



Ref: IPCL/SE/LODR/2025-26/30

26th August, 2025

**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**  
Building A, Unit 205A, 2nd Floor,  
Piramal Agastya Corporate Park,  
L.B.S Road, Kurla West,  
Mumbai - 400 070  
Scrip Symbol: DPSCLTD

Dear Sir(s),

**Business Responsibility and Sustainability Report of the Company for the financial year 2024-25**

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 2024-25, which forms an integral part of the Annual Report for the financial year 2024-25.

This is for your information and records.

Yours faithfully  
For **India Power Corporation Limited**

Dhananjoy Karmakar  
**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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# Business Responsibility and Sustainability Report [FY 2024-25]

## INTRODUCTION

India Power Corporation Limited (IPCL), established in 1919, is one of the most enduring and future-ready power utilities in India. With a distinguished legacy of over a century and a power distribution license granted in 1935, IPCL is the country’s only parallel licensee distribution utility, currently serving the Asansol-Raniganj region in West Bengal. This long-standing presence reflects a deep commitment to operational excellence, regulatory alignment, and sustainable business practices.

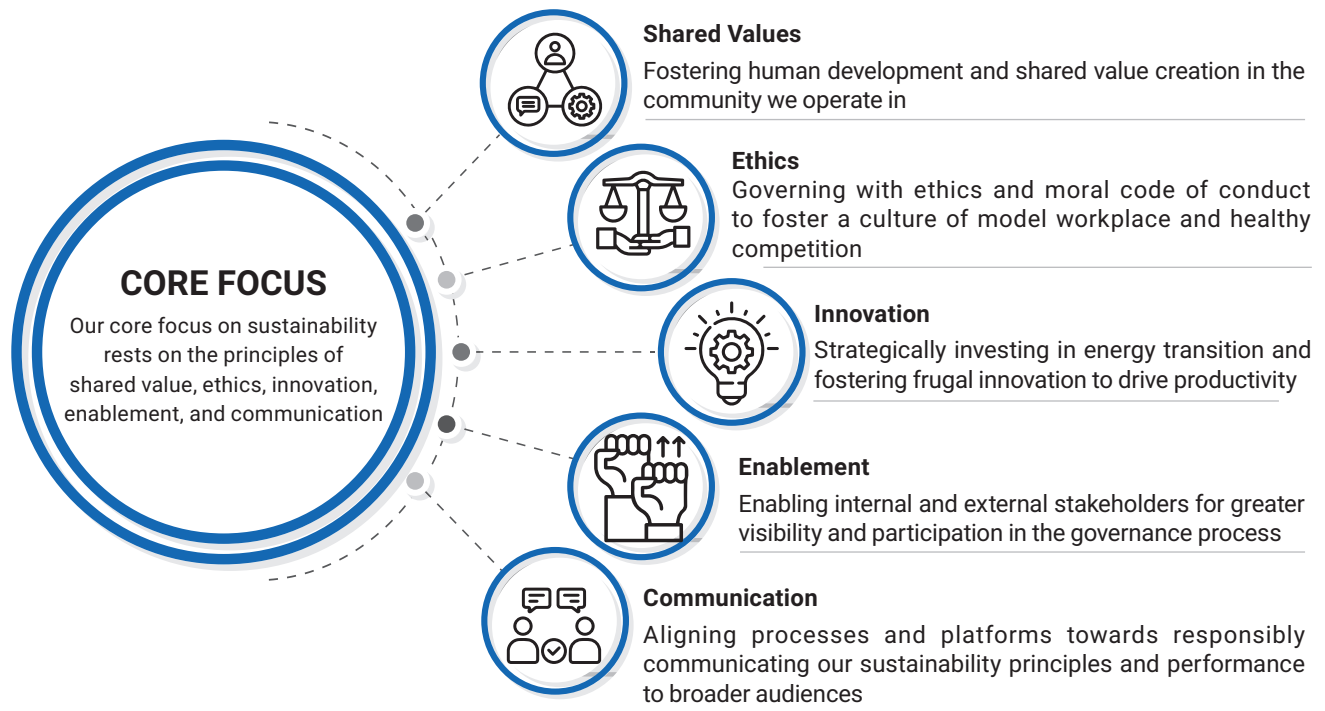
From its origins as a power supplier to coal mines and industrial establishments, IPCL has transformed into a diversified distribution utility serving a wide range of consumers—including residential, commercial, and institutional segments. The company operates with one of the lowest transmission and distribution losses in the country, at 3%, backed by a modern digital infrastructure comprising smart meters, SCADA systems, and GIS-enabled substations.

IPCL’s integrated management systems are certified to ISO demonstrating its strong focus on risk management, compliance, operational resilience, and stakeholder trust.

With 75% of its current power procurement sourced from renewable energy, IPCL is actively contributing to India’s clean energy transition. Its collaboration with Switzerland-based E2S Power to introduce Thermal Energy Storage Systems (TESS) represents a strategic step toward grid flexibility and long-term decarbonization goals, in line with India’s net-zero target by 2070.

Social responsibility is embedded in IPCL’s corporate ethos. Guided by the values of Discipline, Dedication, and Devotion, the company engages in wide-ranging community development initiatives, including education scholarships, gender empowerment programs, cultural preservation efforts, and health and environmental awareness campaigns.

This Business Responsibility & Sustainability Report (BRSR) reflects IPCL’s ESG performance and strategic outlook, in accordance with national regulatory frameworks. With a strong foundation of governance, innovation, and stakeholder-centric growth, IPCL is well-positioned to play a pivotal role in shaping India’s sustainable power landscape. The company continues to explore emerging opportunities in renewable energy and Waste to Energy, underscoring its commitment to responsible growth and long-term value creation.



## Directors' Statement on Sustainability

In an era of growing environmental consciousness, sustainability has become the central theme of any business of social activity. At India Power Corporation Limited ('IPCL' or 'India Power' or 'Company') too, sustainability is more than an obligation – it is a responsibility for long-term goals. In the financial year 2024-25, India Power has taken several proactive steps to contribute to India's net-zero emission goals. The strongest achievement of all is becoming a pioneering Green Utility, sourcing almost 75% of power from renewable sources. Embedding Environmental, Social and Governance Principles to India Power's business has culminated into positive and goal-oriented results; delivering value to our stakeholders.

Transition to cleaner energy comes with a set of challenges, the most significant being provision of Round-The-Clock (RTC) power. As a power utility operating from a parallel licensee region, we often face behavioural and infrastructure challenges while implementing sustainability at a larger scale. Our key focus was to identify the areas of development, challenges and solutions to mitigate the same.

By adopting an asset-light approach and integrating renewable energy into our operations, we're actively supporting India's bold climate goals—like achieving 500 GW of renewable capacity by 2030 and advancing green hydrogen development. Through initiatives like green tariffs for commercial and industrial customers and rooftop solar programs, we're not just supplying energy—we're helping people generate their own clean power and take part in the energy transition.

From setting up pioneering solar plants and introducing green energy tariffs to launching a 24x7 EV charging hub at Salt Lake Sector V—soon to be powered by solar—we've expanded our vision beyond traditional electricity supply. These efforts help reduce our reliance on fossil fuels and move us closer to India's net-zero target by 2070.

Today, we proudly serve a licensed area of 798 sq. km in the Asansol-Raniganj region, with one of the lowest transmission and distribution losses in the industry—just 2.47%. This has been possible because of our investments in smart grid technology and digital transformation. Tools like SCADA, IoT, machine learning, and GIS-based outage systems are helping us improve reliability and offer better service to our customers.

We're also thinking ahead. As one of the early movers in energy storage, we're working on pilot projects like a 250 kWh thermal storage system and a large-scale Battery Energy Storage System (BESS) in collaboration with EY-Parthenon and the Global Energy Alliance for People and Planet. This 100 MW / 400 MWh project in Asansol will strengthen the grid and help us use more renewable power.

Our renewable portfolio continues to grow. With wind projects in Gujarat and a solar plant in Jamuria, West Bengal, we're maintaining an asset-light model supported by long-term Power Purchase Agreements. We're also exploring pumped storage hydro opportunities to help meet the country's clean energy targets.

On the digital front, we've installed over 2.5 lakh smart meters in Madhya Pradesh, playing an important role in India's national smart metering mission. Our sustained investments in digital systems, cybersecurity, and clean technology are helping us become not just a power utility, but a sustainable energy enabler.

Yes, challenges remain—balancing growth with environmental responsibility, adopting new technologies quickly, and ensuring no one is left behind. But each step we take brings us closer to a more resilient, inclusive, and green energy future.

At India Power, we're proud to be part of that future.

**SOMESH DASGUPTA**  
**WHOLE-TIME DIRECTOR**  
**INDIA POWER CORPORATION LIMITED**

## SECTION A: GENERAL DISCLOSURES

### I Details of the listed entity

1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L40105WB1919PLC003263
2	<b>Name of the Listed Entity</b>	India Power Corporation Limited (formerly DPSC Limited)
3	<b>Year of incorporation</b>	1919
4	<b>Registered office address</b>	Plot No. X1-2&3, Block-EP, Sector-V, Salt Lake City, Kolkata-700091
5	<b>Corporate address</b>	Plot No. X1-2&3, Block-EP, Sector-V, Salt Lake City, Kolkata-700091
6	<b>E-mail</b>	corporate@indiapower.com
7	<b>Telephone</b>	+91 33 6609 4300/08/09/10
8	<b>Website</b>	<a href="https://www.indiapower.com/">https://www.indiapower.com/</a>
9	<b>Financial year for which reporting is being done</b>	1 <sup>st</sup> April 2024 to 31 <sup>st</sup> March 2025
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	1. National Stock Exchange of India Limited 2. Metropolitan Stock Exchange of India Limited
11	<b>Paid-up Capital (₹ in lakhs)</b>	9737.90
12	<b>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 Designation: Whole-time Director Phone: 033 6609 4308/10 Email: somesh.dasgupta@indiapower.com
13	<b>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
14	<b>Name of assurance provider</b>	Assurance is not mandatory, hence has not been opted for FY 24-25
15	<b>Type of assurance obtained</b>	Assurance is not mandatory, hence has not been opted for FY 24-25

### II Products / Services

#### 16 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	98.51
2.	Renewable	The Company has around 24.8 MW of Wind Power Generation	1.49

#### 17 Products/Services sold by the entity

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electric power generation, transmission and distribution	351	100.00 %

### III Operations

#### 18. No. of locations where plants and/or operations/ offices of the entity are situated:

Location	No. of plant	No. of offices	Total
National	2 *	2 *	4
International	0	0	0

\* Plants include Solar Power Plant & 12 MW Thermal Power Plant; offices include Central Office at Asansol & Head Office at Kolkata

#### 19 Markets served by the entity

a	No. of Locations	
	Location	Number
	National (No. of States)	1
	International (No. of States)	-
b	What is the contribution of exports as a percentage of the total turnover of the entity?	0%
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

#### 20 Details as of the end of Financial Year:

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
	Permanent (D)	161	144	89%	17	11%
	Other than Permanent (E)	18	18	100%	0	0%
	<b>Total employees (D + E)</b>	<b>179</b>	<b>162</b>	<b>91%</b>	<b>17</b>	<b>9%</b>
<b>Workers</b>						
	Permanent (F)	197	195	99%	2	1%
	Other than Permanent (G)	190	183	96%	7	4%
	<b>Total workers (F + G)</b>	<b>387</b>	<b>378</b>	<b>98%</b>	<b>9</b>	<b>2%</b>

##### b Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently-abled Employees</b>						
	Permanent (D)	2	2	100%	0	0
	Other than Permanent (E)	0	0	0	0	0
	<b>Total employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>Differently-abled Workers</b>						
	Permanent (F)	2	2	100%	0	0
	Other than Permanent (G)	2	2	100%	0	0
	<b>Total Workers (F + G)</b>	<b>4</b>	<b>4</b>	<b>100%</b>	<b>0</b>	<b>0</b>

## 21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.28%
Key Management Personnel	5	NIL	NIL

## 22 Turnover rate for permanent employees and workers

	FY (2024-25) (Turnover rate in current FY)			FY (2023-24) (Turnover rate in previous FY)			FY (2022-23) (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.84	11.76	12.73	11.84	11.11	11.76	9.94	1.17	11.11
Permanent Workers	4.99	40	5.42	7.49	28.57	7.83	5.33	1.33	6.67

\*\*Note: All figures are in % in the above table

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

### 23 Names of holding / subsidiary / associate companies / joint ventures

Sl. 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	DPSC Distribution Limited	Subsidiary as per Companies Act, 2013	100	No
4	MP Smart Metering Private Limited	Subsidiary as per Companies Act, 2013	100	No
5	IPCL Pte Limited	Subsidiary as per Companies Act, 2013	100	No
6	Parmeshi Urja Limited	Subsidiary as per Companies Act, 2013	100	No
7	India Uniper Power Services Private Limited	Subsidiary as per Companies Act, 2013	50	No
8	Erstwhile India Power Corporation Limited	Holding Company as per Companies Act, 2013	53	No

## VI CSR Details

24 a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (in ₹ Lakhs)	59,990.59
c	Net worth (in ₹ Lakhs)	31,844.69

## VII Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	<a href="https://indiapower.com/#/investorrelations/shareholderinformation/grievanceredressalemailidpage">https://indiapower.com/#/investorrelations/shareholderinformation/grievanceredressalemailidpage</a>	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)		NIL	NIL	NIL	1	NIL	The complaint has been resolved in the month of June 2024.
Shareholders		130*	03*	NIL	7	NIL	All complaints have been resolved by the end of FY 2023-24.
Employees and Workers		12018	NIL	All complaints resolved within time limit	7668	NIL	All complaints resolved within time limit
Customers		NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners		NIL	NIL	NIL	NIL	NIL	NIL
Government Bodies		NIL	NIL	NIL	NIL	NIL	NIL

\*Note: QR-code based grievance management system for employees and workers has been implemented during the year 2024-25, which was earlier being addressed in the verbal/manual mode only.

### 26 Overview of the entity's material responsible business conduct issues

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Strategy	Opportunity	Transitioning to green energy aligns with national decarbonization goals and creates long-term growth opportunities.	Increase the renewable energy portfolio, develop clean tech partnerships, and align with Net Zero targets.	Positive—market advantage, investor preference, and cost-effective operations.
2	Waste Management	Risk	Ineffective waste disposal can result in environmental harm and community backlash.	Promote circular economy, ensure safe disposal of hazardous waste, and enforce supplier waste compliance.	Negative—costs related to non-compliance, clean-up, and stakeholder pressure.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Emissions Management	Risk	Non-compliance with emissions norms may lead to regulatory penalties, reputational damage, and operational inefficiencies.	Install emission control systems, adopt clean fuels, and implement real-time monitoring systems.	Negative—regulatory fines, increased operational costs, and compliance investment.
4	Occupational Health & Safety	Risk	Unsafe working conditions can lead to accidents, legal claims, and workforce disruption.	Enforce safety protocols, conduct regular audits and training, and track safety KPIs.	Negative—potential liabilities, insurance costs, and productivity loss.
5	Employee Wellbeing & DEI (Diversity, Equity & Inclusion)	Opportunity	A diverse and healthy workforce improves engagement, innovation, and retention.	Implement employee wellness programs, promote inclusive hiring, and ensure gender equity.	Positive—enhanced talent acquisition, reduced attrition, and employer branding.
6	Energy Efficiency	Risk	High auxiliary consumption and inefficient operations increase costs and emissions.	Upgrade infrastructure, optimize load dispatch, and adopt IoT-based energy management.	Negative—increased energy costs and lower competitiveness.
7	Product Responsibility & Reliability	Opportunity	A reliable electricity supply strengthens customer trust and regulatory goodwill.	Upgrade grid systems, adopt smart metering, and improve outage response.	Positive—customer loyalty, regulatory incentives, and reduced penalties.
8	Ethical Business Conduct & Compliance	Risk	Unethical practices can lead to legal penalties and loss of stakeholder trust.	Enforce a strong Code of Conduct, conduct ethics training, and enable grievance redressal systems.	Negative—litigation costs and reputational loss.
9	Supply Chain Responsibility	Risk	ESG non-compliance among suppliers can impact company credibility and operations.	Include ESG clauses in procurement, conduct supplier audits, and offer capacity building.	Negative—supply disruption, cost inflation, and compliance risks.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Our operations are guided by our fundamental focus to the strong governance framework, backed by our policies and processes that fully aligns with the guidelines of the National Guidelines on Responsible Business Conduct (NGRBC) and references to other internationally recognised responsible business standards.

The following principles are at the core focus of our sustainability management framework:

**THE NGRBC PRINCIPLES IN FOCUS**



**Principle 1**

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



**Principle 2**

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



**Principle 3**

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



**Principle 4**

Businesses should respect the interests of and be responsive to all their stakeholders.



**Principle 5**

Businesses should respect and promote human rights.



**Principle 6**

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



**Principle 7**

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



**Principle 8**

Businesses should promote inclusive growth and equitable development.



**Principle 9**

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1	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
	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Web Link of the Policies, if available	<a href="https://www.indiapower.com/#/investorrelations/corporatecodespoliciepage">https://www.indiapower.com/#/investorrelations/corporatecodespoliciepage</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4	Name of the national and international codes/certifications/ labels/standards / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>P1 - We maintain Code of Conduct and Whistleblower policies that provide guidance and support for ethical and transparent business operations, ensuring compliance with legal standards while fostering accountability and integrity.</p> <p>P2 - We have adopted ISO 9001 standards as part of our Quality Management System to ensure consistent quality and enhance customer satisfaction.</p> <p>P3 - We operate under several key policies, including the Global Code of Conduct, Human Rights Policy, and Remuneration Policy, to uphold ethical standards, promote respect for human rights, and ensure fair compensation.</p> <p>P4 - Our Global Code of Conduct creates awareness among stakeholders about sustainable business operations and emphasizes being responsive to the interests of all stakeholders.</p> <p>P5 - Our Human Rights Policy establishes guiding principles for safeguarding and protecting human rights throughout our operations.</p> <p>P6 - We are an ISO 14001 certified company, demonstrating our commitment to environmental management standards.</p> <p>P7 - Our Code of Conduct Policy emphasizes ethical and responsible behaviour regarding the company's public image, financial management, and product integrity.</p> <p>P8 - We have a Corporate Social Responsibility Policy that guides our commitment to sustainable practices, community engagement, and ethical decision-making, ensuring a positive impact on society and the environment.</p> <p>P9 - Our Business Responsibility &amp; Sustainability Policy and Corporate Code of Conduct establish the foundation for responsible communication and engagement with our customers. Additionally, we are an ISO 27001 certified company.</p>								
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.	NA	NA	NA	NA	NA	NA	NA	NA	NA

<b>Governance, leadership and oversight</b>		
7	<b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>	As given above in this report
8	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>	Implementation of the relevant policies of the Company is overseen by the the Board of Directors, and the Whole-time Director, Mr Somesh Dasgupta.
9	<b>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.</b>	No

**10 Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annual								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annual								
11 <b>Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</b>										No. Independent assessment/evaluation of the existing policies has not been carried out.								
12 <b>If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated, as below:</b>																		
The entity does not consider the principles material to its business (Yes/No)										Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										Not Applicable								
It is planned to be done in the next financial year (Yes/No)										Not Applicable								
Any other reason (please specify)										Not Applicable								

## SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

We adhere to an ethical and transparent framework, ensuring that integrity remains at the heart of our business operations. By fostering trust and instilling a sense of pride among our employees, we cultivate a culture that values honesty, fairness, and responsibility in every engagement with stakeholders.

Our governance is driven by a steadfast commitment to ethical principles, where accountability and openness guide our decision-making processes. We believe that transparency strengthens relationships, both internally and externally, by enabling clear communication and reinforcing confidence in our actions.

Through responsible business practices, we strive to create sustainable value that benefits not just our company but also society at large. We recognize that ethical conduct goes beyond compliance; it is about making thoughtful choices that uphold fairness, honour commitments, and contribute to a resilient and trustworthy ecosystem.

By embracing these principles, we ensure that our organization remains a reliable partner for stakeholders, a supportive environment for employees, and a responsible corporate entity that prioritizes the greater good alongside business success.

#### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	0	Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains	0
Key Managerial Personnel	3	Principle 1 - Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable. Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains	100 %
Employees other than BoD and KMPs	38	Principle 1 - Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable. Principle 2 - Businesses should provide goods and service in a manner that is sustainable and safe. Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains	81 %
Workers	29	Principle 2 - Businesses should provide goods and service in a manner that is sustainable and safe. Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains	79.6 %

**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**

Category	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding fee			Nil		

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable due to response in the previous question.

**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.**

Our commitment to exemplary Corporate Governance is foundational to our company’s philosophy. We operate with unwavering dedication to fairness, honesty, ethical practices, transparency, and legal compliance in all business affairs. To reinforce this commitment, we have established a comprehensive Anti-Bribery Policy that explicitly prohibits all employees from participating in or facilitating any acts of bribery, extortion, or corruption involving government officials (Public Officials) or any individuals representing or acting on behalf of the company.

This policy is firmly grounded in India’s Prevention of Corruption Act, 1988, along with other relevant anti-bribery and anti-corruption legislation applicable within India. We maintain strict adherence to these legal frameworks to ensure the highest standards of business ethics throughout our operations.

For more information, please visit our Policies section at: <https://www.indiapower.com/#/investorrelations/corporatecodespoliciepage>

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

Category	FY 2024-25	FY 2023-24	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Directors	NIL	NIL		Not Applicable	
KMPs					
Employees					
Workers					

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

Category	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N/A	0	N/A
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N/A	0	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 due to response in the previous question.

**8**

	FY 2024-25	FY 2023-24
Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in	125	156

**9 Open-ness of business**

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	46.92%	27.19 %
	d. Investments (Investments in related parties / Total Investments made)	58 %	24.52 %

**LEADERSHIP INDICATORS**

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

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

Yes.

Every Director must disclose all interests or concerns in external entities annually and report any changes that occur during the year. These comprehensive disclosures are formally presented and reviewed during designated Board Meetings, ensuring transparency and proper governance oversight among all Board Members.

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

We are committed to delivering goods and services in a manner that prioritizes sustainability and safety, ensuring that innovation remains central to our mission. Through significant investments in cutting-edge technologies like smart grids and smart meters, we aim to enhance energy efficiency, optimize resource utilization, and provide solutions that empower our customers while minimizing environmental impact.

Sustainability is not just a guiding principle; it is an integral part of our long-term vision. We continuously refine our practices to align with global advancements in responsible energy management, ensuring that our products and services contribute to a Cleaner and more efficient future. By embracing technology-driven solutions, we enhance resilience in infrastructure, improve operational reliability, and strengthen the foundation of a sustainable ecosystem.

Beyond our own initiatives, we actively support our value chain partners, fostering collaboration that advances shared strategic goals. Through responsible sourcing, ethical business partnerships, and knowledge exchange, we reinforce our commitment to economic prosperity while maintaining the highest standards of safety. Our efforts extend beyond individual achievements, as we strive to create a lasting impact across industries, communities, and the broader economy.

By championing sustainability and prioritizing safety, we ensure that our business practices remain not only progressive but also deeply rooted in accountability, integrity, and forward-thinking innovation. Through continuous improvement and responsible investments, we empower our stakeholders, contribute to long-term environmental stewardship, and shape a future that is both economically viable and ecologically responsible.

### 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.**

Category	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	Nil	Nil	Nil

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

Yes, we have the procedures in place for sustainable sourcing. During the year, we have sourced 633373 MWh of energy from renewable sources, which is about 71% of our total energy inputs during FY 2024-25, up from about 41% during FY 2023-24. Additionally, we are also procuring Hybrid power from Solar Energy Corporation of India (SECI) from the third quarter of 2023-24.

We lay down the requirements on various facets of sustainability which includes Ethical Compliance, Human Rights, Health, Safety and Environmental Protection.

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

Plastics (including packaging)	Due to the nature of our product, i.e. Electricity, this category is not applicable to us.
E-waste	
Hazardous waste	
Other waste	

**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. EPR regulation is not applicable due to the nature of business.

6

### LEADERSHIP INDICATORS

**1 Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Sl. No.	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
Due to the nature of our operations, we do not need to conduct Life Cycle Perspective / Assessments (LCA)						

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable, Refer response to Question 1 above under Leadership indicators		

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

Indicate input material	Recycled or reused input material to total material	
	FY 2024-25	FY 2023-24
	Not Applicable	Not Applicable

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

Category	FY 2024-25			FY 2023-24		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	N/A	N/A	N/A	N/A	N/A	N/A
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other waste	N/A	N/A	N/A	N/A	N/A	N/A

\*Other waste includes fly ash and bottom ash which are used for landfilling by third party organizations.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

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

We are deeply committed to fostering a workplace culture that prioritizes the well-being, dignity, and fulfilment of every employee, including those within our value chain. Our approach is rooted in respect, inclusivity, and support, ensuring that individuals across all levels feel valued, empowered, and secure in their roles.

Safety remains a cornerstone of our organizational framework. We implement rigorous health and safety standards, continually enhancing workplace conditions to protect employees from risks while fostering a secure environment for productivity and growth. Equally, we recognize that well-being extends beyond physical safety; we actively support mental health initiatives, work-life balance, and professional development opportunities that enrich our workforce.

Our responsibility does not end within our organization; it extends to the entire value chain. We collaborate with our partners, suppliers, and stakeholders to uphold ethical labour practices, ensuring fair treatment and equitable working conditions throughout our operations. By championing inclusive policies, advocating for rights, and fostering transparent communication, we create an ecosystem where individuals thrive.

Through these efforts, we reinforce our commitment to promoting a workplace culture that is not only safe and sustainable but also deeply rooted in mutual respect and shared prosperity. Our people are our strength, and by investing in their well-being, we drive collective success while positively impacting society at large.

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 Benefits	
		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	144	144	100	144	100	0	0	144	100	144	100
Female	17	17	100	17	100	17	100	0	0	17	100
<b>Total</b>	<b>161</b>	<b>161</b>	<b>100</b>	<b>161</b>	<b>100</b>	<b>17</b>	<b>11</b>	<b>144</b>	<b>89</b>	<b>144</b>	<b>100</b>

Category	% of employees covered by										
	Total (A)*	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Benefits	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Other than Permanent Employees</b>											
Male	18	18	100	18	100	0	0	18	100	18	100
Female	0	0	0	0	0	0	0	0	0	0	100
<b>Total</b>	<b>18</b>	<b>18</b>	<b>100</b>	<b>18</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>100</b>	<b>18</b>	<b>100</b>

Apart from the health insurance coverage facilitated by the organization, most of the employees also have personal health insurance policies. A few of these employees have opted for both their personal policy and the company-facilitated one.

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

Category	% of employees covered by										
	Total (A)*	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Benefits	
		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	195	195	100	195	100	0	0	195	100	195	100
Female	2	2	100	2	100	2	100	0	0	2	100
<b>Total</b>	<b>197</b>	<b>197</b>	<b>100</b>	<b>197</b>	<b>100</b>	<b>2</b>	<b>1</b>	<b>195</b>	<b>99</b>	<b>197</b>	<b>100</b>
<b>Other than Permanent Workers</b>											
Male	183	183	100	183	100	0	0	183	100	183	100
Female	7	7	100	7	100	7	100	0	0	7	100
<b>Total</b>	<b>190</b>	<b>190</b>	<b>100</b>	<b>190</b>	<b>100</b>	<b>7</b>	<b>4</b>	<b>183</b>	<b>96</b>	<b>190</b>	<b>100</b>

**1c Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format**

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.194%	0.198 %

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (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 worker	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others	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.  
The office premises are designed to be more accessible for the PwDs. We have created ramps for wheelchairs, installed wider elevators and have braille system in the elevators. We also have specially designed washrooms for the PwDs.

#### 4 Equal Opportunity Policy

**Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.** Yes.  
<https://www.indiapower.com/#/aboutus/equalopportunityemployerdetailspage>

#### 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 workers?

Category	Yes/No
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

##### Details of the mechanism in brief

- Addressing Work-Related Issues: The company implements a systematic process-driven approach to prevent negative impacts from unresolved employee grievances or complaints. Employee support is monitored through key performance indicators including Employee Productivity, Grievances, Safety metrics, and Attrition rates. Proactive outreach initiatives target team members, managers, and department heads.
- HRMS Management: Employee concerns are documented both digitally through the HRMS platform and through various offline forums. Information gathered is systematically compiled, evaluated, and used to implement effective corrective measures.
- HR Indicator Application: The organization analyses voluntary departure reasons to identify potential employee dissatisfaction factors. While absenteeism remains minimal, it is consistently monitored. HR indicator data drives improvements in employee engagement strategies.
- Key Initiatives: Corrective actions include counselling for reporting managers and providing enhanced infrastructure and support. At the Asansol facility, a dedicated Grievance register is maintained for workers. Regular Leadership Team meetings address reported issues and concerns. Union-Management discussions occur on a scheduled basis, with worker grievances resolved collaboratively between Union Leaders and Management representatives.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	161	0	0	169	0	0
Male	144	0	0	152	0	0
Female	17	0	0	17	0	0
Total Permanent Workers	197	166	84	209	177	85
Male	195	165	85	206	175	85
Female	2	1	50	3	2	67

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	162	149	92%	141	87%	152	81	53%	139	91%
Female	17	14	82%	15	88%	17	3	18%	2	12%
<b>Total</b>	<b>179</b>	<b>163</b>	<b>91%</b>	<b>156</b>	<b>87%</b>	<b>169</b>	<b>84</b>	<b>50%</b>	<b>141</b>	<b>83%</b>
<b>Workers</b>										
Male	378	288	76%	287	76%	206	125	61%	58	28%
Female	9	6	67%	9	100%	3	0	0%	0	0
<b>Total</b>	<b>386</b>	<b>294</b>	<b>76%</b>	<b>296</b>	<b>76%</b>	<b>209</b>	<b>125</b>	<b>60%</b>	<b>58</b>	<b>28%</b>

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	162	162	100%	163	163	100%
Female	17	17	100%	17	17	100%
<b>Total</b>	<b>179</b>	<b>179</b>	<b>100%</b>	<b>180</b>	<b>180</b>	<b>100%</b>
<b>Workers</b>						
Male	378	378	100%	357	357	100%
Female	9	9	100%	11	11	100%
<b>Total</b>	<b>386</b>	<b>386</b>	<b>100%</b>	<b>368</b>	<b>368</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 of such a system?	<p>Yes.</p> <p>The company's comprehensive Safety Management system framework encompasses all business functions across Generation, Transmission, and Distribution operations, with safety established as a fundamental core value. This system extends to 100% of the workforce and maintains full alignment with West Bengal Factory Rules 1958, Central Electricity Authority Regulations 2010, and ISO 45001:2018 requirements. The safety framework undergoes annual certification following rigorous surveillance audits to ensure continued compliance with all standards.</p>
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**10 Health and safety management system: (contd)**

b	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>The company prioritizes hazard prevention in the workplace through its comprehensive Safety Management System. This system includes multiple processes to identify hazards, evaluate associated risks, and implement corrective measures for both routine and non-routine operations:</p> <ul style="list-style-type: none"> <li>• Leadership accountability supported by specific occupational health and safety objectives</li> <li>• Systematic hazard identification, risk assessment, and management procedures</li> <li>• Comprehensive emergency response planning and management</li> <li>• Detailed Standard Operating Procedures for electrical operations, construction activities, HSE protocols, and electric shock response charts at all substations</li> <li>• Formal work permit processes</li> <li>• Regular awareness campaigns, job-specific training, and consultation opportunities</li> <li>• Workplace inspections including scheduled and random checks, compliance monitoring, near-miss recording, incident investigation, and implementation of corrective and preventive actions</li> <li>• Balanced Safety Committee meetings with equal representation from management and workers</li> <li>• Structured contractor safety management protocols</li> <li>• Mandatory use of protective equipment and devices</li> <li>• Regular internal and external audits for system review and monitoring</li> <li>• Scheduled mock drills for emergency preparedness</li> <li>• Advanced fire detection and protection systems</li> </ul>
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/ workers 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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	1

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

- The hazard identification and risk assessment process evaluate potential dangers to either eliminate them completely or minimize risk levels through appropriate control measures.
- Substations maintain Standard Operating Procedures covering electrical operations, construction activities, HSE requirements, and electric shock response charts.
- Work permit issuance requires verification of proper isolation and confirmation that hazard control measures are in place.
- Both scheduled and random site audits of operational and maintenance activities ensure adherence to established Standard Operating Procedures.
- Unauthorized access prevention through controlled entry systems at all substations.
- Visual safety communication through graphic safety messages.
- Comprehensive identification marking system including terminal pole naming, pole numbering, panel identification (front and back), and danger boards on isolated equipment to prevent accidental operation.
- Regular status and condition monitoring maintains system health and integrity.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	2	Nil	-	7	Nil	-

**14 Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	Nil
Working Conditions	Nil

**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.**

Following investigations into all safety occurrences, the Investigation Committee has overseen the implementation of systemic corrective and preventive measures based on their findings. This has included:

- Regular supplementary audits of work areas to verify the continued effectiveness of control measures during operations.
- A comprehensive audit of the maintenance contractor's safety management protocols to identify and address any deficiencies. Furthermore, complete end-to-end single-line diagrams have been developed for feeders, originating from the source substation bus and detailing pole numbers, section points, and isolation mechanisms (such as knife switches, GOABs, and jumpers).

LEADERSHIP INDICATORS

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

(A) Employees: Yes

(B) Workers: Yes

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

A contract comprising terms and conditions pertinent to required statutory obligations to be complied with and the SOPs to be followed during executing the contract, is signed at the time of engagement with the value chain partners.

- 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:**

Category	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	1	0	0

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

Yes

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health & 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.**

Coverage of all the work and arrangement part of the value chain partners for ISO: 45001- 2018 certification

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

We are committed to respecting the interests of all stakeholders and fostering meaningful, responsive engagement that drives collective success. Our approach prioritizes transparency, accountability, and ethical decision-making, ensuring that every interaction contributes to long-term trust and value creation.

Understanding and addressing stakeholder expectations is central to our business strategy. We actively seek open dialogue, listen to concerns, and adapt our initiatives to align with their evolving needs. Whether engaging with customers, employees, investors, regulators, or communities, we strive to build relationships founded on fairness and transparency.

Through thoughtful leadership and continuous engagement, we ensure that our business remains a trusted partner, dedicated to creating lasting impact while upholding the principles of integrity, collaboration, and shared progress. By prioritizing detailed quantitative and qualitative sustainability metrics, we ensure that our initiatives address critical concerns and reflect measurable progress toward our environmental, social, and governance commitments.

**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.**

Sl. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employee	No	E-mails, Corporate Communication, Notice Boards, Meets	Annually/ Periodic	Employee Feedback & Wellbeing Initiatives
2	Supplier	No	E-mail, Vendor meets		Supply Chain Planning and Diversification
3	Customer/ Client	No	Customer Meets, Email, SMS, Advertisement, Website, Social Media, Call Centre		Customer Education and Dispute Redressal
4	Investors (Other than shareholders)	No	Investor Meets		Investor Communication
5	Other-Community	Yes (Partially)	On site community meetings		We work with local communities on CSR projects. Understanding their needs and objectives is crucial for us, so we can create project ideas that truly align with their goals.

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

We are dedicated to upholding and promoting human rights across all facets of our organization, ensuring that every individual, whether employee, partner, or stakeholder, experiences dignity, fairness, and respect in their engagement with us.

A healthy, safe, and inclusive workplace is the foundation of our commitment. Through comprehensive policies and initiatives, we safeguard rights, prioritize well-being, and foster an environment where individuals feel valued and protected. We systematically integrate human rights considerations into our operations, ensuring compliance with ethical standards while advancing principles of equity and social responsibility.

Our commitment extends beyond our immediate workforce, reaching our partners and value chain. By advocating for fair labour practices, decent working conditions, and ethical business engagements, we reinforce accountability and strengthen industry-wide standards. Diversity and inclusion are at the heart of our approach; we celebrate differences, empower underrepresented voices, and cultivate a culture of belonging.

Through continuous improvement, transparent policies, and proactive engagement, we ensure that human rights remain not just a responsibility but a driving force behind sustainable business success and societal impact.

#### 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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	161	131	81 %	169	132	78 %
Other than permanent	19	8	44 %	11	0	0
<b>Total</b>	<b>179</b>	<b>139</b>	<b>78 %</b>	<b>180</b>	<b>132</b>	<b>73 %</b>
<b>Workers</b>						
Permanent	197	162	82 %	209	168	80 %
Other than permanent	190	113	59 %	159	79	50 %
<b>Total</b>	<b>287</b>	<b>275</b>	<b>71 %</b>	<b>368</b>	<b>247</b>	<b>67 %</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	161	0	0	161	100	169	0	0%	169	100%
Male	144	0	0	144	100	152	0	0%	152	100%
Female	17	0	0	17	100	17	0	0%	17	100%
Other than permanent	18	0	0	18	100	11	0	0%	11	100%
Male	18	0	0	18	100	11	0	0%	11	100%
Female	0	0	0	0	0	Nil	Nil	Nil	Nil	Nil
<b>Workers</b>										
Permanent	197	0	0	197	100	209	0	0%	209	100%
Male	195	0	0	195	100	206	0	0%	206	100%
Female	2	0	0	2	100	3	0	0%	3	100%
Other than permanent	190	0	0	190	100	159	0	0%	159	100%
Male	183	0	0	183	100	151	0	0%	151	100%
Female	7	0	0	7	100	8	0	0%	8	100%

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD)	3	7743098	0	0
Key Managerial Personnel	2	5459408	0	0
Employees other than BoD and KMP	157	1049795	17	849298
Workers	378	491508	9	213564

**3 b Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	4.26 %	4.37 %

**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.**

The Human Resources department proactively engages with all employees, including managers and Heads of Department. A structured process is utilized to safeguard complainants from any negative repercussions in instances of discrimination and harassment.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	N/A	Nil	Nil	N/A
Discrimination at workplace	Nil	Nil	N/A	Nil	Nil	N/A
Child Labour	Nil	Nil	N/A	Nil	Nil	N/A
Forced Labour/Involuntary Labour	Nil	Nil	N/A	Nil	Nil	N/A
Wages	Nil	Nil	N/A	Nil	Nil	N/A
Other human rights related issues	Nil	Nil	N/A	Nil	Nil	N/A

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

We actively maintain a dedicated complaint register for POSH related complaints. We also conduct regular trainings for POSH for our employees. A process driven approach is followed to prevent any adverse consequences to the complainant in discrimination and harassment cases.

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

Yes

**10 Assessments for the year:**

Category	% 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	100 %

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

Till now, we have not found any obligations. If there is a need for corrective action, we have a mechanism to address it.

LEADERSHIP INDICATORS

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

As a socially conscious corporation, our organization places the highest value on safeguarding the human rights of our workforce and the communities where we operate. We have implemented corporate procedures to guarantee adherence to local human rights laws across all our operational regions. Furthermore, our policies, initiatives, and grievance resolution systems are specifically designed to denounce and address any human rights violations. By cultivating a workplace where human rights are paramount and supersede commercial interests, we aim to build a culture that respects and upholds these essential principles.

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

The Company demonstrates its commitment to the highest standards of human rights by:

- Preventing discrimination
- Championing the well-being of all staff
- Ensuring employment is freely chosen
- Implementing fair working time
- Providing equitable pay
- Maintaining safe and healthy workplaces
- Strictly prohibiting harsh or inhumane treatment
- Honouring 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.

The office premises are designed to be more accessible for the PwDs. We have created ramps for wheelchairs, installed wider elevators and have braille system in the elevators.

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others – please specify	Nil

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

We have not received any complaints related to working conditions, health, and safety for the financial year 2024-25. Nonetheless, we actively educate our employees and contract workforce about the importance of reporting any unsafe acts or conditions in the workplace. This ongoing effort ensures that we remain vigilant and able to take immediate corrective and preventive actions as needed, fostering a culture of safety and well-being for all involved.

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

We are deeply committed to respecting, protecting, and restoring the environment through responsible business practices. Sustainability is at the core of our operations, guiding our efforts to minimize environmental impact while fostering long-term ecological resilience.

Our approach integrates proactive measures to reduce carbon emissions and optimize resource efficiency. Through investments in renewable energy, advanced technologies, and eco-friendly solutions, we actively contribute to reducing environmental footprints while driving innovation in sustainable development. Beyond compliance, we embrace a restorative mind-set, working toward rehabilitating ecosystems, and engaging in reforestation and environmental stewardship initiatives.

By embedding environmental responsibility into our decision-making, we safeguard natural resources while paving the way for a greener future. Through continuous improvements, transparent sustainability reporting, and industry leadership, we uphold our commitment to environmental stewardship, ensuring that business growth remains harmonized with ecological well-being.

**ESSENTIAL INDICATORS**

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

Parameter	Units	FY 2024-25	FY 2023-24
<b>From renewable sources</b>			
Total electricity consumption (A) (in GJ)	GJ	75497.911	35842.873
Total fuel consumption (B) (in GJ)	GJ	0	0.00
Energy consumption through other sources (C)	GJ	0	0.00
Total energy consumption (A+B+C) (in GJ)	GJ	75497.911	35842.873
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	32541.494	53581.12
Total fuel consumption (E)	GJ	676307.16	723441.90
Energy consumption through other sources (F)	GJ	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	GJ	708848.65	777023.02
Total energy consumed (A+B+C+D+E+F)	GJ	784346.561	812865.889
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ / ₹)	/	0.000131	0.000130
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	KJ/USD	0.002701	0.002966
<b>From renewable sources</b>			
Total electricity consumption (A) (in GJ)	GJ	75497.911	35842.873
Total fuel consumption (B) (in GJ)	GJ	0	0.00
Energy consumption through other sources (C)	GJ	0	0.00
Total energy consumption (A+B+C) (in GJ)	GJ	75497.911	35842.873
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	32541.494	53581.12
Total fuel consumption (E)	GJ	676307.16	723441.90
intensity (optional) Energy – per tonne of production (GUT)		Not Applicable	Not Applicable

Independent assessment/evaluation/assurance through any external agency is optional hence has not been opted for this year for the above indicator.

**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.

The Target Energy Consumption in the percentage of Transmission and Distribution loss for target year 2024-25 is 3.46%.

We have achieved our target for this year as per the internal accounting. We are awaiting M&V Audit result.

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

Sl. No.	Parameter	Units	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>				
i	Surface water	KL	0	0
ii	Groundwater	KL	0	0
iii	Third party water	KL	608616.573	570807.165
iv	Seawater / desalinated water	KL	0	0
v	Other	KL	0	0
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	608616.573	570807.165
	Total volume of water consumption (in kilolitres)	KL	608616.573	570807.165
	Water intensity per rupee of turnover (Water consumed / turnover) (KL / ₹)	KL/INR	0.101	0.091
	Water intensity (optional) – per tonne of production (KL/T)		Not Applicable	Not Applicable

Independent assessment/evaluation/assurance through any external agency is optional hence has not been opted for this year for the above indicator.

**4 Provide the following details related to water discharged**

Parameter		FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
To Surface water	No treatment	0	0
	With treatment – please specify level of treatment	Nil	Nil
To Groundwater	No treatment	0	0
	With treatment – please specify level of treatment	Nil	Nil
To Seawater	No treatment	0	0
	With treatment – please specify level of treatment	Nil	Nil
Sent to third-parties	No treatment	6.575	7.165
	With treatment – please specify level of treatment	Nil	Nil
Others	No treatment	0	0
	With treatment – please specify level of treatment	Nil	Nil

Independent assessment/evaluation/assurance through any external agency is optional hence has not been opted for this year for the above indicator.

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

Yes.

The 12 MW 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 neutralized and sent back to the cooling tower as makeup water. Water sampling is carried out on a quarterly basis by the State Pollution Control Board. In addition to that, water quality testing is also carried out annually through the Public Health Engineering Department (Govt. of WB).

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Mg/Nm <sup>3</sup>	45.24	135.96
SOx	Mg/Nm <sup>3</sup>	82.58	238.76
Particulate Matter (PM)	Mg/Nm <sup>3</sup>	61.62	43.24
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

Independent assessment/evaluation/assurance through any external agency is optional hence has not been opted for this year for the above indicator.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions	MtCO <sub>2</sub> e	61,738.77	66,045.69
Total Scope 2 emissions	MtCO <sub>2</sub> e	6571.57	10656.69
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	kgCO <sub>2</sub> e/INR	0.011	0.012
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	kgCO <sub>2</sub> e/USD	0.235	0.280
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	Not Applicable

Independent assessment/evaluation/assurance through any external agency is optional hence has not been opted for this year for the above indicator.

**8 Does the entity have any project related to reducing Greenhouse Gas emissions? If Yes, then provide details.**

Yes. We have taken the following initiative to reduce Greenhouse Gas Emissions:

- Expanded Renewable Power Procurement: Increasing the share of solar and wind sources in energy procurement to reduce dependence on fossil fuels and lower carbon emissions. This aligns with our broader sustainability initiative by supporting cleaner energy solutions and enhancing environmental responsibility.
- Improved Load Handling: Upgrading 11 KV to 33 KV feeders and augmenting transformers strengthens the network, reducing congestion, reducing losses and voltage fluctuations, ensuring future energy security and improving power supply quality.
- Enhanced Reliability: The replacement of old conductors and isolators ensures fewer breakdowns, less energy wastage and better operational stability.
- Sustainability Focus: SF<sub>6</sub> gas replacement in GIS compartments is a step toward reducing environmental impact, as SF<sub>6</sub> is a potent greenhouse gas.
- Digitalization & Smart Maintenance: Numerical relay maintenance improve real-time monitoring and protection systems.
- Efficiency Gains: Cooling tower component replacements optimize generation units, enhancing power output while increasing thermal efficiency.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	5.39 MT
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	1.1 MT	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Fly Ash: 21416.66 MT Bottom Ash: 1857.60 MT Other Non-hazardous waste: 13.42 MT	Fly Ash: 22726.89 MT Bottom Ash: 2859.19 MT
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>23288.78 MT</b>	<b>25591.47 MT</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000388 MT/ INR	0.00000408 MT/ INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00008020 MT/USD	0.00009339 MT/ USD
Waste intensity in terms of physical output	Not Applicable	Not Applicable
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
i. Recycled	Nil	Nil
ii. Reused	Nil	Nil
iii. Other recovery operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste	Flyash & bottom Ash	
i. Incineration	Nil	Nil
ii. Landfill	Nil	Nil
iii. Other disposal methods	23274.26 MT	25591.47 MT
<b>Total</b>	<b>23274.26 MT</b>	<b>25591.47 MT</b>
Category of waste	Other non-hazardous wastes	
i. Incineration	Nil	Nil
ii. Landfill	Nil	Nil
iii. Other disposal methods	13.42 MT	Nil
<b>Total</b>	<b>13.42 MT</b>	<b>Nil</b>
Category of waste	Battery Waste	
i. Incineration	Nil	Nil
ii. Landfill	Nil	Nil
iii. Other disposal methods	1.1 MT	Nil
<b>Total</b>	<b>1.1 MT</b>	<b>Nil</b>

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

Hazardous and toxic chemicals such as Sulphuric Acid and Caustic Soda are utilized in the Power Generation Sector for boiler water treatment. The adoption of a Zero Discharge Plant has significantly reduced the Company's usage of these substances. Pertaining to Distribution, only transformer oil is used in transformers. This oil is subject to routine filtration and, at the conclusion of its useful life, is channelled through approved vendors for recycling, promoting environmental responsibility.

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

Sl. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable (No environmentally sensitive areas within 10km radius of the plant)			

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

Sl. No.	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
Not Applicable (No environmentally sensitive areas within 10km radius of the plant)						

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

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

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

i	Name of the area	Not applicable
ii	Nature of operations	Not applicable
iii	Water withdrawal, consumption and discharge in the following format:	

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
To Surface water	N/A	N/A
To Groundwater	N/A	N/A
To Seawater	N/A	N/A
Sent to third parties	N/A	N/A
Others	N/A	N/A
Total volume of water withdrawal (in kilolitres)	N/A	N/A
Total volume of water consumption (in kilolitres)	N/A	N/A
Water intensity per rupee of turnover (Water consumed / turnover)	N/A	N/A
Water intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A

Parameter		FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
Into Surface water	No treatment	N/A	N/A
	With treatment – please specify level of treatment	N/A	N/A
Into Groundwater	No treatment	N/A	N/A
	With treatment – please specify level of treatment	N/A	N/A
Into Seawater	No treatment	N/A	N/A
	With treatment – please specify level of treatment	N/A	N/A
Sent to third parties	No treatment	N/A	N/A
	With treatment – please specify level of treatment	N/A	N/A
Others	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>

Independent assessment/evaluation/assurance through any external agency is optional hence has not been opted for this year for the above indicator.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	N/A	N/A
Total Scope 3 emissions per rupee of turnover		N/A	N/A
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		N/A	N/A

Independent assessment/evaluation/assurance through any external agency is optional hence has not been opted for this year for the above indicator.

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

Not Applicable

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

**5 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 decides 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 is 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:

- Test the effectiveness of communication systems.
- Test the speed of mobilisation of the Plant emergency teams.
- Test the effectiveness of search, rescue and treatment of casualties.
- Test Emergency isolation and shut down and remedial measures taken on the system.
- 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).

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

Not Applicable

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

Nil

**8 How many Green Credits have been generated or procured**

a By the listed entity  
Not Applicable

b By the top ten (in terms of value of purchases and sales, respectively) value chain partners  
Not Applicable

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

We recognize that engaging in public and regulatory policy is both a responsibility and an opportunity to drive meaningful, ethical change. Our approach is rooted in transparency, accountability, and integrity, ensuring that our advocacy efforts align with broader societal and industry interests while maintaining credibility and trust.

When influencing policy, we prioritize open dialogue with regulators, policymakers, and stakeholders to present well-researched perspectives that contribute to informed decision-making. We ensure that our engagements are driven by facts, sustainability considerations, and long-term economic viability rather than short-term gains.

Transparency is fundamental to our approach. We disclose our positions, maintain compliance with regulatory frameworks, and uphold ethical practices. By sharing information clearly and responsibly, we foster trust among stakeholders and demonstrate our commitment to constructive policy development.

Our advocacy extends beyond regulatory alignment; it is about shaping policies that promote industry growth, environmental sustainability, and social equity. By actively participating in policy discussions in a responsible and ethical manner, we reinforce our commitment to governance that benefits businesses, communities, and the broader economy.

ESSENTIAL INDICATORS

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

16

1 b List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to, in the following format

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Confederation of Indian Industry (CII)	National
4	Indian Chamber of Commerce (ICC)	National
5	Bengal Chamber of Commerce and Industry (BCC&I)	National
6	Bharat Chamber of Commerce (BCC)	National
7	Indo-German Chamber of Commerce	National
8	Indo-American Chamber of Commerce	National
9	All India Management Association (AIMA)	National
10	World Business Council for Sustainable Development (WBCSD)	International

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.

Sl. No.	Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil	Nil

\*Note: There are no actions taken or underway against India Power Corporation Limited on any issues related to anti-competitive conduct.

LEADERSHIP INDICATORS

1 Details of public policy positions advocated by the entity:

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Recasting of Renewable Energy Certificates (RECs) Mechanism	The advocacy is done through chambers of commerce	No	Annually	No
2	Reformation of Green Tariff	The advocacy is done through chambers of commerce	No	Annually	No

## Principle 8 Businesses should promote inclusive growth and equitable development

We are dedicated to fostering inclusive growth and equitable development, ensuring that our business operations contribute to broader societal progress. By creating opportunities that empower individuals and communities, we drive sustainable economic advancement while promoting fairness and accessibility across our value chain.

Our approach prioritizes inclusivity in employment, supply chain partnerships, and community engagement. We actively support diverse talent, ensuring equal opportunities for individuals from all backgrounds. By nurturing skill development programs and capacity-building initiatives, we empower people to thrive in an evolving economic landscape.

Beyond workforce inclusivity, we champion equitable access to resources, technology, and business opportunities. Through strategic collaborations and responsible investments, we bridge gaps, reduce disparities, and create pathways for sustained prosperity. We engage with local communities and stakeholders to align our initiatives with societal needs, reinforcing our role as a catalyst for meaningful and lasting development.

By embedding inclusivity into our operations, we not only strengthen business resilience but also contribute to a more balanced and progressive economy. Through ethical leadership and continuous innovation, we remain committed to shaping a future where growth is shared, opportunities are equitable, and success is accessible to all.

### ESSENTIAL INDICATORS

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

Sl. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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No Social Impact Assessment (SIA) is applicable for the projects undertaken by India Power Corporation Limited. However, all projects undertaken by India Power are monitored and evaluated by the company to review the effectiveness of the initiatives and outcome generated.

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

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

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

Not Available

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

Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	100 %	100 %

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

Location	FY 2024-25	FY 2023-24
Rural	1.51 %	1.26 %
Semi-urban	Nil	Nil
Urban	45.40 %	49.09 %
Metropolitan	53.09 %	49.59 %

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):**

Sl. No.	Details of negative social impact identified	Corrective action taken
	Not Applicable	

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
1	West Bengal	West Burdwan	₹49,69,289
2	West Bengal	Kolkata	₹28,000

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

No

From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	No intellectual property owned or acquired by the entity in the current financial year is based on traditional knowledge.			

**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.**

Sl. No.	Name of authority	Brief of the Case	Corrective action taken
	No adverse order in intellectual property related disputes involving traditional knowledge was received during the financial year.		

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

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	MEDHA: Annual scholarship programme for meritorious girl students from marginalised communities	10	100%
2.	Providing educational and rehabilitation need to slum children of Raniganj Vivekananda Seva Kendra	50	100%
3.	Project Udayan: bridge-course program to rehabilitate and encourage overall character development of distressed children of workers and labours in Asansol	150	100%
4	Provision of class XI and XII books to Bhagat Singh-Che Community Book Bank	84	85 %

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
5	Infrastructural support to Ramakrishna Mission Ashrama Pvt ITI, Asansol	300	27 %
6	Swastha Samridhi: conducting medical camps for underprivileged communities of the company's license area	823	100%
7	Happy Period: awareness program among adolescent girls of underprivileged communities regarding menstrual hygiene, sustainable menstrual practices and cloth pad distribution	140	100%
8	Vocational training for advanced Skill Development & sustainability on Sabai Grass Handicrafts for marginalized / tribal women of Keradihi Village	30	100%
9	Vocational training of students from underprivileged communities in the company's license area in a General Duty Assistant (GDA) course	30	100%
10	Scholarship to students for getting industrial training in Welding, Electrician, Fitter and Computer Application courses in Ramakrishna Mission Ashrama Pvt ITI	24	100%
11	Organising Rarh Bangla Karigari Mela : An exhibition cum sale to save folk art and artisans	120	100%
12	Construction of two community washrooms at Raniganj and Asansol*	-	-
13	Renovation of Community Hall at Asansol South PP Building*	-	-
14	Provision of guardrails to ADPC for traffic management*	-	-
15	Provision of mattress and funds to Amoragori Oldage Home owing damages by flooding	50	100%
16	Fan and light donation to Satgram FP School and Satyanagar Vidyamandir FP School	466	61.80 %
17	Bijoy Shakti: Support to Vivekananda Gold Cup	44	90 %
18	Support to District Taekwondo Championship	60	100%

\* These are for public at large

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

We are committed to engaging with and delivering meaningful value to our consumers in a responsible, ethical, and transparent manner. By prioritizing trust, quality, and accountability, we ensure that our products and services align with consumer needs while upholding the highest standards of integrity. Our approach centres on consumer well-being—offering safe, sustainable, and innovative solutions that enhance their experience while contributing to long-term societal impact.

Transparency is a fundamental principle in how we engage with consumers. We provide clear, accurate information about our products, services, and business practices, fostering informed decision-making and reinforcing consumer confidence. Through ethical marketing, fair pricing, and accessible customer support, we build lasting relationships founded on trust and mutual respect.

Beyond transactions, we actively listen to consumer feedback and incorporate their perspectives into our strategic decisions. By fostering an open dialogue, adapting to emerging needs, and embracing responsible business practices, we strengthen our commitment to ethical consumer engagement and long-term value creation.

ESSENTIAL INDICATORS

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

We have a dedicated 24x7 consumer helpdesk toll-free number (18001023783) as well as a dedicated email ID ([ccasansol@indiapower.com](mailto:ccasansol@indiapower.com)) to receive and track consumer complaints and feedback.

Apart from the above channel, we have incorporated a dedicated customer portal through our website (<https://mycare.indiapower.com/#/login>) where the consumers can login and track the status of their complaints as well as provide feedback.

Once a complaint or feedback is received through the above channels, a dedicated resolution desk verifies and validates the complaints and forwards the same to the corresponding technical managers for resolution. The complaints are tracked centrally, and resolutions are offered through a time-bound response plan.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

Category	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

Note: This indicator not applicable as company doesn't have any physical product to recall.

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

Yes

- IPCL is an ISO 27000 Certified Organization.
- CertIN Monitors Internet Exposed Services
- CertIN provides required security advisories which are implemented and reported back
- Link to data privacy policy: <https://www.indiapower.com/#/investorrelations/corporatecodespoliciepage>

**6 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

The Company circulates posts on social media warning our Consumers about Fake messages, as noted below. “Dear Consumer, please beware of any FAKE SMS regarding disconnection of electricity or power supply. India Power Corporation Ltd does not ask for any bank details or card details from Consumers. Our SMS has IPCLCO in the sender’s name. In case of any confusion call our Customer Care”.

**7 Provide the following information relating to data breaches:**

a	Number of instances of data breaches	0
b	Percentage of data breaches involving personally identifiable information of customers	0
b	Impact, if any, of the data breaches	Not Applicable

**LEADERSHIP INDICATORS**

<b>1</b>	<b>Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).</b>	This information is available on IPCL’s website - <a href="https://mycare.indiapower.com/#/">https://mycare.indiapower.com/#/</a>
<b>2</b>	<b>Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</b>	Periodic circulation of Do’s and Don’ts is circulated for electrical appliances usage as per “West Bengal Electricity Regulatory Commission (Standards of Performance of Licensees Relating to Consumer Services) Regulations, 2010” and subsequent amendments thereof.
<b>3</b>	<b>Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</b>	Consumers are sent SMS for any interruption of service as per “West Bengal Electricity Regulatory Commission (Standards of Performance of Licensees Relating to Consumer Services) Regulations, 2010” and subsequent amendments thereof.
<b>4</b>	<b>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)</b>	Not Applicable