----------|------------|------------|
| Directors | NIL        | NIL        |
| KMPs      | NIL        | NIL        |
| Employees | NIL        | NIL        |
| Workers   | NIL        | NIL        |

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

| Description  | FY 2022-23 |         | FY 2021-22 |         |
|--|------------|---------|------------|---------|
|  | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | NIL        | N/A     | NIL        | N/A     |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | NIL        | N/A     | NIL        | N/A     |

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

Not Applicable

**Leadership Indicators**

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

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

**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.**

Every Director of the Company disclose their interest or concern in other entities on an annual basis or whenever there is any change therein. The said disclosures are placed at the Board Meeting for perusal of Board Members.

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

**Essential Indicators**

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

|       | Current Financial Year | Previous Financial Year | Details of improvements in environmental and social impacts |
|-------|------------------------|-------------------------|---|
| R&D   | NIL                    | NIL                     | N/A   |
| Capex | NIL                    | NIL                     | N/A   |

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

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

25.14%. Sustainability is extended to suppliers/vendors. The Company lays down the requirements on various aspects of sustainability such as ethics and compliance, Human Rights, Health, Safety and environment protection. Almost entire inputs have been sourced sustainably.

The Company has entered into an agreement for sourcing of 100MW Hybrid Power per year from Solar Energy Corporation of India (SECI), to be commenced from the third quarter of financial year 2024.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The thermal power station of the Company generates ash (non-hazardous waste) which is the major waste. The Company's endeavor is to utilise fly ash at the locations and take initiatives to utilise the bottom ash as well. The utilisation of both fly ash and bottom ash is duly updated in the Central Electricity Authority (CEA) database on regular basis. The waste/used oil which comes under the hazardous waste category and e-waste is disposed through authorised recyclers.

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

No



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

**Essential Indicators**

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

| Category                              | % of Employees covered by |                  |             |                    |             |                    |               |                    |               |                     |             |
|---------------------------------------|---------------------------|------------------|-------------|--------------------|-------------|--------------------|---------------|--------------------|---------------|---------------------|-------------|
|                                       | Total (A)                 | Health insurance |             | Accident insurance |             | Maternity benefits |               | Paternity benefits |               | Day Care facilities |             |
|                                       |                           | Number (B)       | % (B/A)     | Number (C)         | % (C/A)     | Number (D)         | % (D/A)       | Number (E)         | % (E/A)       | Number (F)          | % (F/A)     |
| <b>Permanent Employees</b>            |                           |                  |             |                    |             |                    |               |                    |               |                     |             |
| Male                                  | 152                       | 152              | 100%        | 152                | 100%        | N/A                | NIL           | 152                | 100%          | 152                 | 100%        |
| Female                                | 19                        | 19               | 100%        | 19                 | 100%        | 19                 | 100%          | -                  | -             | 19                  | 100%        |
| <b>Total</b>                          | <b>171</b>                | <b>171</b>       | <b>100%</b> | <b>171</b>         | <b>100%</b> | <b>19</b>          | <b>11.11%</b> | <b>152</b>         | <b>88.89%</b> | <b>171</b>          | <b>100%</b> |
| <b>Other than Permanent Employees</b> |                           |                  |             |                    |             |                    |               |                    |               |                     |             |
| Male                                  | 12                        | 12               | 100%        | 12                 | 100%        | 12                 | 100%          | 12                 | 100%          | 12                  | 100%        |
| Female                                | NIL                       | NIL              | NIL         | NIL                | NIL         | NIL                | NIL           | N/A                | NIL           | NIL                 | NIL         |
| <b>Total</b>                          | <b>12</b>                 | <b>12</b>        | <b>100%</b> | <b>12</b>          | <b>100%</b> | <b>12</b>          | <b>100%</b>   | <b>12</b>          | <b>100%</b>   | <b>12</b>           | <b>100%</b> |

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

| Category                            | % of workers covered by |                  |             |                    |             |                    |              |                    |               |                     |             |
|-------------------------------------|-------------------------|------------------|-------------|--------------------|-------------|--------------------|--------------|--------------------|---------------|---------------------|-------------|
|                                     | Total (A)               | Health insurance |             | Accident insurance |             | Maternity benefits |              | Paternity benefits |               | Day Care facilities |             |
|                                     |                         | Number (B)       | % (B/A)     | Number (C)         | % (C/A)     | Number (D)         | % (D/A)      | Number (E)         | % (E/A)       | Number (F)          | % (F/A)     |
| <b>Permanent workers</b>            |                         |                  |             |                    |             |                    |              |                    |               |                     |             |
| Male                                | 221                     | 221              | 100%        | 221                | 100%        | N/A                | NIL          | 221                | 100%          | 221                 | 100%        |
| Female                              | 4                       | 4                | 100%        | 4                  | 100%        | 4                  | 100%         | N/A                | NIL           | 4                   | 100%        |
| <b>Total</b>                        | <b>225</b>              | <b>225</b>       | <b>100%</b> | <b>225</b>         | <b>100%</b> | <b>4</b>           | <b>100%</b>  | <b>221</b>         | <b>100%</b>   | <b>225</b>          | <b>100%</b> |
| <b>Other than Permanent workers</b> |                         |                  |             |                    |             |                    |              |                    |               |                     |             |
| Male                                | 164                     | 164              | 100%        | 164                | 100%        | N/A                | NIL          | 164                | 100%          | 164                 | 100%        |
| Female                              | 6                       | 6                | 100%        | 6                  | 100%        | 6                  | 100%         | N/A                | NIL           | 6                   | 100%        |
| <b>Total</b>                        | <b>170</b>              | <b>170</b>       | <b>100%</b> | <b>170</b>         | <b>100%</b> | <b>6</b>           | <b>3.53%</b> | <b>164</b>         | <b>96.47%</b> | <b>170</b>          | <b>100%</b> |

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

| Benefits | FY 2022-23<br>(Current Financial Year)             |  |  | FY 2021-22<br>(Previous Financial Year)            |  |  |
|----------|--|--|--|--|--|--|
|          | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF       | 100%   | 100%   | Y  | 100%   | 100%   | Y  |
| Gratuity | 100%   | 100%   | Y  | Y  | 100%   | 100%   |
| ESI      | 100%   | 100%   | Y  | Y  | 100%   | 100%   |
| Others   | N/A  | N/A  | N/A  | N/A  | N/A  | N/A  |

**3. Accessibility of workplaces**

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

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

Yes

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

| Gender | Permanent Employees |                | Permanent Workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
|        | Return to work Rate | Retention Rate | Return to work Rate | Retention Rate |
| Male   | 100%                | 100%           | 100%                | 100%           |
| Female | 100%                | 100%           | 100%                | 100%           |
| Total  | 100%                | 100%           | 100%                | 100%           |

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

|                                | Yes / No (If yes then give details of the mechanism in brief) |
|--------------------------------|---|
| Permanent Workers              | Yes   |
| Other than Permanent Workers   | Yes   |
| Permanent Employees            | Yes   |
| Other than Permanent Employees | Yes   |

The Company reaches proactively to the Team members, Managers and the HODs and follows a process driven approach to prevent any adverse consequences due to pending Employee grievances /complaints. In addition to formal and informal methods, lag indicators like Employee Productivity, Grievances, Safety and Employee Attrition rates are also used to gauge employee support climate.

Employee Grievances are captured online through HRMS and offline through various other open forums. Data from these sources are collated, analyzed and necessary actions are initiated and executed effectively. Voluntary exit of employees and analysis of the reasons for exit provide indicators regarding Employee's dissatisfaction. Even though absenteeism is negligible, it is tracked. Various data on HR indicators are used to assess and improve employee engagement. Corrective steps taken are like counselling the reporting managers, facilitation in providing better infrastructure and support etc.

For our workmen Grievance register is maintained at Asansol. There are regular meetings Leadership Team wherein the issues and grievances are addressed by the team. Union Management meetings happens periodically. Grievances of workman and union are resolved jointly by the Union Leaders and the Management representatives.

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

| Category                         | FY 22/23 (Current Financial Year)                    |  |         | FY 21/22 (Previous Financial Year)                   |  |         |
|----------------------------------|--|--|---------|--|--|---------|
|                                  | Total employees / workers in respective category (A) | No. of employees / Workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (A) | No. of employees / Workers in respective category, who are part of association(s) or Union (B) | % (B/A) |
| <b>Total Permanent Employees</b> |  |  |         |  |  |         |
| Male                             | 152  | NIL  | NIL     | 152  | NIL  | NIL     |
| Female                           | 19   | NIL  | NIL     | 20   | NIL  | NIL     |
| <b>Total Permanent Workers</b>   |  |  |         |  |  |         |
| Male                             | 221  | 190  | 85.97%  | 232  | 200  | 86.21%  |
| Female                           | 4  | 3  | 75%     | 7  | 6  | 85.71%  |


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

| Category         | Total (A)  | FY 2022-23<br>(Current Financial Year) |               |                      |               | Total (D)  | FY 2021-22<br>(Previous Financial Year) |               |                      |               |
|------------------|------------|--|---------------|----------------------|---------------|------------|---|---------------|----------------------|---------------|
|                  |            | On Health and safety measures          |               | On Skill upgradation |               |            | On Health and safety measures           |               | On Skill upgradation |               |
|                  |            | No.(B)                                 | % (B/A)       | No. (C)              | % (C/A)       |            | No. (E)                                 | % (E/D)       | No. (F)              | % (F/D)       |
| <b>Employees</b> |            |  |               |                      |               |            |   |               |                      |               |
| Male             | 152        | 94                                     | 61.84%        | 129                  | 84.87%        | 152        | 82                                      | 53.95%        | 121                  | 79.61%        |
| Female           | 19         | 3                                      | 15.79%        | 17                   | 89.47%        | 20         | 6                                       | 30.00%        | 15                   | 75.00%        |
| <b>Total</b>     | <b>171</b> | <b>97</b>                              | <b>56.73%</b> | <b>146</b>           | <b>85.38%</b> | <b>172</b> | <b>88</b>                               | <b>51.16%</b> | <b>136</b>           | <b>79.07%</b> |
| <b>Workers</b>   |            |  |               |                      |               |            |   |               |                      |               |
| Male             | 221        | 170                                    | 76.92%        | 67                   | 30.32%        | 232        | 159                                     | 25.43%        | 58                   | 25.00%        |
| Female           | 4          | 4                                      | 100%          | 4                    | 100.00%       | 7          | 3                                       | 42.86%        | 7                    | 100%          |
| <b>Total</b>     | <b>225</b> | <b>174</b>                             | <b>77.33%</b> | <b>71</b>            | <b>31.56%</b> | <b>239</b> | <b>162</b>                              | <b>67.78%</b> | <b>65</b>            | <b>27.20%</b> |

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

| Category         | FY 2022-23<br>(Current Financial Year) |            |             | FY 2021-22<br>(Previous Financial Year) |            |             |
|------------------|--|------------|-------------|---|------------|-------------|
|                  | Total(A)                               | No.(B)     | %(B/A)      | Total(A)                                | No.(B)     | %(B/A)      |
| <b>Employees</b> |  |            |             |   |            |             |
| Male             | 164                                    | 164        | 100%        | 152                                     | 152        | 100%        |
| Female           | 19                                     | 19         | 100%        | 20                                      | 20         | 100%        |
| <b>Total</b>     | <b>183</b>                             | <b>183</b> | <b>100%</b> | <b>172</b>                              | <b>172</b> | <b>100%</b> |
| <b>Workers</b>   |  |            |             |   |            |             |
| Male             | 221                                    | 221        | 100%        | 232                                     | 232        | 100%        |
| Female           | 4                                      | 4          | 100%        | 7                                       | 7          | 100%        |
| <b>Total</b>     | <b>225</b>                             | <b>225</b> | <b>100%</b> | <b>239</b>                              | <b>239</b> | <b>100%</b> |

**10. Health and safety management system:**

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

Yes. The Safety Management system framework covers all the business objective of the Company for Generation, Transmission & Distribution with consideration of safety as core value. This covers 100 % employees and the same are aligned with West Bengal Factory Rules 1958, Central Electricity authority Regulations 2010 as well the requirement of ISO: 45001: 2018 and yearly certification after surveillance audit.

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

The safety management system of the Company covers the following processes on safety to identifying the hazards related to work and assessing the risk to minimise level of the associated from the work on routine and non- routine basis.

- Accountability and leadership with occupational health and safety objective plan.
- Hazard Identification and Risk assessment with risk management.
- Emergency arrangements & management plan.
- Standard Operating Procedures of various electrical operations, Constructions and HSE, Electric Shock charts etc. at all substations.
- Permit to work process.
- Awareness, Job specific trainings and consultation.

- Inspection of workplace, Periodical and random checks, compliances on observations, recording of near misses and incidents, investigations, learnings, corrective and preventive actions.
  - Safety Committee meetings with participation of equal number of management and workers representatives.
  - Contractor Safety management.
  - Use of protective devises.
  - Internal and external audits for review and monitor.
  - Mock drills on regular intervals
  - Fire detection and protection system.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) Yes
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) Yes

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

| Safety Incident / Number  | Category  | FY 2022-23<br>(Current Financial Year) | FY 2021-22<br>(Previous Financial Year) |
|---|-----------|--|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | NIL                                    | NIL                                     |
|   | Workers   | 0.12                                   | 0.04                                    |
| Total recordable work-related injuries  | Employees | NIL                                    | NIL                                     |
|   | Workers   | 3                                      | 1                                       |
| No. of fatalities   | Employees | NIL                                    | NIL                                     |
|   | Workers   | 1                                      | NIL                                     |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | NIL                                    | NIL                                     |
|   | Workers   | 1                                      | NIL                                     |

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

- India Power Corporation Limited is conducting various trainings to represents a good opportunity for employees on operational safety to grow their knowledge base and improve their job skills to become more effective and secure in the workplace.
- Hazard Identification and risk assessment process is to evaluate hazards, then remove that hazard or minimise the level of its risk by adding control measures, as necessary.
- Standard Operating Procedures of various electrical operations, Constructions and HSE, Electric Shock charts etc. at substations.
- Before issuing the Permit to work ensure for proper isolation and ensure for the hazards control measures.
- Periodical and random site auditing of the operational and maintenance activity to ensure practicing of the guidelines as per the SOP.
- Access control to all substations to restrict unauthorised entry.
- Graphics safety messages.
- Identification marking- Terminal pole naming, pole numbering, panel name marking from front and back, fixing of Danger boards over the isolated panels and switchgears to avoid operated by mistake by someone.
- Status and condition monitoring to maintain healthiness of the system.



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

|                    | FY 2022-23<br>(Current Financial Year) |                                       |         | FY 2021-22<br>(Previous Financial Year) |                                       |         |
|--------------------|--|---------------------------------------|---------|---|---------------------------------------|---------|
|                    | Filed during the year                  | Pending resolution at the end of year | Remarks | Filed during the year                   | Pending resolution at the end of year | Remarks |
| Working Conditions | NIL                                    | N/A                                   | -       | NIL                                     | N/A                                   | -       |
| Health & Safety    | NIL                                    | N/A                                   | -       | NIL                                     | N/A                                   | -       |

**14. Assessments for the year:**

|                             | % of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 100%   |
| Working Conditions          | 100%   |

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

All safety related incident/ accident has been investigated by the investigation committee and corrective and preventive actions are incorporated in the system based on the fact findings report.

- Frequent visit of supplementary audit of the workplace to ensure all the control measures are in place during the course of work.
- A thorough audit of the maintenance contractor's safety management arrangement has been carried out to check the gaps.

Prepared End- to- End SLD of feeders starting from Source substation bus with Pole number, Section Points, Isolating arrangements (knife switch, GOAB, Jumper etc.)

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N) Yes

(B) Workers (Y/N) Yes

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

- At the time of engagement with the value chain partners a contract is signed which includes terms and conditions related to required statutory obligations to be complied with and the SOPs to be followed during executing the contract.
- At the time of executing the contract/s, all supporting documents related to compliance of statutory dues are validated by the user department.
- An internal audit team is in place, which further does detailed auditing of the statutory documents before processing the commercials.
- The user departments interact with the value chain partners on a regular basis to ensure that any change in the statutory guidelines are abided and adhered to.

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

|           | Total no. of affected employees/ workers |   | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |   |
|-----------|--|---|---|---|
|           | FY 2022-23<br>(Current Financial Year)   | FY 2021-22<br>(Previous Financial Year) | FY 2022-23<br>(Current Financial Year)  | FY 2021-22<br>(Previous Financial Year) |
| Employees | NIL                                      | NIL                                     | NIL   | NIL                                     |
| Workers   | 1  | 1                                       | 1   | NIL                                     |

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

5. Details on assessment of value chain partners:

|                             | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 100%  |
| Working Conditions          | 100%  |

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.

- Covered all the work and arrangement part of the value chain partners for certification of ISO: 45001- 2018.
- Covered them in Safety induction other operational and maintained related awareness session including basic life support and Hazard identification and Risk assessment from the external trainer, Five 'S' implementation etc.

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

#### Essential Indicators

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

The Company has mapped its internal and external stakeholders as per the Stakeholder Engagement Policy of the Company.

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

| Stakeholder Group                   | Whether identified as Vulnerable & Marginalised Group (Yes / No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly / Quarterly / others - please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------------------------|--|---|---|---|
| Communities                         | Yes<br>(Affirmative Action)                                      | On site community meetings  | Regular   | CSR Intervention  |
| Investors (other than Shareholders) | No   | Investor Meets  | Annual / Periodic   | Communication   |
| Shareholders                        | No   | Annual General Meeting, E-mails   | Annual / Periodic   | Statutory / Communication   |
| Employees and Workers               | No   | E-mails, Corporate Communication, Notice Boards, Meets  | Annual / Periodic   | Communication / Employee engagement   |
| Customers                           | No   | Customer Meets, Email, SMS, Advertisement, Website, Social Media, Call Centre   | Periodic  | Regulatory / Notice / Offers / Communication  |
| Value Chain Partners                | No   | E-mail, Vendor meets  | Periodic  | Communication   |




**PRINCIPLE 5 Businesses should respect and promote human rights.**
**Essential Indicators**
**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

| Category               | FY 2022-23<br>(Current Financial Year) |   |               | FY 2021-22<br>(Previous Financial Year) |   |               |
|------------------------|--|---|---------------|---|---|---------------|
|                        | Total (A)                              | No. of employees/<br>workers<br>covered (B) | % (B/A)       | Total (C)                               | No. of employees/<br>workers<br>covered (D) | % (D/C)       |
| <b>Employees</b>       |  |   |               |   |   |               |
| Permanent              | 171                                    | 138   | 80.70%        | 172                                     | 128   | 74.42%        |
| Other than permanent   | 12                                     | 0   | NIL           | 10                                      | 8   | 80%           |
| <b>Total Employees</b> | <b>183</b>                             | <b>138</b>                                  | <b>75.41%</b> | <b>182</b>                              | <b>136</b>                                  | <b>74.73%</b> |
| <b>Workers</b>         |  |   |               |   |   |               |
| Permanent              | 225                                    | 177   | 78.67%        | 239                                     | 156   | 65.27%        |
| Other than permanent   | 170                                    | 87  | 51.18%        | 178                                     | 94  | 52.80%        |
| <b>Total Workers</b>   | <b>395</b>                             | <b>264</b>                                  | <b>66.84%</b> | <b>417</b>                              | <b>250</b>                                  | <b>59.95%</b> |

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

| Category                        | Total (A) | FY 2022-23<br>(Current Financial Year) |         |                           |         | Total<br>(D) | FY 2021-22<br>(Previous Financial Year) |         |                           |         |
|---------------------------------|-----------|--|---------|---------------------------|---------|--------------|---|---------|---------------------------|---------|
|                                 |           | Equal to<br>Minimum Wage               |         | More than<br>Minimum Wage |         |              | Equal to<br>Minimum Wage                |         | More than Minimum<br>Wage |         |
|                                 |           | No.(B)                                 | % (B/A) | No. (C)                   | % (C/A) |              | No. (E)                                 | % (E/D) | No. (F)                   | % (F/D) |
| <b>Employees</b>                |           |  |         |                           |         |              |   |         |                           |         |
| <b>Permanent</b>                |           |  |         |                           |         |              |   |         |                           |         |
| Male                            | 152       | NIL                                    | N/A     | 152                       | 100%    | 152          | NIL                                     | N/A     | 152                       | 100%    |
| Female                          | 19        | NIL                                    | N/A     | 19                        | 100%    | 20           | NIL                                     | N/A     | 20                        | 100%    |
| <b>Other than<br/>Permanent</b> |           |  |         |                           |         |              |   |         |                           |         |
| Male                            | 12        | NIL                                    | N/A     | 12                        | 100%    | 10           | NIL                                     | N/A     | 10                        | 100%    |
| Female                          | NIL       | NIL                                    | N/A     | NIL                       | NA      | NIL          | NIL                                     | N/A     | NIL                       | NA      |
| <b>Workers</b>                  |           |  |         |                           |         |              |   |         |                           |         |
| <b>Permanent</b>                |           |  |         |                           |         |              |   |         |                           |         |
| Male                            | 221       | NIL                                    | N/A     | 221                       | 100%    | 232          | NIL                                     | N/A     | 232                       | 100%    |
| Female                          | 4         | NIL                                    | N/A     | 4                         | 100%    | 7            | NIL                                     | N/A     | 7                         | 100%    |
| <b>Other than<br/>Permanent</b> |           |  |         |                           |         |              |   |         |                           |         |
| Male                            | 164       | NIL                                    | N/A     | 164                       | 100%    | 178          | NIL                                     | N/A     | 178                       | 100%    |
| Female                          | 6         | NIL                                    | N/A     | 6                         | 100%    | 7            | NIL                                     | N/A     | 7                         | 100%    |

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

|                                  | Male   |  | Female |  |
|----------------------------------|--------|--|--------|--|
|                                  | Number | Median remuneration/ salary/ wages of respective category (₹ in lakhs) | Number | Median remuneration/ salary/ wages of respective category (₹ in lakhs) |
| Executive Directors              | 2      | 116.47   | 0      | N/A  |
| Key Managerial Personnel         | 2      | 66.96  | 0      | N/A  |
| Employees other than BoD and KMP | 160    | 9.32   | 19     | 7.18   |
| Workers                          | 385    | 4.29   | 10     | 3.59   |

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No):** Yes

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

HR department reaches out to all employees, including Managers and the HODs proactively and follows a process driven approach to prevent any adverse consequences to the complainant in discrimination and harassment cases.

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

|                                    | FY 2022-23<br>(Current Financial Year) |                                       |         | FY 2021-22<br>(Previous Financial Year) |                                       |         |
|------------------------------------|--|---------------------------------------|---------|---|---------------------------------------|---------|
|                                    | Filed during the year                  | Pending resolution at the end of year | Remarks | Filed during the year                   | Pending resolution at the end of year | Remarks |
| Sexual Harassment                  | NIL                                    | N/A                                   | N/A     | NIL                                     | N/A                                   | N/A     |
| Discrimination at workplace        | NIL                                    | N/A                                   | N/A     | NIL                                     | N/A                                   | N/A     |
| Child Labour                       | NIL                                    | N/A                                   | N/A     | NIL                                     | N/A                                   | N/A     |
| Forced Labour / Involuntary Labour | NIL                                    | N/A                                   | N/A     | NIL                                     | N/A                                   | N/A     |
| Wages                              | NIL                                    | N/A                                   | N/A     | NIL                                     | N/A                                   | N/A     |
| Other human rights related issues  | NIL                                    | N/A                                   | N/A     | NIL                                     | N/A                                   | N/A     |

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

HR department reaches out to all employees, including Managers and the HODs proactively and follows a process driven approach to prevent any adverse consequences to the complainant in discrimination and harassment cases.

**8. Do human rights requirements form part of your business agreements and contracts?**

Yes

**9. Assessments for the year:**

|                             | % of your 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%  |
| Others – please specify     |   |

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

Not applicable



## Leadership Indicators

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

As a socially responsible corporate Organisation, the Company protect the human rights of those who work in the company and live in communities in the vicinity of its operations. The Company has a corporate practice to comply with local human rights legislation, wherever its operations are located. Furthermore, through its policies, programs and grievance redressal mechanism it condemns human rights abuses and has successfully created a working environment where human rights are priority above business gains.

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

The Company adheres to the highest standards human right principle through the below practices –

- Anti –Discrimination
- Promoting The Well –Being of All employees
- Freely Chosen Employment
- Fair Working Hours
- Fair Remuneration
- Safe and Healthy Working Conditions
- No Harsh or Inhuman Treatment
- Respect to Human Rights Law

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

Yes

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

|                                  | % of value chain partners<br>(by value of business done with such partners) that were assessed |
|----------------------------------|--|
| Sexual harassment                | 100%   |
| Discrimination at workplace      | 100%   |
| Child Labour                     | 100%   |
| Forced Labour/Involuntary Labour | 100%   |
| Wages                            | 100%   |
| Others – please specify          |  |

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

India power has not received any complaints related to working condition, Health and safety in the financial year 2022-23 and 2021-22. However the Company is regularly educating the employees and contract workforce about importance for reporting of unsafe act and conditions of workplace as alert to take immediate corrective and preventive actions.

**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  | FY: 2022-23<br>(Current Financial Year) | FY: 2021-22<br>(Previous Financial Year) |
|--|---|--|
| Total electricity consumption (A)  | 3227967 Giga Joules                     | 3403523 Giga Joules                      |
| Total fuel consumption (B)   | 156552 Giga Joules                      | 117000 Giga Joules                       |
| Energy consumption through other sources (C)   | 0.00                                    | 0.00                                     |
| <b>Total energy consumption (A+B+C)</b>  | <b>3384520 Giga Joules</b>              | <b>3520523 Giga Joules</b>               |
| Energy intensity per rupee of turnover<br>(Total energy consumption/ turnover in rupees) | 575450 Giga Joules                      | 628614 Giga Joules                       |
| Energy 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? (Y/N) If yes, name of the external agency. No

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

Yes. The entire Power Distribution Network of the Company within the Licensed Area is designated under the PAT Scheme of Government of India.

In the "Baseline Energy Consumptions norms and standards in percentage of Transmission and Distribution losses for baseline year 2019-20 or as per para 1.4. of schedule 1 of aforesaid Rules" for the Company is 3.46%. Hence, the Target Energy Consumption Norms and Standards in percentage of Transmission and Distribution loss for target year 2024-25 is 3.46%. Provisional data for the year 2022-23 suggests T&D would be about 2.8%.

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

| Parameter  | FY: 2022-23<br>(Current Financial Year) | FY: 2021-22<br>(Previous Financial Year) |
|--|---|--|
| <b>Water withdrawal by source (in kilolitres)</b>  |   |  |
| (i) Surface water  | 357598                                  | 381081                                   |
| (ii) Groundwater   | 0.00                                    | 0.00                                     |
| (iii) Third party water  | 0.00                                    | 0.00                                     |
| (iv) Seawater / desalinated water  | 0.00                                    | 0.00                                     |
| (v) Others   | 0.00                                    | 0.00                                     |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>          | <b>357598</b>                           | <b>381081</b>                            |
| <b>Total volume of water consumption (in kilolitres)</b>                                 | <b>357598</b>                           | <b>381081</b>                            |
| <b>Water intensity per rupee of turnover</b><br>(Water consumed / turnover)              | 0.00006080                              | 0.00006804                               |
| <b>Water intensity (optional) –</b><br>the relevant metric may be selected by the entity | ---                                     | ---                                      |

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



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

Yes: The 12MW Power Plant is equipped with an Effluent Treatment Plant. All discharge from the boiler, turbine, DM Plant, Raw Water Plant and their auxiliary system discharges are collected through gravity. Collected discharges are neutralised and send back to the cooling tower as makeup water. Water sampling is carried out on a quarterly basis by State Pollution Control Board. Water quality testing is also carried out annually through Public Health Engineering Department (Govt. of WB).

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

| Parameter                           | Unit               | FY 2022-23<br>(Current Financial Year) | FY 2021-22<br>(Previous Financial Year) |
|-------------------------------------|--------------------|--|---|
| NOx                                 | Mg/Nm <sup>3</sup> | 126.67                                 | 137.89                                  |
| SOx                                 | Mg/Nm <sup>3</sup> | 254.89                                 | 244.89                                  |
| Particulate matter (PM)             | Mg/Nm <sup>3</sup> | 43.54                                  | 48.28                                   |
| Persistent Organic Pollutants (POP) | N/A                | N/A                                    | N/A                                     |
| Volatile Organic Compounds (VOC)    | N/A                | N/A                                    | N/A                                     |
| Hazardous air Pollutants (HAP)      | N/A                | N/A                                    | N/A                                     |
| Others-please specify               | N/A                | N/A                                    | N/A                                     |

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

Yes: Evaluation is done by State Pollution Control Board. It was also evaluated from an External Agency. Name of the Agency: **Eco Care**

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

| Parameter   | Unit  | FY 2022-23<br>(Current Financial Year) | FY 2021-22<br>(Previous Financial Year) |
|---|---|--|---|
| Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent | N/A                                    | N/A                                     |
| Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent | N/A                                    | N/A                                     |
| Total Scope 1 and Scope 2 emissions per rupee of turnover   | N/A   | N/A                                    | N/A                                     |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity   | N/A   | N/A                                    | N/A                                     |

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

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Not Applicable**

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

| Parameter  | FY:2022-23<br>(Current Financial Year)  | FY: 2021-22<br>(Previous Financial Year)                              |
|--|---|---|
| <b>Total Waste generated (in metric tonnes)</b>  |   |   |
| Plastic waste (A)  | N/A   | N/A   |
| E-waste (B)  | N/A   | N/A   |
| Bio-medical waste (C)  | N/A   | N/A   |
| Construction and demolition waste (D)  | N/A   | N/A   |
| Battery waste (E)  | N/A   | N/A   |
| Radioactive waste (F)  | N/A   | N/A   |
| Other Hazardous waste. Please specify, if any. (G)   | N/A   | N/A   |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)            | Fly Ash and Bottom Ash<br>Fly Ash: 14680.2528MT<br>Bottom Ash:<br>3670.0632MT | Fly Ash and Bottom Ash<br>Fly Ash: 10499.373<br>Bottom Ash: 2624.8432 |
| <b>Total (A+B + C + D + E + F + G + H)</b>   | Fly Ash: 14680.2528MT<br>Bottom Ash:<br>3670.0632MT                           | Fly Ash: 10499.373<br>Bottom Ash: 2624.8432                           |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b> |   |   |
| <b>Category of waste</b>   |   |   |
| (i) Recycled   | N/A   | N/A   |
| (ii) Re-used   | N/A   | N/A   |
| (iii) Other recovery operations  | N/A   | N/A   |
| <b>Total</b>   | N/A   | N/A   |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                              |   |   |
| <b>Category of waste</b>   |   |   |
| (i) Incineration   | N/A   | N/A   |
| (ii) Land filling  | N/A   | N/A   |
| (iii) Other disposal operations  | Fly Ash: 14680.2528MT<br>Bottom Ash:<br>3670.0632MT                           | Fly Ash: 10499.373<br>Bottom Ash: 2624.8432                           |
| <b>Total</b>   | Fly Ash: 14680.2528MT<br>Bottom Ash:<br>3670.0632MT                           | Fly Ash: 10499.373<br>Bottom Ash: 2624.8432                           |

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

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

In Power Generation Sector- Hazardous and toxic chemicals are Sulphuric Acid and Caustic Soda - which are used for treatment of water for boiler uses. Since we have adopted Zero Discharge Plant, hazardous and toxic chemicals use is minimum.

For Distribution: Only transformer oil is used for transformers and the same is being filtrated regularly. Once their life cycle gets completed, same is disposed through authorised vendors for re-cycling.



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

| S. No. | Location of operations/offices | Type of operations              | Whether the conditions of environmental approval / clearance are being complied with? (Y/N)<br>If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|---------------------------------|--|
|        | Asansol-Raniganj (West Bengal) | Power Generation & Distribution | Yes  |

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
| N/A                               | N/A                  | N/A  | N/A   | N/A  | N/A               |

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, and Environment protection act and rules there under (Y/N). If not, provide details of all such non-compliances, in the following format: Yes

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

### Leadership Indicators

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

| Parameter   | FY: 2022-23<br>(Current Financial Year) | FY: 2021-22<br>(Previous Financial Year) |
|---|---|--|
| <b>From renewable sources</b>                                   |   |  |
| Total electricity consumption (A)                               | 865,808 Giga Joules                     | 75,800 Giga Joules                       |
| Total fuel consumption (B)                                      | 0.00                                    | 0.00                                     |
| Energy consumption through other sources (C)                    | 0.00                                    | 0.00                                     |
| <b>Total energy consumed from renewable sources (A+B+C)</b>     | <b>865,808 Giga Joules</b>              | <b>75,800 Giga Joules</b>                |
| <b>From non-renewable sources</b>                               |   |  |
| Total electricity consumption (D)                               | 2,362,159 Giga Joules                   | 3,327,723 Giga Joules                    |
| Total fuel consumption (E)                                      | 156,552 Giga Joules                     | 117,000 Giga Joules                      |
| Energy consumption through other sources (F)                    | 0.00                                    | 0.00                                     |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b> | <b>2,518,711 Giga Joules</b>            | <b>3,444,723 Giga Joules</b>             |

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

**2. Provide the following details related to water discharged:**

| Parameter  | FY: 2022-2023<br>(Current Financial Year) | FY: 2021-22<br>(Previous Financial Year) |
|--|---|--|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |   |  |
| (i) To Surface water   | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (ii) To Groundwater  | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (iii) To Seawater  | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (iv) Sent to third-parties   | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (v) Others   | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| <b>Total water discharged (in kilolitres)</b>                                | <b>N/A</b>                                | <b>N/A</b>                               |

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

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

Not Applicable. The facilities of the Company are not located in any area of water stress.

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

- (i) Name of the area: DVC Command Area
- (ii) Nature of operations: Power Generation and Distribution
- (iii) Water withdrawal, consumption and discharge in the following format:

| Parameter   | FY: 2022-2023<br>(Current Financial Year) | FY: 2021-22<br>(Previous Financial Year) |
|---|---|--|
| <b>Water withdrawal by source (in kilolitres)</b>                                     |   |  |
| (i) Surface water   | N/A                                       | N/A                                      |
| (ii) Groundwater  | N/A                                       | N/A                                      |
| (iii) Third party water   | N/A                                       | N/A                                      |
| (iv) Seawater / desalinated water   | N/A                                       | N/A                                      |
| (v) Others  | N/A                                       | N/A                                      |
| <b>Total volume of water withdrawal (in kilolitres)</b>                               | <b>N/A</b>                                | <b>N/A</b>                               |
| <b>Total volume of water consumption (in kilolitres)</b>                              | <b>N/A</b>                                | <b>N/A</b>                               |
| <b>Water intensity per rupee of turnover (Water consumed / turnover)</b>              | <b>N/A</b>                                | <b>N/A</b>                               |
| <b>Water intensity (optional) – the relevant metric may be selected by the entity</b> |   |  |





| Parameter  | FY: 2022-2023<br>(Current Financial Year) | FY: 2021-22<br>(Previous Financial Year) |
|--|---|--|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |   |  |
| (i) To Surface water   | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (ii) To Groundwater  | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (iii) To Seawater  | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (iv) Sent to third-parties   | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| (v) Others   | N/A                                       | N/A                                      |
| - No treatment   | N/A                                       | N/A                                      |
| - With treatment – please specify level of treatment                         | N/A                                       | N/A                                      |
| <b>Total water discharged (in kilolitres)</b>                                | N/A                                       | N/A                                      |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable

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

| Parameter  | Unit  | FY: 2022-23<br>(Current Financial Year) | FY:2021-22<br>(Previous Financial Year) |
|--|---|---|---|
| <b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent | N/A                                     | N/A                                     |
| <b>Total Scope 3 emissions per rupee of turnover</b>   |   | N/A                                     | N/A                                     |
| <b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity   |   | N/A                                     | N/A                                     |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable

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

12MW plant is not located in any ecologically sensitive area (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.), accordingly environmental approvals / clearances are not required. However we have planted more than 5,000 trees last year and survival rate is more than 85%. This has helped in promoting child education and also maintaining biodiversity of local area.

**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:**

Not Applicable

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

The Company is having a Disaster Management Plan for its 12 MW generation plant, that decide the actions needed to shut down plant, evacuate personnel, carry out emergency repair works, arrange supplies of equipment, personnel etc. Carry out atmosphere tests, provide catering facilities, liaison with police, inform relative of the victims (if any), press

media announcements etc. Chief Incident Controller and Works Incident Controller assisted by two support teams shall be in-charge of disaster management.

Evaluation of Functioning of Disaster Plan: In order to evaluate the functioning and effectiveness of procedures laid in Disaster Management Plan, regular mock drills are conducted. The Mock drills are carried out step by step as stated below:

|             |   |
|-------------|---|
| First Step  | Test the effectiveness of communication system.                                   |
| Second Step | Test the speed of mobilisation of the Plant emergency teams.                      |
| Third Step  | Test the effectiveness of search, rescue and treatment of casualties.             |
| Fourth Step | Test Emergency isolation and shut down and remedial measures taken on the system. |
| Fifth Step  | Conduct a full rehearsal of all the actions to be taken during an emergency.      |

There are two types of mock drills carried out – Full Mock Drill (conducted at least once in 6 months) and Disaster Management Efficacy Drill (conducted at least once in 3 months).

**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. The Company is dealing with power distribution as a licensed authority and Generating capacity is only 3-4 % of total energy sale.

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

Not Applicable

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

**Essential Indicators**

**1. a. Number of affiliations with trade and industry chambers/associations - 15**

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

| Sl. No. | Name of trade and industry chambers/ associations | Reach (State/National) |
|---------|---|------------------------|
| 1       | ASSOCHAM  | National               |
| 2       | Federation of Indian Chambers of Commerce (FICCI) | National               |
| 3       | Confederation of Indian Industry (CII)            | National               |
| 4       | Indian Chamber of Commerce (ICC)                  | National               |
| 5       | Bengal Chamber of Commerce & Industry (BCCI)      | State                  |
| 6       | Bharat Chamber of Commerce                        | National               |
| 7       | Indo-German Chamber of Commerce                   | National               |
| 8       | Calcutta Management Association                   | State                  |
| 9       | Young Presidents Organization US                  | National               |
| 10      | Young Presidents Organization (Calcutta Chapter)  | State                  |
| 11      | Indo-American Chamber of Commerce                 | National               |
| 12      | Coal Consumers Association                        | National               |
| 13      | India Infrastructure Publishing Pvt Ltd           | National               |
| 14      | Eastern Regional Power Committee                  | Zonal                  |
| 15      | Indo-Canadian Chamber of Commerce                 | 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**

There is no action taken or underway against India Power Corporation Limited on any issues related to anti-competitive conduct.

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.**

**Essential Indicators**

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

No, there were no material new projects undertaken by the Company during the current financial year.

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

Not Applicable

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

Not Applicable

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

|  | FY 2023<br>Current financial year | FY 2022<br>Previous financial year |
|--|-----------------------------------|------------------------------------|
| Directly sourced from MSMEs/ small producers                         | 72%                               | 42%                                |
| Sourced directly from within the district and neighbouring districts | 70%                               | 40%                                |

**Leadership Indicators**

**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

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

| Sl. No. | State       | Aspirational District | Amount Spent (in INR) |
|---------|-------------|-----------------------|-----------------------|
| 1       | West Bengal | West Burdwan          | 43,52,250             |
| 2       | West Bengal | Kolkata               | 6,47,000              |

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

No. Raw materials used by the Company are not produced by local and small vendors. They are procured from qualified vendors. However, for the service part, the Company has engaged local authorised contractors.

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

Company has engaged local authorised contractors for all Electrical engineering, procurement and construction projects for granting new connections, O&M of lines and substations including 132Kv OH power receiving station related work and erection of equipment holding lattice structures.

**(c) What percentage of total procurement (by value) does it constitute? 19%**

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Not Applicable

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

Not Applicable

**6. Details of beneficiaries of CSR Projects:**

| Sl. No | CSR Project                            | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|--------|--|---|--|
| 1      | Women Empowerment                      | 200   | 100%   |
| 2      | Education                              | 200   | 100%   |
| 3      | Health and Hygiene                     | 450   | 100%   |
| 4      | Skill Development                      | 100   | 100%   |
| 5      | Promotion of Cultural Heritage         | 250   | 100%   |
| 6      | Rural & Infrastructural Development    | 300000                                      | 50%  |
| 7      | Support to Nationally Acclaimed Sports | 100   | 75%  |
| 8      | Relief and Care                        | 100   | 100%   |

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

**Essential Indicators**

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

Consumer complaints are monitored through - Helpline calls, Call center, Walk-in at our offices, Email, Company Website, GRO and CGRO correspondence.

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

100% of the turnover corresponds to electricity generated, transmitted and distributed. The Company educates its customers on environmental parameters and for safe and responsible usage of power.

|                                | FY 2023 (Current Financial Year) |                                   | Remarks | FY 2022 (Previous Financial Year) |                                   | Remarks |
|--------------------------------|----------------------------------|-----------------------------------|---------|-----------------------------------|-----------------------------------|---------|
|                                | Received during the year         | Pending resolution at end of year |         | Received during the year          | Pending resolution at end of year |         |
| Data privacy                   | 0                                | 0                                 | -       | 0                                 | 0                                 | -       |
| Advertising                    | 0                                | 0                                 | -       | 0                                 | 0                                 | -       |
| Cyber-security                 | 0                                | 0                                 | -       | 0                                 | 0                                 | -       |
| Delivery of essential services | 5730                             | 0                                 | -       | 3244                              | 0                                 | -       |
| Restrictive Trade Practices    | 0                                | 0                                 | -       | 0                                 | 0                                 | -       |
| Unfair Trade Practices         | 0                                | 0                                 | -       | 0                                 | 0                                 | -       |
| Other                          | 0                                | 0                                 | -       | 0                                 | 0                                 | -       |

**3. Details of instances of product recalls on account of safety issues:**

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | N/A                |
| Forced recalls    | 0      | N/A                |

**4. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes (Web link <https://www.indiapower.com/about/?privacy>)



**5. 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.**

We circulate post on Social Media warning our Consumers about Fake messages, as noted below.

*"Dear Consumer, please beware of any FAKE SMS regarding disconnecting of electricity or power supply. India Power Corporation Ltd do not ask for any bank details or card details from Consumers. Our SMS has IPCLCO in the sender name. In case of any confusion call our Customer Care".*

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#### Leadership Indicators

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

<https://mycare.indiapower.com/#/>

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

Messages are published through - Website / Facebook / LinkedIn / Twitter

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

Through SMS services.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes on Website / Facebook / LinkedIn / Twitter. By display of Flex board in our touch points.

Recently we have carried out survey on consumer satisfaction by circulating KYC-cum- Feedback Form among our consumers.

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

a. Number of instances of data breaches along-with impact : No

b. Percentage of data breaches involving personally identifiable information of customers: Nil

**For and on behalf of the Board of Directors**

Place: Kolkata  
Date: 25th May, 2023

**Raghav Raj Kanoria**  
Managing Director  
DIN: 07296482

**Somesh Dasgupta**  
Whole-time Director  
DIN: 01298835