



June 10, 2025

BSE Limited  
Corporate Relationship Department  
1<sup>st</sup> Floor, New Trading Ring,  
Rotunda Bldg., P. J. Towers,  
Dalal Street, Fort,  
Mumbai 400 001.  
Scrip Code: 500400

National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G Block,  
Bandra-Kurla Complex,  
Bandra (East),  
Mumbai 400 051.  
Symbol: TATAPOWER

Dear Sir/Madam,

Sub: **Business Responsibility and Sustainability Report for the Financial Year 2024-25**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25 along with the Independent Practitioner's Reasonable Assurance Report provided by TUV India Private Limited.

The BRSR forms an integral part of the Company's Integrated Annual Report, available on the Company's website at [www.tatapower.com/investorrelations/annual-reports.aspx](http://www.tatapower.com/investorrelations/annual-reports.aspx)

You are requested to kindly take the same on record.

Yours Sincerely,  
For **The Tata Power Company Limited**

Vispi S.Patel  
Company Secretary  
FCS 7021

Encl. As above

**TATA POWER**

The Tata Power Company Limited

Registered Office Bombay House 24 Homi Mody Street Mumbai 400 001

Tel 91 22 6665 8282 Fax 91 22 6665 8801

Website : [www.tatapower.com](http://www.tatapower.com) Email : [tatapower@tatapower.com](mailto:tatapower@tatapower.com) CIN : L28920MH1919PLC000567



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## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Tata Power Company Limited (Tata Power/the Company) is one of India’s largest integrated power companies with a presence across the power value chain viz. generation of renewable and conventional power including hydro and thermal energy, transmission, distribution, and trading. Tata Power is committed to sustainable and clean energy development and is shaping the power sector transformation through new business models in EV charging, Solar rooftops, Microgrids, storage solutions, ESCO, Home automation, and smart meters.

Tata Power believes in conducting its business activities responsibly and sustainably and is aligned with the United Nations Sustainable Development Goals (SDGs). In consonance with the Materiality assessment, SDGs have been prioritised for focused action in achieving Tata Power’s vision to ‘Empower a billion lives through sustainable, affordable and innovative energy solutions’.

On March 31, 2025, Tata Power together with its subsidiaries and jointly controlled entities, had an installed/managed capacity of 15.7 GW based on various fuel sources - Thermal (Coal, Oil, Gas), Hydroelectric power (including PSPs), Renewable Energy (Wind, Solar, Hybrid, Complex FDRE) and Waste Heat Recovery. The Company (including its subsidiaries) has ~ 44% of its capacity (in MW terms) in clean and green generation sources (hydro, wind, solar, and waste heat recovery). Tata Power is currently serving more than 12.8 million consumers via its Discoms (Mumbai, Delhi, Odisha & Ajmer), under a public-private partnership model viz. Tata Power Delhi Distribution Limited with the Government of National Capital Territory of Delhi in North and Northwest Delhi, TP Northern Odisha Distribution Limited, TP Central Odisha Distribution Limited, TP Western Odisha Distribution Limited, and TP Southern Odisha Distribution Limited with the Government of Odisha.

The Business Responsibility & Sustainability Report (BRSR) is aligned with the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs (MCA) and is following clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations). Your Company’s Business Performance and Impacts are disclosed based on the 9 Principles as mentioned in the NVGs

### Principles

<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">1</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Ethics, Transparency and Accountability</p> </div>	<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">2</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Product Life Cycle Sustainability</p> </div>	<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">3</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Employee Well-Being</p> </div>
<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">4</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Stakeholder Engagement</p> </div>	<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">5</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Human Rights</p> </div>	<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">6</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Environment</p> </div>
<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">7</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Policy Advocacy</p> </div>	<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">8</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Inclusive Growth and Equitable Development</p> </div>	<div style="background-color: #e6f2ff; padding: 10px; border-radius: 5px; width: 250px; margin: 10px auto;"> <div style="background-color: black; color: white; padding: 2px 5px; display: inline-block; margin-bottom: 5px;">9</div> <p style="text-align: center; color: #0056b3; margin-top: 10px;">Customer Value Creation</p> </div>

## Section A: General Disclosures

### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L28920MH1919PLC000567
2. **Name of the Listed Entity:** The Tata Power Company Limited
3. **Year of incorporation:** 1919
4. **Registered office address:** Bombay House, 24, Homi Mody Street, Mumbai - 400 001, Maharashtra, India
5. **Corporate address:** Corporate Centre, 34 Sant Tukaram Road, Carnac Bunder, Mumbai - 400 009, Maharashtra, India
6. **E-mail:** [tatapower@tatapower.com](mailto:tatapower@tatapower.com)
7. **Telephone:** 022-6665 8282
8. **Website:** [www.tatapower.com](http://www.tatapower.com)
9. **Financial year for which reporting is being done:** FY25 (April 2024 - March 2025)
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital:** ₹ 319.56 crore
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Mr. Himlal Tewari, Chief Human Resources Officer, Chief - Sustainability & CSR  
**Email:** [himal.tewari@tatapower.com](mailto:himal.tewari@tatapower.com)  
**Telephone:** 022-6717 1427
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):** Report is done on Consolidated Basis (In case of any exceptions, they have been highlighted against the respective indicators)
14. **Name of assurance provider:** TUV India Pvt. Limited (Part of TUV-Nord group). Tata Power has carried out Assurance for Integrated Report FY25. Kindly refer to the assurance statement provided at the conclusion of the Integrated Report (Page No. 686-691).
15. **Type of assurance obtained:** Reasonable Assurance for BRSR Core and Limited Assurance for other Indicators. Kindly refer to the assurance statement provided at the conclusion of the Integrated Report (Page No. 686-691).

### II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Generation	Comprises generation of power from hydroelectric sources and thermal sources (coal, gas, and oil) from plants owned and operated under lease arrangement and related ancillary services. It also comprises coalmining and related infra business.	24.4
2	Renewables	Comprises generation of power from renewable energy sources i.e., wind and solar. It also comprises EPC and solar rooftop, EV Charging and Renewable Microgrids Business.	14.4
3	Transmission & Distribution	Comprises transmission and distribution network, sale of power to retail customers through distribution network and related ancillary services. It also comprises a power trading business.	60.7

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electric Power Generation (Conventional and Renewables), Transmission and Distribution	3510 (including sub-clauses 35101, 35102, 35103, 35105, 35106, 35107, 35109)	99.5

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	Conventional Generation (Thermal + Hydro) - 11 Wind - 23 Solar - 67 Transmission and Distribution - 29 Solar Cells and modules manufacturing - 2 <b>Total - 132</b>	Office Locations - 9*	141
International	Conventional Generation (Thermal + Hydro) - 4	Representative Offices - 3	7

\* Most of the office locations double up as Plant locations (Receiving Stations of T&D Business). Registered offices considered for Discoms in Delhi and Odisha.

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	21 (including four license areas -Ajmer, Delhi, Odisha, and Mumbai)
International (No. of Countries)	7 (Bhutan, Georgia, Indonesia, Singapore, Zambia, South Africa, and Mauritius)

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

c. **A brief on types of customers:** Tata Power serves B2G, B2B, and B2C customers meeting their energy requirements across the power value chain. Please refer to the Customer section of the Integrated Report FY25 (Pages Nos. 114-125).

### IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	22,572	20,303	90	2,269	10
2.	Other than Permanent (E)*	1,096	934	85	162	15
3.	<b>Total employees (D + E)</b>	<b>23,668</b>	<b>21,237</b>	<b>90</b>	<b>2,431</b>	<b>10</b>
<b>Workers</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	81,701	78,611	96	3,090	4
6.	<b>Total workers (F + G)</b>	<b>81,701</b>	<b>78,611</b>	<b>96</b>	<b>3,090</b>	<b>4</b>

\*Includes FDA (Fixed Duration Appointments), SE (Superannuated Employees) and trainees under probation

##### b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled Employees</b>						
1.	Permanent (D)	48	40	83	8	17
2.	Other than Permanent (E)	2	1	50	1	50
3.	<b>Total employees (D + E)</b>	<b>50</b>	<b>41</b>	<b>82</b>	<b>9</b>	<b>18</b>
<b>Differently abled Workers</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total workers (F + G)</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

Numbers mentioned above are based on voluntary disclosures by employees. Differently abled includes hearing, visual, locomotor, orthopaedic and others.

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	2	22
Key Management Personnel*	3	0	0

\*Dr. Praveer Sinha CEO & Managing Director is part of both Board & Key Managerial Personnel

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

	FY25			FY24			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6	10	6	6	11	6	6	11	6
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

There are no permanent workers in the Company

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

Tata Sons Private Limited is a holding company.

Refer Form AOC-1 provided in this Integrated Annual Report for the list of subsidiaries/subsidiaries/associate companies / joint ventures. All subsidiaries/associate companies / joint ventures participate in the Business Responsibility initiatives of the Company except listed above.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	PT Kaltim Prima Coal (KPC)	JV	30	No
2	PT Baramulti Suksessarana TBK (BSSR)	JV	26	No
3	PT Antang Gunung Meratus (AGM)	JV	26	No
4	Dagachhu Hydro Power Corporation Limited (DHPC)	Associate	26	No
5	Itezhi Tezhi Power Corporation (ITPC)	JV	50	No
6	Adjaristsqali Georgia LLC (AGL)	JV	50	No
7	Tata Projects	Associate	23	No
8	NELCO	Subsidiary	50	No

As on March 31, 2025, the Company had 71 subsidiaries, 27 Joint Ventures (JVs) and 6 Associates. Please refer Page Nos. 700 and 701 of the Integrated Report FY25.

**VI. CSR Details**
**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:**

Tata Power, in alignment to its CSR policy, Schedule VII to the Companies Act, 2013 and associated CSR SDGs undertakes initiatives across four themes viz. Education (including Financial and Digital Literacy), Employability and Employment (Skilling for Livelihoods), Entrepreneurship, and Essential Enablers (Sports, Health & Hygiene, water management). Tata Power has covered 47.54 lakh beneficiaries in 100+ operating sites across 18 states including 19 aspirational districts utilising ₹77.97 crore CSR funds for Tata Power group companies.

(ii) **Turnover (in ₹):** ₹ 64,502 Crore

(iii) **Net worth (in ₹):** ₹ 37,843 Crore

The highlights of Tata Power Group entities' CSR interventions are reported in the Integrated Report FY25 (Page Nos. 150-163)

## 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:

Being a Tata Group company, Tata Power abides by the Tata Code of Conduct (TCoC), which is a comprehensive document for ethical conduct for all internal and external stakeholders of the Company, thus, covering 100% of its operations. TCoC consists of 10 sections with sub-clauses that cover employees, customers, communities and the environment, value chain partners, financial stakeholders, governments, and group companies. The TCoC extends to Group JVs/Subsidiaries/Suppliers/Contractors. There are defined channels for receiving complaints/grievances from stakeholders and these are addressed with expediency in upholding the ethical standards practiced in the Group.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY25			FY24*		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes ( <a href="https://www.tatapower.com/community">https://www.tatapower.com/community</a> )	2	Nil	NA	1	Nil	NA
Investors (other than share-holders)	Yes ( <a href="https://www.tatapower.com/investor-hub#tabs-9510291e96-item-06c6218ee8-tab">https://www.tatapower.com/investor-hub#tabs-9510291e96-item-06c6218ee8-tab</a> )	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes ( <a href="https://linkintime.co.in/InvestorCharter.html">https://linkintime.co.in/InvestorCharter.html</a> )	64	1	As of March 31, 2025, there is one pending complaint received through the SCORES Platform. The Action Taken Report for this complaint was submitted by Registrar and Transfer Agents (RTA) on SEBI Scores, but it is pending with SEBI for closure.	69	1	As of March 31, 2024, there is one pending complaint received through the SCORES Plat-form and Registrar and Transfer Agent (RTA). The Action Taken Report for these complaints were submitted by RTA before March 31, 2024. However, they are still pend-ing with SEBI.
Employees and workers	Yes, TPCL - <a href="https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Whistle%20Blower%20Policy%20and%20Vigil%20Mechanism.pdf">https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Whistle%20Blower%20Policy%20and%20Vigil%20Mechanism.pdf</a>	67	3		74	1	
Customers	<a href="https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Whistle%20Blower%20Policy%20and%20Vigil%20Mechanism.pdf">https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Whistle%20Blower%20Policy%20and%20Vigil%20Mechanism.pdf</a>	15	-		3	-	
Value Chain Partners	<a href="https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Whistle%20Blower%20Policy%20and%20Vigil%20Mechanism.pdf">https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Whistle%20Blower%20Policy%20and%20Vigil%20Mechanism.pdf</a>	24	1		31	-	
Other (please specify)	TPDDL - <a href="https://www.tatapower-ddl.com/Editor_UploadedDocuments/Content/Vigil_Mechanism_Mar'25.pdf">https://www.tatapower-ddl.com/Editor_UploadedDocuments/Content/Vigil_Mechanism_Mar'25.pdf</a>	2	-	NA	6	-	NA

The stated disclosure excludes Odisha Discoms

\*FY24 number have been restated due to inclusion of TPDDL

26. Overview of the entity’s material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Strategy*	Opportunity	Transition to renewables is an opportunity for Tata Power to add value to society by providing Clean and Green Power and achieving its climate target of Net Zero before 2045.		Positive
2	Emissions Management	Risk	Failure to comply with emission norms could lead to a negative/ inevitable long-term impact on the environment and society, with the imposition of levies/ fines/ directions, and escalation in costs related to monitoring and reporting.	Well-designed state-of-the-art Air Pollution Control Devices (APCD) are in place Effective fugitive emission management Continuous monitoring and reporting	Negative
3	Energy Management	Risk	Higher Auxiliary Power consumption due to lower operational efficiencies	Benchmarking of operations to global standards	Negative
4	Continuous and Affordable Green Power*	Opportunity	Providing Continuous and affordable green power to our customers is an opportunity for Tata Power to enable them to reach their climate commitments		Positive
5	Safeguarding Biodiversity	Risk	Our operations and services have the potential to negatively affect biodiversity and ecosystem services. The Impact could be the loss of protected species and habitat fragmentation. Such risks could affect our reputation and social license to operate.	<ul style="list-style-type: none"> <li>◆ We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate.</li> <li>◆ Biodiversity Risk assessment in key projects</li> <li>◆ Implementation of projects with respect to Biodiversity Management Plan and global standard practices</li> </ul>	Negative
6	Hazardous and Toxic Waste Management	Risk	Our operations and services result in toxic and hazardous waste which have the potential to negatively affect the environment	Recycling and Disposal of waste as per the regulatory requirements	Negative
7	Water and Effluent Management	Risk	<ul style="list-style-type: none"> <li>◆ Our operational activities involve processes in which water is an indispensable input.</li> <li>◆ Thus, it is even more important for us to strive to reduce water use and increase reutilisation throughout the value chain.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Increasing efficiency in water usage and exploring less water-intensive technologies.</li> <li>◆ Replenish freshwater through rainwater harvesting</li> </ul>	Negative
8	Diversity and Inclusion in workplace	Risk	Diversity and Inclusion is a key facet of equal opportunity employer and with the emerging focus on unique skill sets from a diverse workforce, this stands as a Reputational Risk factor	We encourage diversity at the workplace to promote the organisation’s collective experience and skill set with a focus on improving diversity at all levels We provide the right work culture through policies and processes which encourage diversity in the workforce.	Negative
9	Socially Responsible Employer	Opportunity	Tata Power has a strong association with being socially responsible and having a focus on employee well-being. We have multi-generation (up to fifth) employees which is a testimony to this.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Employee Retention, Engagement and Talent Development	Risk	Higher employee turnover will lead to lower productivity and loss of tacit knowledge	By establishing an AMP (Aspire, Motivate, Perform) leadership model thereby leading to an engaged, agile, and future-ready workforce.	Negative
11	Occupational Health and Safety	Risk	Failure to ensure health and safety could result in increased cost of litigation, reduced availability of workforce, reduced employee morale, or even threaten the viability of operations in worstcase scenarios.	<ul style="list-style-type: none"> <li>Identifying, understanding, controlling, and eliminating the risks associated with hazards at workplace.</li> <li>Automation and mechanisation plan to eliminate highrisk manual activities</li> </ul>	Negative
12	Labour Management	Risk	Labour issues like strikes, etc. can lead to operational disruptions	Ensuring labour compliance as per the regulatory requirements along with global standards like ILO.	Negative
13	Human Rights	Risk	Human rights violations can lead to reputational damage	Human rights Assessment for operations along with SA 8000 certifications	Negative
14	Building Sustainable Communities	Risk	Community engagement is vital for social license to operate for our operations	Robust CSR engagement with communities on the four pillars of Education, Entrepreneurship, Employability, and Employment	Negative
15	Customer Relationship Management	Risk	Inferior quality of services and products can lead to loss of customers	<ul style="list-style-type: none"> <li>Multiple channels to interface with our customers for constant feedback.</li> <li>Continuous evaluation and improvement undertaken</li> </ul>	Negative
16	Digitalisation and Cybersecurity	Risk	Access to sensitive data by miscreants and loss of data integrity	Strong information security architecture and rigour of implementation with access points exercised.	Negative
17	Risk Management and BCDMP (Business Continuity and Disaster Management Plan)	Risk	Loss of revenue due to interruption of operation	BCDMP plan in place and mock exercises conducted periodically to ensure preparedness	Negative
18	New Business Opportunities*	Opportunity	Opportunity to expand the customer base through business services like Solar rooftop, EV Charging, etc.		Positive
19	Innovation and Collaborations	Opportunity	Opportunity to adopt state of art innovative technologies like Carbon Capture, Utilisation, and Storage (CCUS), Green Hydrogen, Small Module Reactors (SMR) etc.		Positive
20	Responsible Supply Chain*	Risk	Reputational and business continuity risk due to lapses in the supply chain	<ul style="list-style-type: none"> <li>Responsible Supply Chain Management Policy and ESG framework for supply chain screening</li> <li>Training of supply chain partners</li> </ul>	Negative
21	Creating Economic Value	Opportunity	Our business is powered by the continued trust that our investors place in us. We consider it our fiduciary duty to deliver on their expectations, and we achieve this through operational excellence, continued strengthening of our balance sheet, and efficient capital allocation that supports capex projects and new business ventures.		Positive
22	ESG Governance	Opportunity	<ul style="list-style-type: none"> <li>Strong ESG focus is reflected in the transformation journey of Tata Power.</li> <li>Improved ESG performance by third-party ratings.</li> </ul>		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
23	Ethical Business Conduct	Risk	Reputational damage leading to loss of partners and customers	<ul style="list-style-type: none"> <li>◆ TCoC, which every employee signs at the time of joining the Company, serves as a moral guide and a governing framework for responsible corporate citizenship.</li> <li>◆ Customers and suppliers are made aware of the TCoC principles in contract discussion and through the inclusion of specific clauses in proposals and contracts.</li> </ul>	Negative
24	Regulatory Compliance and Landscape	Risk	Changing regulatory regimes can cause business disruptions	Policy advocacy with regulators and policymakers	Negative
25	Transparency and Accountability	Risk	Strategic misalignment and loss of trust with stakeholders.	<ul style="list-style-type: none"> <li>◆ Regular and open dialogue with all stakeholders</li> <li>◆ Improved disclosures for increased transparency</li> </ul>	Negative

\*Emerging Issues Identified

### Section B: Management and Process Disclosures

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

Tata Power has a well-established Sustainability Governance Structure to benchmark, implement and monitor sustainability aligned decisions and actions. The sustainability performance funnels into the Apex Leadership team and the CSR Committee at Board for guidance.



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.tatapower.com/our-legacy/resource-center">https://www.tatapower.com/our-legacy/resource-center</a>								
<b>Code of Conduct</b>									
Tata Code of Conduct 2015	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Corporate Policies</b>									
Advocacy Policy							✓		
Affirmative Action Policy			✓	✓	✓			✓	
AML Policy	✓								
Anti-Bribery and Anti-Corruption Policy	✓						✓		
Anti Sexual Harassment Policy			✓		✓				
Ash Policy	✓				✓				
Business and Human Rights Policy		✓	✓	✓		✓			
Biodiversity Policy		✓				✓			✓
Corporate Customer Service Policy									✓
Corporate Environment Policy and Commitment Document		✓		✓		✓			
Corporate Social Responsibility (CSR) Policy					✓				✓
Corporate Sustainability Policy	✓	✓		✓	✓	✓			✓
ESG Framework for Business Associates	✓	✓		✓	✓	✓		✓	✓
E-waste Management Policy		✓							
Gift Policy	✓								
Health and Safety Policy		✓	✓						
Human Rights Policy			✓	✓	✓		✓		
Information Security Policy									✓
Policy on Board Diversity and Director Attributes			✓						
Quality Policy		✓							✓
Rainwater Harvesting Policy		✓				✓			✓
Responsible Supply Chain Management Policy	✓	✓	✓	✓	✓	✓			✓
Risk Management Policy				✓					
Related Party Transactions Policy	✓								
Safety Code of Conduct		✓	✓						
Water Stewardship Policy		✓							
Whistle Blower Policy & Vigil Mechanism	✓		✓	✓					
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001 (Quality Management System) ISO 14001 (Environmental Management System)	ISO 45001 (Occupational Health and Safety (OH&S) Management System) ISO 22301 (Business Continuity Management System & Disaster Recovery System)	-	-	ISO 14001 (Environmental Management System) ISO 50001 (Energy Management System)	-	-	ISO 9001 (Quality Management System) ISO 27000 (Information Security Management System)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer 'Embedding ESG factors in business' section on Page No. 81 of the Integrated Report FY25								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Please refer 'Strategy' section on Page No. 28-33 of the Integrated Report FY25								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to 'Message from the CEO & MD' on Page No. 18-21 of the Integrated Report FY25								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Tata Power is the highest authority responsible for the oversight of the implementation of Business Responsibility policies. Dr. Praveer Sinha, CEO & Managing Director (DIN: 01785164) is the highest authority responsible for implementation of all policies.								
9. Does the entity have a specified Committee of the Board/ Director re-sponsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, the Board of Tata Power has constituted various Board committees, which are responsible for and have a remit over key sustainability related policies of Tata Power, as below: <ol style="list-style-type: none"> <li>The Corporate Social Responsibility and Sustainability (CSR) Committee: The CSR committee of the Board governs and reviews the Corporate Social Responsibility and Sustainability activities of the Company.</li> <li>The Risk Management Committee: The Board has constituted the Risk Management Committee to assist the Board in fulfilling its oversight responsibilities regarding management of element wise key risks, including strategic, financial, operational, sectoral, sustainability (Environment, Social and Governance) related risks, information &amp; cyber security, and compliance risks.</li> </ol> For the composition of the Corporate Social Responsibility and Sustainability (CSR) Committee and the Risk Management Committee (RMC), please refer to Page No. 273 and 275 of the Integrated Report FY25.								

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

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

\* Reviews are conducted periodically, however specific issues on NGRBCs are also addressed on a need-to-need basis.

\*\* A – Annually, Q – Quarterly, Y – Yes and N – No

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

\*\*\* The policies and performance on its working is part of the Tata Business Excellence Model (TBEM) assessments of Tata Power. Any opportunities for improvement are addressed through implementation of TBEM action plan.

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

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

### Section C: Principle wise Performance Disclosure

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

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

##### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	10	During the year, the Board engaged in various updates per-taining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.	100
Key Managerial Personnel	10		100
Employees other than BoD and KMPs	215	Anti Bribery and Anti-Corruption, Tata Code of Conduct, Tata Business Excellence Module, Whistleblower Mechanism	100
Workers	108	Ethics, POSH, Safety, HIRA	100

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

For FY25, disclosures as required under Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 has been filed with the Stock Exchanges and simultaneously displayed on the website of the Company.

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	The details of pending material litigations / disputes as required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended has been filed with the Stock Exchanges and simultaneously displayed on the website of the Company. However, there were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.			
Settlement				
Compounding fee				
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	There were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.			
Punishment				

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, since there were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.	

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.**

In the TCoC, clause 10, section D: Our Employees, the guidance on Bribery and Corruption is outlined as: We strictly prohibit our employees, agents and intermediaries from engaging in any illegal or inappropriate payments or benefits, either directly or indirectly, that may be perceived as an attempt to gain undue advantages for our business operations. It is crucial to note that any violation of anti-bribery, anti-corruption, anti-competition, data privacy laws, etc. can lead to severe financial penalties and irreparable damage to the Company’s reputation. The policy is available at the Company’s website at <https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/code-of-conduct/Tata%20Code%20of%20Conduct%202015.pdf>

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

	FY25	FY24
Directors	No Directors/KMPs/employees/workers were involved in bribery/corruption both, in FY25 and FY24. Hence, no action was taken by any law enforcement agency.	
KMPs		
Employees		
Workers		

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

	FY25		FY24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

## 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, since no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest. The Company has established policies, processes, systems, and monitoring mechanisms to ensure compliance, which are regularly reviewed and updated with global best practices. The implementation of these policies is ensured through regular training, communication, and awareness-building sessions.

## 8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY25	FY24*
Number of days of accounts payables	69	63

\*FY24 numbers have been restated due to regrouping done in FY25

Average of opening and closing trade payables taken to calculate accounts payable. Trade Payable is as per Consolidated Balance Sheet under Current Liabilities.

Cost of Goods Sold is summation of Cost of Power Purchased, Cost of fuel, Transmission Charges, Raw Material Consumed, Other Expenses (Excluding Bad Debts and Provision for Bad Debts , Foreign Exchange ,CSR and Transfer to Contingency Reserve).

## 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, in the following format:

Parameter	Meterics	FY25	FY24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	7%	7%
	b. Number of trading houses where purchases are made from	23	21
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99%	91%**
Concentration of Sales*	a. Sales to dealers/ distributors as % of total sales	3%	2%
	b. Number of dealers/ distributors to whom sales are made	589	484***
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	23%	24%***
Share of RPT's	a. Purchases (Purchases with related parties/ Total Purchases)	26%	27%
	b. Sales (Sales to related parties/ Total Sales)	6%	5%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	9%	5%
	d. Investments (Investments in related parties/ Total Investments made)	91%	90%

\*This represents data for Solar Rooftop and Home Automation business.

\*\*FY24 numbers have been restated due to inclusion of all relevant entities

\*\*\*FY24 numbers have been restated due to inclusion of Home Automation Business

**Leadership Indicators**

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

Total Number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
200	1. TCoC 2. Safety trainings 3. Ethics 4. Sustainability 5. Statutory compliances	25

**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, Chairmanship of the Board is a non-executive position and separate from that of the Chief Executive Officer and Managing Director. The Code of Conduct for Non-Executive Directors and for Independent Directors carries explicit clauses covering avoidance of conflict of interest. Likewise, there are explicit clauses in the TCoC prohibiting any employee - including the Managing Director (MD) and Executive Directors (EDs) - from accepting any position of responsibility, with or without remuneration, with any other organisation without the Company’s prior written approval. For MD and EDs, such approval must be obtained from the Board. Additionally, the Company is obtaining disclosures from the Directors on their appointment disclosing their nature of interests in other Companies.

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

**Essential Indicators**

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

	FY25	FY24	Details of improvements in environmental and social impacts
R&D	23.16 Crore (0.04% of turnover)	12.21 Crore (0.02% of turnover)	This represents the total R&D expense incurred by the Company which also includes investments in specific technologies to improve the Environmental and Social Impacts
Capex	62%	65%	Capex represents spend on clean and green business

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

Yes, Tata Power has procedures in place for sustainable sourcing.

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

100% of our fuel inputs are sourced sustainability.

Tata Power has policies and robust process to ensure sustainable sourcing from Business Associates. Our Responsible Supply Chain Management Policy (RSCM) governs all our engagements with our Business Associates. We also evaluate Business Associates commitment to our RSCM policy during selection/ award of any material contracts. The Business Associates share same commitment as enunciated in Tata Power Corporate Environment policy, Energy Conservation and Corporate Sustainability Policy. The terms and conditions of business are structured and uniform across divisions to ensure business process standardisation and governance.

Tata Power has outlined ESG framework to promote sustainability in the business partner network and to align Business Associates with Tata Power’s vision and aspirations on ESG Goals. We have implemented Framework for Business Associates, covering key aspects/ requirements on Environment, Social and Governance. This Framework is part of Tender Documents.

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

Tata Power has robust waste management practices and aims to be Zero Waste to Landfill before 2030.

The major product waste stream at Tata Power is PV panel waste which as per E-Waste Rules 2022 Chapter 5 is asked to be stored till 2035, till the government comes with new guidelines and list of certified recyclers.

The Hazardous waste if any is stored / disposed is as per Hazardous Waste Management Rules 2016 and its amendments. TP Solar, Gangaikondan (Tirunelveli) has obtained EPR Registration for E-waste in FY 24 and EPR in Plastic Waste Management in FY 25.

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

Extended Producer Responsibility is applicable to Bengaluru Manufacturing and TP Solar, Gangaikondan.

Bengaluru Manufacturing received E-Waste certificate of registration on 20.02.2024. As per E Waste Rules 2022 Chapter 5, PV panels are to be stored till 2035, till the government comes with new guidelines and list of certified recyclers.

In addition, Bengaluru Manufacturing received EPR certificate in Plastic Waste Management on 26.09.2023.

TP Solar, Gangaikondan (Tirunelveli) has obtained EPR Registration for E-waste in FY 24 and EPR in Plastic Waste Management in FY 25.

### Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
3510 (35105)	Manufacturing of solar panels	-	Cradle to Grave	Yes	No

Tata Power has also conducted a study on end-of-life considerations for Solar PV panels in preparedness for dealing with future waste streams.

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
PV panel waste as per E Waste Rules 2022 Chapter 5 is to be stored till 2035, till the government comes with new guidelines and list of certified recyclers		

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):**

Indicated Input Material	Recycled or re-used input material to total material	
	FY25	FY24
Not Applicable	-	-

Nil. We are primary manufacturer of PV panels.

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:**

	FY25			FY24		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

## 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
PV Panels	0%

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	20,303	20,303	100	20,303	100	-	-	20,303	100	NA	NA
Female	2,269	2,269	100	2,269	100	2,269	100	-	-	NA	NA
<b>Total</b>	<b>22,572</b>	<b>22,572</b>	<b>100</b>	<b>22,572</b>	<b>100</b>	<b>2,269</b>	<b>10</b>	<b>20,303</b>	<b>90</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent employees</b>											
Male	934	934	100	934	100	-	-	934	100	NA	NA
Female	162	162	100	162	100	162	100	-	-	NA	NA
<b>Total</b>	<b>1,096</b>	<b>1,096</b>	<b>100</b>	<b>1,096</b>	<b>100</b>	<b>162</b>	<b>15</b>	<b>934</b>	<b>85</b>	<b>NA</b>	<b>NA</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	There are no permanent workers in the Company.										
Female											
<b>Total</b>											
<b>Other than Permanent Workers</b>											
Male	The Company ensures that all statutory benefits are extended to contract workforce.										
Female											
<b>Total</b>											

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

	FY25	FY24*
Cost incurred on wellbeing measures as a % of total revenue of the company	0.08%	0.05%

Spend on well-being includes spend on Group Medical Cover, Group Term Life, Group Personal Accident Insurance, Cabs for Commuting, Maternity and Paternity benefits (Proportionate Salary for the leaves availed)

Disclosure on Group Medical Cover excludes TPDDL (FY24 and FY25) and Odisha Discoms (FY24), Group Term Life and Group Personal Accident Insurance excludes TPDDL (FY24 and FY25)

Disclosure on Maternity and Paternity Benefits (Proportionate salary for the leaves availed) excludes TPDDL and Odisha Discoms

Cabs for Commuting excludes TPDDL and Odisha Discoms.

\*FY24 numbers have been restated due to change in computation methodology

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

Benefits	FY25			FY24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	86	100	Y	93	100	Y
Gratuity	100	100	Y	99	100	Y
ESI	2	100	Y	3	100	Y
Others – Pensioner	14	NA	Y	7	NA	Y

## 3. Accessibility of workplaces

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

Yes, Tata Power remains deeply committed to building a diverse and inclusive workforce. The company continues to promote equal employment opportunities and strives to create a work environment that respects and supports individuals with disabilities. Tata Power has conducted infrastructure accessibility audit and identified roles based on type of disability. The company recruits Persons with Disabilities based on their skills, qualifications, and in accordance with relevant regulations. Tata Power ensures that employees with disabilities have access to the necessary tools and resources that facilitate their work and enable them to perform their tasks effectively. These facilities include wheelchairs and ramps for the mobility-impaired, assistive technologies for visual and hearing-speech impaired and braille instructions for the visually impaired. Our upcoming renovations are mindful with including the same facilities.

Additionally, the company operates a dedicated Customer Relations Centre in Mumbai that addresses the specific needs of customers with disabilities. To further improve accessibility, Tata Power also provides electricity bills in Braille format for visually impaired customers.

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

With Tata Power's ongoing commitment to social equity and the promotion of Affirmative Action, we continue to focus on empowering Persons with Disabilities. Our objective is to create equal opportunities and foster a work environment that is inclusive, diverse, and reflective of the communities we serve. The Company recognises that diversity in the workplace positively impacts its business, partnerships and future-readiness.

Tata Power Affirmative Action Policy: <https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Tata%20Power%20Affirmative%20Action%20Policy.pdf>

Additionally, Tata Power follows the Tata Code of Conduct which is applicable to all Tata Group companies. It prescribes that every Tata Group Company must be an Equal opportunity employer including for applicants with disabilities. The guidelines mention that:

1. We provide equal opportunities to all our employees and to all eligible applicants for employment in our company. We do not unfairly discriminate on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.
2. When recruiting, developing and promoting our employees, our decisions will be based solely on performance, merit, competence and potential.
3. We shall have fair, transparent and clear employee policies which promote diversity and equality, in accordance with applicable law and other provisions of this Code. These policies shall provide for clear terms of employment, training, development and performance management

Tata Code of Conduct: <https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf>.

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		
Female	87	100	There are no permanent workers in the Company	
<b>Total</b>	<b>99</b>	<b>100</b>		

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes, Tata Power has well-established mechanisms in place to receive &amp; redress employee grievances. Key platforms include 'Connect2Solve' for HR and administrative matters, 'TCoC' for ethical concerns, and 'Suraksha' for safety-related issues — all accessible via the company's internal employee portal. Additionally, TCoC concerns can be raised through multiple channels such as email, ethics concern box, or through third-party ethics helpline. Every concern is thoroughly investigated by a dedicated investigation team, and necessary actions are taken based on their findings. The details for raising grievances are as follows:</p> <p>Toll-free Number: 1800 267 4065                      Email: <a href="mailto:deloitte.tatapower@tip-offs.in">deloitte.tatapower@tip-offs.in</a>                      Website &amp; Chatbot: <a href="http://www.tpc.tip-offs.in">www.tpc.tip-offs.in</a></p> <p><b>Postal address :</b>                      Attn to: Mr. Puneet Arora,                      Deloitte Touche Tohmatsu India LLP,                      6 floor, AIPL Business,                      Sector 62, Gurugram, Haryana 122102</p> <p>To further strengthen the company's culture of care and engagement, initiatives like 'HR Connect' actively fosters meaningful connections across its geographically diverse workforce. Tata Power's Achiever's Portal, Employee Engagement Surveys &amp; Action Planning, Town Halls, and Connect 2 Solve encourage open dialogue, employee feedback, recognition, and policy suggestions. These portals &amp; programs are dynamic and continue to evolve based on employee input and organisational needs. The company places strong emphasis on timely resolution of grievances, ensuring employees feel heard and supported.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY25			FY24		
	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)
<b>Total Permanent Employees</b>	<b>22,572</b>	<b>9,902</b>	<b>44</b>	<b>22,372</b>	<b>10,367</b>	<b>46</b>
Male	20,303	9,458	47	20,255	9,881	49
Female	2,269	444	20	2,117	486	23
<b>Total Permanent Workers</b>						
Male	Total Permanent Workers					
Female						

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

Category	FY25					FY24				
	On Health and safety measures			On Skill upgradation		On Health and safety measures			On Skill upgradation	
	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	21,237	8,642	41	9,966	47	21,358	6,979	33	8,671	41
Female	2,431	1,239	51	1,643	68	2,294	1,029	45	1,452	63
<b>Total</b>	<b>23,668</b>	<b>9,881</b>	<b>42</b>	<b>11,609</b>	<b>49</b>	<b>23,652</b>	<b>8,008</b>	<b>34</b>	<b>10,123</b>	<b>43</b>
<b>Workers</b>										
Male	78,611	66,307	84	29,107	37	62,827	46,193	74	22,822	36
Female	3,090	1,271	41	908	29	1,507	857	57	419	28
<b>Total</b>	<b>81,701</b>	<b>67,578</b>	<b>83</b>	<b>30,015</b>	<b>37</b>	<b>64,334</b>	<b>47,050</b>	<b>73</b>	<b>23,241</b>	<b>36</b>

All the employees have access to relevant learning and development opportunities. The Company has a robust e-learning platform which is coupled with other online and offline interventions. The learning needs are identified by a combination of self, manager and department head and classified under functional, behavioural and organisational needs.

Training on Safety, Health & Environment, Skill upgradation for Employees and workers is also carried out through Tata Power Skill Development Institute.

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

Category	FY25			FY24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	21,237	21,237	100	21,358	21,358	100
Female	2,431	2,431	100	2,294	2,294	100
<b>Total</b>	<b>23,668</b>	<b>23,668</b>	<b>100</b>	<b>23,652</b>	<b>23,652</b>	<b>100</b>
<b>Workers</b>						
Male	Performance review of workers are determined on the basis of Productivity Linked Performance Based Contract (PLPBC).					
Female						
<b>Total</b>						

All the employees undergo Performance and Career Development Reviews. The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback for development is provided.

## 10. Health and safety management system:

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

Yes, at Tata Power, we remain committed to prioritising safety as our core value, exceeding all business imperatives. In FY 25, we have further reinforced our comprehensive Safety Management Framework across all operations through innovative technology interventions and continuous improvements. These advancements continue to align with the Tata Group Health and Safety Management System and adhere to ISO 45001:2018 standards. Our unwavering commitment ensures 100% coverage, including every employee and worker within our organisation.

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

In FY 25, we have further advanced our Tata Power Safety Management System (TPSMS), building upon innovative safety technologies and methodologies. Our dedication to identifying work-related hazards and assessing risks on both routine and non-routine bases remains evident through the following enhanced safety processes:

- i. Safety Leadership and Accountability with advanced OH&S Objective Planning incorporating predictive analytics.

- ii. Hazard Identification Risk Assessment and Risk Management with the inclusion of real-time risk monitoring tools.
- iii. Design, Construction, Operational Planning and Control with augmented reality for improved safety training.
- iv. People Competency Behaviours with a focus on resilience training and mental health awareness.
- v. Communication, Consultation, and Participation enhanced through digital platforms for wider reach and engagement.
- vi. Observation Incident Nonconformity Reporting, Investigation, and Learning with AI-driven data analysis for deeper insights.
- vii. Change Management Process that adapts agile methodologies for swift response to safety needs.
- viii. Contractor Safety Management with stricter compliance checks and performance-based evaluations.
- ix. Measurement, Monitoring, and Review using advanced metrics and KPIs for better safety performance tracking.
- x. Fire Detection Protection System Management with smart sensor technology for early detection and response.

These processes continue to reflect our commitment to not only meeting but exceeding current safety regulations, setting new benchmarks in occupational health and safety.

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

Yes, we utilise the Stakeholder Suraksha Application, a mobile-based platform where each worker can report work-related hazards. After reporting, divisions analyse the hazards, and action plans are prepared to eliminate them effectively.

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

Yes, all our sites, we ensure that all employees and workers have access to non-occupational medical and healthcare services. Our commitment to their well-being extends beyond the workplace through initiatives such as regular health check-ups, counselling programs, wellness workshops, ensuring comprehensive care for their physical and mental health.

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

Safety Incident/Number	Category	FY25	FY24*
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.02	0.06
	Workers	0.16	0.33
Total recordable work-related injuries	Employees	4	3
	Workers	87	87
No. of fatalities	Employees	-	-
	Workers	9	18
High consequence work-related injury or ill-health (excluding fatalities) / Permanent Disabilities	Employees	-	1
	Workers	-	1

\*FY24 numbers have been restated as per Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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

Tata Power ensures a safe and healthy workplace through a robust safety management system, regular hazard identification, advanced technology tools (AI-ML, Drone technology etc.), health and wellness programs, training initiatives, incident reporting, Business associates safety management system, emergency preparedness, and modern fire control systems.

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

	FY25			FY24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	6,06,260	48,406	These are not complaints, just observations that are done proactively, so that they can be closed timely	3,55,751	48,708	These are not complaints, just observations that are done proactively, so that they can be closed timely

## 14. Assessments for the year:

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

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

Safety-related accidents are carefully investigated, and the findings are shared across the organisation through bulletins categorised by red, orange, and purple stripes. These bulletins guide the implementation of corrective actions to avoid similar incidents in the future. The effectiveness of these actions is reviewed during safety audits, Monthly meetings etc.

Major risks and concerns identified through health and safety assessments are addressed using technology, improving safety systems, and strengthening monitoring and supervision.

**Leadership Indicators**

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

(A) Employees (Y/N): Yes, Group Term Life Insurance (GTLI)

(B) Workers (Y/N): Yes, Group Term Life Insurance (GTLI) and compensatory package as per Long-term Wage Settlement (LTS) agreement

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

Tata Power ensures adherence to all statutory compliances related to workers (e.g. timely wage payment, provident fund, etc). In case of non-compliances, stringent action is taken against defaulting business partner.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY25	FY24*	FY25	FY24
Employees	0	1	-	-
Workers	9	19	-	-

\*FY24 numbers have been restated due change in guidance of this disclosure

## 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)

Tata Power provides transition assistance programs for all the employees during career ending resulting from retirement. However, this practice is not followed for termination cases.

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

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	100% through Business Associates Field Safety Audit
Working Conditions	100% through Business Associates Field Safety Audit

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**

Tata Power addresses health and safety risks of value chain partners by providing training, using technology to monitor risks, conducting safety checks, sharing guidelines, evaluating contractors, and preparing for emergencies.

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

**Essential Indicators**

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

Tata Power recognises any individual, group or institution that contributes to the Company’s value chain as a core stakeholder. Through the Stakeholder Engagement and Materiality Assessment (SEMA) process, we identify our stakeholders, which include customers, suppliers, communities, government regulators, shareholders and employees. However, this process is ongoing, and we continuously strive to identify additional stakeholders.

We take a proactive approach to engage with our stakeholders regularly, seeking to understand their perspectives, receive feedback and address any issues that are important to them. Our stakeholder engagement is based on seamless dialogue, empathy and a focus on value creation, which forms the foundation of our engagement approach at Tata Power. Furthermore, Institution based synergies which includes PHCs, Schools and Govt. Institutions to outreach for larger cohort.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes (Affirmative Action)	<ol style="list-style-type: none"> <li>CSR initiatives and interventions</li> <li>Community meetings and Focused group discussions</li> <li>Programmes Impact Assessment survey as well as Perception studies.</li> <li>Tata Power Website</li> </ol>	Ongoing/Need basis	<ul style="list-style-type: none"> <li>Positively touching lives of people and thereby enhancing their quality of life and overall wellbeing</li> <li>Capacity Building, local development, Health, STEM, Skilling and livelihoods for the neighbouring communities and aspirational districts</li> </ul> <p>Through our flagship initiative-</p> <ul style="list-style-type: none"> <li>Pay Attention: We are taking bold steps by training &amp; capacity building of the public workers (Anganwadi, Primary school teacher, public health care professionals) in early identification of the Autism or any developmental delays found in children.</li> <li>Anokha Dhaaga: Facilitating Agri and non-Agri-based skill development, complemented by microenterprise support for women SHGs and FPOs, with the objective of enhancing household incomes</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors (other than Shareholders)	No	<ol style="list-style-type: none"> <li>Scheduled investor meets (NDR's, conferences etc.)</li> <li>Quarterly results call</li> <li>Participation in events/ platforms organised by investors</li> </ol>	Quarterly	<ul style="list-style-type: none"> <li>Stakeholder support and feedback on operations provides continuous guidance for the management and governance.</li> <li>Key Areas of Interest for Stakeholders: Tata Power's Financial Health, Future Strategies, and Operational Performance.</li> </ul>
Shareholders	No	<ol style="list-style-type: none"> <li>Annual General Meeting</li> <li>Disclosure tools including Integrated Reports and Investor Presentations</li> <li>Email</li> <li>Complaints and grievance management</li> </ol>	Annual, Need basis	<ul style="list-style-type: none"> <li>Keeping communications channels open with analysts and investor community and helps to connect them with management</li> <li>Tata Power's Operational and Financial Performance</li> </ul>
Employees and No workers		<ol style="list-style-type: none"> <li>Intranet and internal newsletters/email/ communication</li> <li>Management – Employee Quarterly Communication</li> <li>Employee Surveys</li> <li>Performance Dialogue and Appraisals</li> <li>Employee Connects</li> </ol>	Regular	<ul style="list-style-type: none"> <li>Employees help meet business goals with their collective knowledge and experience, by initiating best-in-class people practices</li> <li>Benefits, culture and grievances</li> <li>Capacity Building and Career Progression</li> <li>Employee wellbeing &amp; engagement</li> </ul>
Customers	No	<ol style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>Formal and informal feedback</li> <li>Forum for quick customer query resolution</li> <li>Email</li> <li>SMS</li> <li>Advertisement</li> <li>Website</li> <li>Social media</li> </ol>	Regular	<ul style="list-style-type: none"> <li>Understanding of their needs helps in determining product and services quality and pricing.</li> <li>Product innovation development is guided by customer requirements</li> <li>Reduction in environmental and social impacts of products to help customers meet their Sustainability Goals</li> </ul>
Value Chain Partners (Suppliers and Vendors)	Yes. Tata Power recognises Affirmative Action Suppliers (SC/ST) as vulnerable & marginalised	<ol style="list-style-type: none"> <li>Regular supplier / BA meets</li> <li>Vendor due diligence and prequalification meetings</li> <li>Contact plan engagements</li> <li>Process and theme engagements</li> <li>Feedback surveys</li> <li>Email</li> </ol>	Regular	<ul style="list-style-type: none"> <li>Critical to ensure operational efficiency through timely supplies and logistical efficiency</li> <li>Innovation and Collaboration on building a robust supply chain</li> <li>Responsible Supply Chain Management (RSCM)</li> <li>Sustainable Supply Chain Initiatives</li> </ul>
Regulatory Authorities	No	<ol style="list-style-type: none"> <li>Scheduled meetings</li> <li>Regular liaison</li> <li>Industry forums</li> <li>Issue based meetings</li> </ol>	Regular	<ul style="list-style-type: none"> <li>Regular engagement with authorities on issues being faced by various business teams</li> <li>Views and suggestions on various upcoming policy and regulatory frameworks</li> </ul>

**Leadership Indicators**

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

We believe that engagement with our stakeholders is an ongoing process, which receives inputs via different channels: our volunteers, leadership visits, assessments, and annual deployment of our structured index, internally developed for tracking community engagement. Additionally, we have a Corporate Social Responsibility and Sustainability Board Committee and TPCDT Board committee. The Board level committees review progress and guide strategic direction

and programs on a quarterly basis. Moreover, there are grievance redressal mechanisms as well as an open channel for raising queries, seeking information, or communicating suggestions through an email ID listed on the Tata Power website. This enables us to keep a constant check on the voices of our stakeholders.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, there have been many instances in which company has inculcated public feedback into its planning and strategy cycles. We have initiated third party impact assessments for mature and significant programmes and geographies where we plan to enable deeper and longer-term programme-design for key flagships and serve aspirational districts. Based on understanding of teaching program in government schools and common needs assessment, STEM education was introduced via Lab On Bike programme in government schools.

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

- ◆ The Community Engagement Index (CEI) for FY25 is 57.86 % including RDD (Regional Development Dimension), PEI (Program Effectiveness) as new introductions.
- ◆ Our company consistently identifies disadvantaged, vulnerable, and marginalised stakeholders through Affirmative Action policy of Tata Power, actively involving them in new projects or expansions, especially through Corporate Social Responsibility initiatives.
- ◆ In a distinctive social innovation effort, Tata Power empowers women from local communities as 'Abhas' or 'Abha Sakhi'. These women undergo skill-building programs to become agents of social change, acquiring livelihood skills and knowledge in power Discoms' consumer-centric operations like Meter Reading, Billing, and Collection (MBC) activities, enabling them to become self-employed.
- ◆ We've also established the Corporate Social Responsibility program, Adhikaar, to connect beneficiaries with various government entitlements and schemes, addressing the needs of diverse population segments.
- ◆ The Tata Power Skill Development Institute (TPSDI) caters to the increased need to train community members, especially those who are Vulnerable and Marginalised. TPSDI equips youth and others with employable skills in the Power and allied sectors, providing modular training and certification across a wide range of skills.
- ◆ With training hubs strategically located across the country, TPSDI collaborates with Tata Power Delhi Distribution Limited and The Centre for Power Efficiency in Distribution (CENPEID), Delhi. Our courses, aligned with the National Skill Quality Framework (NSQF), vary from 2 to 12 weeks, emphasising holistic development including technical, numerical, IT, communication, soft skills, safety, health, and environment (SHE) aspects.
- ◆ TPSDI ensures increased accessibility to its courses for disadvantaged sections of society and those below the poverty line, demonstrating our commitment to social inclusivity and skill enhancement.
- ◆ Third-party impact assessment for the long-term Adhikaar program is completed considering business expansion linkages.
- ◆ Special programs for vulnerable groups such as sanitation workers, SC, ST communities, and differently abled individuals are conducted as part of Tata's Affirmative Action initiatives across 18 states of Tata Power CSR regions including major focus on AA Scholarship support.

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

### Essential Indicators

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

	FY25			FY24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	22,572	9,164	41	22,372	8,084	36
Other than permanent	1,096	357	33	1,280	974	76
<b>Total Employees</b>	<b>23,668</b>	<b>9,521</b>	<b>40</b>	<b>23,652</b>	<b>9,058</b>	<b>38</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	81,701	19,512	24	64,334	19,206	30
<b>Total Workers</b>	<b>81,701</b>	<b>19,512</b>	<b>24</b>	<b>64,334</b>	<b>19,206</b>	<b>30</b>

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

Category	FY25					FY24				
	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	22,572	0	0	22,572	100	22,372	-	-	22,372	100
Male	20,303	0	0	20,303	100	20,255	-	-	20,255	100
Female	2,269	0	0	2,269	100	2,117	-	-	2,117	100
<b>Other than Permanent</b>	<b>1,096</b>	<b>0</b>	<b>0</b>	<b>1,096</b>	<b>100</b>	<b>1,280</b>	<b>-</b>	<b>-</b>	<b>1,280</b>	<b>100</b>
Male	934	0	0	934	100	1,103	-	-	1,103	100
Female	162	0	0	162	100	177	-	-	177	100
<b>Workers</b>										
<b>Permanent</b>										
Male	There are no permanent workers in the Company.									
Female	There are no permanent workers in the Company.									
<b>Other than Permanent</b>										
Male	The Company ensures 100% wage compliances for its contractual workforce.									
Female	The Company ensures 100% wage compliances for its contractual workforce.									

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	7*	68,00,000	2	94,95,000
Key Managerial Personnel	3**	7,08,80,219	-	-
Employees other than BoD and KMP	21,234	8,45,544	2,431	7,23,530
Workers	-	-	-	-

\*CEO & Managing Director forms part of both BOD and KMP.

\*\*Includes CEO & Managing Director, Chief Financial Officer and Company Secretary.

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

	FY25	FY24
Gross wages paid to females as % of total wages	8%	8%

This includes only "Permanent" and "Other than Permanent" Employees.

#### 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)

Tata Power recognises upholding of human rights as an integral aspect of doing business. The company is committed to upholding these rights and addressing any adverse impacts resulting from or caused by our businesses.

Mr. Himlal Tewari, President- Group HR, Chief Human Resources Officer and Chief - Sustainability & CSR is the focal point of contact. The Ethics team along with the Sustainability, HR and CSR teams work on addressing human rights related matters or impacts that arise from business operations.

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

Tata Power recognises upholding of human rights as an integral aspect of doing business. Tata Power has been working with this ethos, and we support the well-being, dignity, and human rights of all our stakeholders. This commitment is reinforced by a strict zero-tolerance approach toward any violation of human rights, ensuring that every individual's rights are respected and protected across our operations.

Tata Power's Business and Human Rights Policy is aligned with the principles contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights and is consistent with the Tata Code of Conduct.

##### Business and Human Rights Policy:

<https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/sustainability/sustainable-governance---policies/Business%20and%20Human%20Rights%20Policy.pdf>

##### Tata Power follows TCoC which categorically states:

1. We shall respect the human rights and dignity of all our stakeholders
2. We do not employ children at our workplaces.
3. We do not use forced labour in any form. We do not confiscate personal documents of our employees or force them to make any payment to us or to anyone else in order to secure employment with us, or to work with us.

Tata Code of Conduct: <https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20of%20Conduct.pdf>

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

	FY25			FY24		
	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	4	1	4th complaint received on 28th March 2025. It is under investigation and will be closed as per timelines.	3	Nil	
Discrimination at workplace	11	Nil	This includes concern raised in relation to employee transfer, PMS rating, employee grades for Tata Power Standalone	9	Nil	This includes concern raised in relation to employee transfer, promotion not received
Child Labour	-	-	NA	-	-	
Forced Labour/Involuntary Labour	-	-	NA	-	-	
Wages	-	-	NA	-	-	
Other human rights related issues	-	-	NA	-	-	

This disclosure excludes TPDDL and Odisha Discoms

## 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY25	FY24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	3
Complaints on POSH as a % of female employees / workers	0.09%	0.08%
Complaints on POSH upheld	1. Action Taken - 3 cases 2. Conciliation - 0 cases 3. Pending - 1 case	1. Action taken - 1 case 2. Conciliation - 2 cases

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

The Tata Code of Conduct underscores that any form of retaliation against individuals reporting legitimate concerns will not be tolerated. Those who engage in targeting such individuals will be subject to disciplinary action. If a complainant suspects that they or someone they know has been subjected to retaliation for raising a concern or reporting a case, Tata Power strongly encourages them to contact the line manager, the company's Ethics Counsellor, the Human Resources department, the CEO & MD, or the office of the group's Chief Ethics Officer without delay.

Tata Power maintains a strict zero-tolerance stance toward sexual harassment at the workplace and has adopted a comprehensive policy on preventing, prohibiting, and redressing sexual harassment of women in the workplace. In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, an Internal Committee (IC) is established to handle related complaints. The IC is responsible for conducting inquiries and ensuring confidentiality is maintained for all parties involved, including the identity of the complainant, the respondent, and the contents of the proceedings.

Tata Code of Conduct: <https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20of%20Conduct.pdf>

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

Yes, Human Rights forms part of the business agreements:

1. Onboarding/selection - Applicable certificates, Labour Laws compliance including statutory requirements such as child labour, forced and compulsory labour are asked during on-boarding of suppliers
2. TCoC is mandatory for all contracts with Tata Power

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	Locational internal/external assessments on a periodic basis
Wages	
Others – please specify	

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

Not Applicable

**Leadership Indicators**

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

Tata Power recognises upholding of human rights as an integral aspect of doing business. We commit to respect and protect human rights and remediate adverse human rights impacts resulting from or caused by our businesses. The company regularly creates awareness among its employees on the Code of Conduct through various training programmes.

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

In FY25, actions were implemented on the outcomes of a human rights due diligence exercise conducted in FY24. This assessment was carried out for identified entities as a dipstick evaluation to gauge readiness in line with the voluntary global standard, Social Accountability 8000 (SA 8000).

The assessment focused on key elements of the SA 8000 standard, including Child Labour, Forced or Compulsory Labour, Health and Safety, Freedom of Association and the Right to Collective Bargaining. Discrimination, Disciplinary Practices, Working Hours, Remuneration and Management Systems.

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, Tata Power firmly believes in the value of a diverse workforce and is dedicated to creating an inclusive environment that offers equal opportunities to all. The company is committed to empowering Persons with Disabilities by fostering a workplace built on respect, dignity, and accessibility.

Tata Power ensures that persons with disabilities, including visitors have access to the necessary tools and resources that facilitate their work and enable them to perform their tasks effectively. These facilities include wheelchairs and ramps for the mobility-impaired, assistive technologies for visual and hearing-speech impaired and braille instructions for the visually impaired.

Additionally, the company operates a dedicated Customer Relations Centre in Mumbai that addresses the specific needs of customers with disabilities. To further improve accessibility, Tata Power also provides electricity bills in Braille format for visually impaired customers.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	Nil
Wages	
Others - please specify	

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

Not Applicable

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

### Essential Indicators

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

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

Parameter	FY25	FY24
<b>From renewables sources</b>		
Total electricity consumption (A) (GJ)	3,36,802**	3,48,228*
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (GJ)	-	-
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>3,36,802</b>	<b>3,48,228</b>
<b>From non-renewables sources</b>		
Total electricity consumption (D) (GJ)	3,07,328	5,09,148***
Total fuel consumption (E) (GJ)	51,16,15,824	50,48,13,458
Energy consumption through other sources (F) (GJ)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F) (GJ)</b>	<b>51,19,23,152</b>	<b>50,53,22,606</b>
<b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>	<b>51,22,59,954</b>	<b>50,56,70,834</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed (GJ)/ Revenue from operations (INR))	<b>0.0007942</b>	<b>0.0008217</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed (GJ)/ Revenue from operations adjusted for PPP) ****	<b>0.0164077</b>	<b>0.0169757</b>
<b>Energy intensity in terms of physical output</b> (Total energy consumed (GJ)/ Total Power Generation Units (kWh))	<b>0.0076394</b>	<b>0.0080439</b>

Note: Data verification for the Integrated Report is conducted annually by an independent third-party assurance provider. Please refer "Assurance Statement" at the conclusion of Integrated Report for detailed representation.

\*FY24 numbers have been restated due to addition of Haldia to Renewable Sources. Haldia Power plant used heat from COG plant for power generation.

\*\*This data includes Aux Consumption in Hydros, Solar Manufacturing and Haldia

\*\*\*FY24 numbers have been restated due to regrouping

\*\*\*\* For PPP, Conversion factor of 20.660 has been used for FY24 and FY25 as per Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core

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, all thermal operating divisions of Tata Power were part of PAT cycle II (2016-17 to 2018-19) notified on March 31, 2016 and aims to achieve an overall energy consumption reduction of 8.869 Millions of tonnes of oil equivalent (Mtoe). PAT cycle II Target details along with action plan is as outlined below.

Cluster	PAT Cycle	Divisions	Notified Target (Kcal/kwh) (FY15)	Achieved (Kcal/kwh) (FY19)	Remedial Action in case target not achieved
Conventional Generation	II (2016-17 to 2018-19)	Mundra	2,256	2,257 (Normalised)	Unit 30 and 50 HP heaters replacement along with installation of Variable Frequency Drive in Condensate Extraction pump variable was planned and commissioned.
		Maithon	2,460	2,445	Better than Notified Target
		Trombay (Coal, Oil and Gas)	2,652	2,566	Better than Notified Target
		Trombay (Gas)	2,006	2,047	This was not achieved due to lower Plant load factor in view of low APM gas availability. This has been taken up with BEE, however it was not considered for normalisation.
		Jojobera	2,839	2,836	Better than Notified Target

PAT cycle -VII was notified for the period of FY 2022-23 to 2024-25 wherein 707 DCs have been notified with overall energy saving target of 8.485 MTOE in the following 9 Energy Intensive Sectors, i.e. Aluminium, Cement, Chlor-Alkali, Iron and Steel, Pulp and Paper, Textiles, Thermal Power Plant, Railways and DISCOM. All our conventional generation divisions and DISCOMS are also part of it. PAT Cycle VII targets are as given below.

Cluster	PAT Cycle	Divisions	Baseline Net Heat Rate (Kcal/kwh) (FY19)	Target Net Heat Rate (Kcal/kwh) (FY25)
Conventional Generation	VII (2022-23 to 2024-25)	Coastal Gujarat Power Limited	2,272	2,253
		Maithon Right Bank Thermal Power Plant	2,480	2,469
		Trombay Thermal Power Station (Coal & Oil) (TATA Power Company)	2,580	2,569
		Trombay Combined Cycle Power Plant (TATA Power Company)	2,055	2,039
		Jojobera Power Plant (TATA Power Co)	2,856	2,817

Cluster	PAT Cycle	Divisions	Baseline - % of Transmission and Distribution losses	Notified Target - % of Transmission and Distribution losses
Discoms	VII (2022-23 to 2024-25)	Tata Power Company Limited - Mumbai Distribution	0.19	0.19
		Tata Power Delhi Distribution Limited (TPNODL)	6.83	6.83
		Tata Power Northern Odisha Distribution Limited (TPNODL)	18.74	17.60
		Tata Power Odisha Distribution Limited (TPCODL)	28.15	25.59
		Tata Power Western Odisha Distribution Limited (TPWODL)	21.14	19.70
		Tata Power Southern Odisha Distribution Limited (TPSODL)	29.76	26.90

For PAT Scheme VII, BEE verification of achieved Specific Energy Consumption through Accredited Energy Auditor is pending. Results for achieved Specific Energy Consumption will be disclosed post audit and normalisation in subsequent fiscal year.

The fourth cycle of PAT was notified on 28<sup>th</sup> March-2018. A total of 106 DCs with a total reduction target of 0.6998 MTOE were notified under PAT cycle -IV. These DCs were from 8 sectors consisting of 6 existing sectors of PAT cycle -I and two new sectors namely Petrochemicals and Commercial Buildings (Hotels). One of our operating thermal plants comes under PAT cycle 4, details of which are as given below:

Cluster	PAT Cycle	Divisions	Baseline Net Heat Rate (Kcal/kwh) (FY17)	Target Net Heat Rate (Kcal/kwh) (FY21)	Achieved (Kcal/kwh) (FY21)	Remedial Action in case target not achieved
Conventional Generation	IV (2018-19 to 2020-21)	Prayagraj Power Generation Company Limited	2,669	2,588	2,530	Better than Notified Target

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

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

Parameter	FY25	FY24*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,29,88,77,261	1,29,24,66,691
(ii) Groundwater	24,202	22,514
(iii) Third party water	1,79,31,149	1,82,26,424
(iv) Seawater / desalinated water	5,30,88,95,830	4,78,70,14,545
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>6,62,57,28,442</b>	<b>6,09,77,30,174</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>30,13,98,360</b>	<b>31,34,94,293</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption (KI)/ Revenue from operations (INR))	<b>0.0004673</b>	<b>0.0005094</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption (KI)/ Revenue from operations adjusted for PPP)	<b>0.0096538</b>	<b>0.0105242</b>
<b>Water intensity in terms of physical output</b> (Total water consumption (KI)/ Total Power Generation Units (kWh))	<b>0.0044948</b>	<b>0.0049869</b>

Note: Data verification for the Integrated Report is conducted annually by an independent third-party assurance provider. Please refer "Assurance Statement" at the conclusion of Integrated Report for detailed representation.

\*FY24 numbers have been restated

### 4. Provide the following details related to water discharged:

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

Parameter	FY25	FY24***
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	<b>1,25,47,16,470</b>	<b>1,24,82,47,384</b>
No treatment*	1,25,47,16,470	1,24,82,47,384
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	<b>5,07,18,04,586</b>	<b>4,53,61,25,203</b>
No treatment**	5,07,17,90,223	4,53,61,12,398
With treatment – Primary Treatment (Neutralisation)	14,363	12,805
(iv) Sent to third-parties	<b>13,07,630</b>	<b>5,95,044</b>
No treatment	-	-
With treatment – Primary Treatment	13,07,630	5,95,044
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>6,32,78,28,686</b>	<b>5,78,49,67,631</b>

Note: Data verification for the Integrated Report is conducted annually by an independent third-party assurance provider. Please refer "Assurance Statement" at the conclusion of Integrated Report for detailed representation

\* Water discharged from Hydro plants

\*\* Water discharged from Once-through-cooling system in Thermal plants

\*\*\*FY24 numbers have been restated

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

The Company's major thermal power plants have Zero-Liquid Discharge (ZLD) wherein the wastewater is treated and reused.

This includes Maithon, Jojobera and Waste Heat Recovery units. Coastal power plants like Trombay and Mundra use sea water of cooling purposes. The quality of effluent discharge where applicable is ensured as per regulatory requirements.

TPREL is envisaging Zero Liquid Discharge at Solar Panel Manufacturing Site at Bangalore, wherein currently the wastewater is treated and partially re-used, sludge is disposed through authorised vendor.

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

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

Parameter	Please specify unit	FY25	FY24*
NO <sub>x</sub>		60,713	67,781
SO <sub>x</sub>		1,59,883	1,46,410
Particulate matter (PM)		5,833	6,121
Persistent organic pollutants (POP)	Tonnes	NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

Note: Data verification for the Integrated Report is conducted annually by an independent third-party assurance provider. Please refer "Assurance Statement" at the conclusion of Integrated Report for detailed representation.

\*FY24 numbers have been restated due to correction in flowrate for one of the thermal power plants

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

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

Parameter	Units	FY25	FY24*
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,13,52,681	4,02,01,962
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	32,01,561	28,86,646
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent / Revenue (INR)	0.0000691	0.0000700
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent / Revenue (PPP)	0.0014271	0.0014465
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (Total Scope 1 and Scope 2 GHG emissions / Total Power Generation Units (kWh))-Equity**	Metric tonnes of CO <sub>2</sub> equivalent / kWh	0.0008437	0.0008820

Note: Data verification for the Integrated Report is conducted annually by an independent third-party assurance provider. Please refer "Assurance Statement" at the conclusion of Integrated Report for detailed representation

\*FY24 numbers have been restated due to inclusion of Investments i.e. S3C15 under Scope 1 as per equity accounting of GHG Protocol

\*\* In Alignment with GHG Protocol, we have used Equity Generation (MUs) for intensity calculations

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

Tata Power is committed to climate action and to create a positive impact for the community and environment in which it operates. The Company is India's first power utility to publicly pledge to Net Zero before 2045. In line with the aspirations, Tata Power's SBTi targets have been validated and provide the pathway to develop integrated solutions for becoming Net Zero.

This includes transitioning away from thermal power plants and ramping up renewables and other forms of clean energy, investments in improvement measures and operational efficiency technology for Station Heat Rate and Auxiliary Power Consumption to reduce GHG emissions.

In FY 25 Tata Power has introduced 'Climate Change Policy' reaffirming our commitment to Climate Change and is applicable across the value chain of Generation, Transmission, Distribution, Manufacturing and Energy based solutions in alignment of 1. Tata Group Aalingana Commitment 2. Paris Agreement 3. UNSDG's and 4. SBTi

Please refer to the key collaborations section on Page No. 158 of the Integrated Report FY25.

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

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

Parameter	FY25	FY24*
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	380	121
E-waste (B)	896	226
Bio-medical waste (C)	0.705	0.364
Construction and demolition waste (D)	1,112	3,192
Battery waste (E)	3	81
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,322	299
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	62,29,158	67,26,675
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>62,32,871</b>	<b>67,30,595</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated (metric tonnes) / Revenue from operations (INR))	<b>0.0000097</b>	<b>0.0000109</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated (metric tonnes) / Revenue from operations adjusted for PPP)	<b>0.0001996</b>	<b>0.0002259</b>
<b>Waste intensity in terms of physical output</b> (Total waste generated (metric tonnes) / Total Power Generation Units (kWh))	<b>0.0000930</b>	<b>0.0001071</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	<b>40,20,829</b>	<b>36,98,154</b>
Bricks/Blocks/Tiles industries - Ash Waste	40,006	37,012
Cement Industries - Ash Waste	39,24,404	34,91,377
Other - Ash Waste	47,309	1,62,467
Plastic waste	376	120
E-waste	904	117
C&D waste	1,095	3,170
Battery waste	3	51
Hazardous Waste	1,093	243
Other Non-Hazardous Waste	5,639	3,598
(ii) Re-used	<b>29,55,600</b>	<b>38,98,239</b>
Roads, Fly over /Rail Embankment	10,02,725	2,09,859

Parameter	FY25	FY24*
Mine filling	14,21,240	16,39,220
Reclamation of low-lying area	5,31,635	20,49,160
(iii) Other recovery operations	-	-
<b>Total</b>	<b>69,76,429</b>	<b>75,96,393</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	6	25
(ii) Landfilling	93	40
(iii) Other disposal operations	-	-
<b>Total</b>	<b>99</b>	<b>65</b>

Note: Data verification for the Integrated Report is conducted annually by an independent third-party assurance provider. Please refer “Assurance Statement” at the conclusion of Integrated Report for detailed representation

\*FY24 numbers have been restated due to regrouping of ash waste

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.**

Tata Power has robust waste management practices and aims to be Zero Waste to Landfill by 2030. Tata Power believes in going beyond compliance and has taken numerous steps to improve waste management practices across its operations. All businesses are optimised to minimise waste generation through evaluation of various options of resources, technologies, and processes. These processes are also continuously reviewed, and improvement initiatives are suitably undertaken and monitored for effectiveness. There are policies in place to ensure effective waste management including:

<https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/sustainability/sustainable-governance---policies/Ash%20Policy.pdf>

<https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/sustainability/sustainable-governance---policies/E-waste%20Management%20Policy.pdf>

The major waste for Tata Power is the Fly Ash generated from thermal power stations. This is redirected towards construction (Ready Mix Concrete as per Fly Ash Notification) and Quarry filling as per State Pollution Control Board's No Objection Certificate. Tata Power's endeavour is to utilise the bottom ash as well in line with Ministry of Environment, Forest and Climate Change. For the renewable operations, Tata Power conducted a study on end-of-life considerations for photovoltaic solar panels. The study portrays future projections with respect to PV panel waste quantum, disposal problems and how to address them through technology and advocacy.

In addition, at all of our establishments Waste Management awareness sessions are being conducted periodically to raise awareness among the employees / stakeholders. Each establishment is striving to progress by minimising the generation of waste as well as by intervening wherein, disposable items such as single use plastic water bottles and paper cups are being replaced with reusable glass water bottles and glass / steel cups.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Hydro Power Plants like Bhira, Bhivpuri and Khopoli are in the region of northern western ghats which is one of the major biodiversity hotspots in the world	Conventional Generation	These hydro plants have been in operation for over 100 years. Tata Power has taken up afforestation program in the catchment area by planting species which are native to this area. Company also took up conservation breeding program for endangered species Deccan Mahseer (Tor khudree). This program helped to increase population of the species and brought the fish from IUCN red list of endangered species to the least concern category.
2	Trombay and Mundra – Thermal plants	Conventional Generation	These coastal power plants require approval under Coastal Regulation Zone Notification and approval for the same has been received. Compliance conditions are being complied with.
3	Mundra Thermal Plant	Conventional Generation	Forest Diversion under Forest (Conservation) Act 1980 has been obtained and the conditions are being complied with.
4	Transmission Projects	Transmission and Distribution	Transmission projects including laying of Transmission towers and lines along with replacement of existing towers and lines. Relevant approvals under CRZ and FCA are undertaken, if applicable and conditions of the same are complied with.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Bhivpuri Pump Storage Project - EIA	S.O. 1533 (E)	September 14, 2006	Yes	Yes	<a href="https://parivesh.nic.in/">https://parivesh.nic.in/</a>

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Yes, the Company is 100% compliant with the applicable environmental law/ regulations/ guidelines in India.			

## 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: Specific projects in Rajasthan, Gujarat, Karnataka, Maharashtra, Tamil Nadu, Jharkhand
- (ii) Nature of operations: Solar generation and Jojobera thermal power station

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY25	FY24*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13,805	11,116
(ii) Groundwater	24,202	22,514
(iii) Third party water	90,99,568	95,58,601
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>91,37,575</b>	<b>95,92,231</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>97,18,144</b>	<b>95,94,007</b>
<b>Water intensity per rupee of turnover (Water consumed (KI)/ turnover (INR))</b>	<b>0.0000151</b>	<b>0.0000156</b>
<b>Water intensity (optional) – (Water consumed (KI)/ total power generation units (kWh))</b>	<b>0.0001449</b>	<b>0.0001526</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater		
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

Note: Data verification for the Integrated Report is conducted annually by an independent third-party assurance provider. Please refer “Assurance Statement” at the end of Integrated Report for detailed representation

\*FY24 numbers have been restated

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

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

Parameter	Unit	FY25	FY24*
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,54,67,595	2,49,34,135
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent / turnover (INR)	0.0000395	0.0000405
<b>Total Scope 3 emission intensity (optional) – Total Scope 3 emissions / total Power generation units (kWh)**</b>	Metric tonnes of CO <sub>2</sub> equivalent / Units (kWh)	0.0004823	0.0005104

Note: Data verification is carried out through 3<sup>rd</sup> party assurance each year for Integrated Report. Please refer “Assurance Statement” at the conclusion of Integrated Report for detailed representation

\*FY24 numbers have been restated due to inclusion of Investments i.e. S3C15 under Scope 1 as per equity accounting of GHG Protocol

\*\* In Alignment with GHG Protocol, we have used only Equity Generation (MUs) for intensity calculations.

3. **With respect to the ecologically sensitive areas reported at Question 11 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.**

**Afforestation Drive and Mahseer Conservation Program at Hydro:**

Mahseer conservation program was initiated in the year 1970 for ecological enrichment of the hydel lakes and to rehabilitate the Deccan Mahseer which had been decimated in their natural habitat. After the five decades of efforts, Deccan Mahseer is finally declared as 'least concern' species in the IUCN red list.

Since 1972, Tata Power have been arranging mega afforestation drive of native plants in the Hydro which is situated in the northern western Ghats area with an intent on increasing survival rate of plantation. The Company has been organising educational programs to create an awareness among communities and children with the help of Bharati Vidyapeeth.

GIS based survey and mapping of green cover of 5 Hydro locations and power station areas, greenbelt improvement along with carbon footprint estimation has been carried out.

Tata Power has carried out indigenous plantation in our Hydros under Project GhanVan in collaboration with ICICI Foundation.

Tata Power in collaboration with Government of Odisha has initiated Gaja Sanrakshana (Elephant Conservation) to prevent elephant deaths and enhance conservation efforts in Odisha.

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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Under Implementation – FGD and De-NOx systems	Reduction in flue emissions, specifically SO <sub>2</sub> and NO <sub>x</sub> from the stack emissions	

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

Tata Power has a robust Business Continuity and Disaster Management Plan (BCDMP) and is certified as per ISO 22301:2012 from the British Standards Institute (BSI). In addition, workforce is continuously trained by carrying out mock drills and disaster management exercises for possible emergency situations. The Company also has a comprehensive BCDMP policy which can be found at <https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Business%20Continuity%20Policy.pdf>

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.**

There has been no adverse impact to the environment arising from the value chain of the entity.

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:**

	FY25
a. By the listed entity	0

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

### Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations:** 4
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Associated Chambers of Commerce and Industry (ASSOCHAM)	Both State and National level
2	Confederation of Indian Industry (CII)	Both State and National level
3	National Solar Energy Federation of India (NSEFI)	Both State and National level
4	Solar Power Developers Association (SPDA)	Both State and National level

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

S. No.	Name of Authority	Brief of the case	Corrective Action taken
		Nil	

### Leadership Indicators

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

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	GNA 4 <sup>th</sup> Amendment Regulations	1. Comments submitted officially 2. Joint Representation through Associations	Yes	NA	CERC Website <a href="https://cercind.gov.in/index.html">https://cercind.gov.in/index.html</a>
2	CBET 2 <sup>nd</sup> Amendment Regulations	1. Comments submitted officially	Yes	NA	CERC Website <a href="https://cercind.gov.in/index.html">https://cercind.gov.in/index.html</a>
3	Introduction of Green RTM	1. Comments submitted officially	Yes	NA	CERC Website <a href="https://cercind.gov.in/index.html">https://cercind.gov.in/index.html</a>
4	Ramping Capabilities in Thermal Power Plants	1. Comments submitted officially	Yes	NA	MNRE Website <a href="https://mnre.gov.in/en/">https://mnre.gov.in/en/</a>
5	Renewable Consumption Obligations (RCO)	1. Comments submitted officially 2. In-person meetings / discussions with concerned officials in MoP	Yes	NA	MoP Website <a href="https://powermin.gov.in/">https://powermin.gov.in/</a>
6	Guidelines for designating a company as REIA	1. Comments submitted officially	Yes	NA	MNRE Website <a href="https://mnre.gov.in/en/">https://mnre.gov.in/en/</a>
7	Guidelines on Minimum Turn down level for Section 62 Plants	1. Comments submitted officially 2. In-person meetings / discussions with concerned officials in MoP/ CEA	Yes	NA	CEA Website <a href="https://cea.nic.in/whats-new/?lang=en">https://cea.nic.in/whats-new/?lang=en</a>
8	Amendment to LPS Rules 2022	1. Comments submitted officially 2. In-person meetings / discussions with concerned officials in MoP/ CEA	Yes	NA	MoP Website <a href="https://powermin.gov.in/">https://powermin.gov.in/</a>

S. 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
9	Amendment to TBCB Guidelines for Procurement of RE	1. Comments submitted officially 2. In-person meetings / discussions with concerned officials in MoP, CERC 3. Joint Representation through Associations	Yes	NA	MNRE Website <a href="https://mnre.gov.in/en/">https://mnre.gov.in/en/</a>
10	4 <sup>th</sup> Amendment to Sharing Regulations	1. Comments submitted officially 2. In-person meetings / discussions with concerned officials in MoP, CERC 3. Joint Representation through Associations	Yes	NA	CERC Website <a href="https://cercind.gov.in/index.html">https://cercind.gov.in/index.html</a>
11	1 <sup>st</sup> Amendment to DSM Regulations	1. Comments submitted officially 2. In-person meetings /discussions with concerned officials in MoP, CERC 3. Joint Representation through Associations	Yes	NA	CERC Website <a href="https://cercind.gov.in/index.html">https://cercind.gov.in/index.html</a>
12	Cyber Security Regulations 2024	Comments submitted officially	Yes	NA	CEA Website <a href="https://cea.nic.in/whats-new/?lang=en">https://cea.nic.in/whats-new/?lang=en</a>
13	1 <sup>st</sup> Amendment to IEGC Regulations	Comments submitted officially	Yes	NA	CERC Website <a href="https://cercind.gov.in/index.html">https://cercind.gov.in/index.html</a>
14	Staff Paper of GNA	Comments submitted officially	Yes	NA	CERC Website <a href="https://cercind.gov.in/index.html">https://cercind.gov.in/index.html</a>
15	EV Charging Infrastructure Guidelines	1. Comments submitted officially 2. In-person meetings/discussions with concerned officials in MoP	Yes	NA	MoP Website <a href="https://powermin.gov.in/">https://powermin.gov.in/</a>

**Principle 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

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
As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company. However, the Company assesses the effectiveness of all projects undertaken voluntarily as a part of Tata way of giving back to society.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Nil						

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

There is regular engagement with key community institutions and representatives from key neighbourhoods across India. Stakeholder suggestions can also be emailed to the company through the following link: <https://www.tatapower.com/community>

Community Information Centre at Critical Locations - Tata Power at its key locations, has continued engagement through Community Information Centre to enhance the community engagement and receive feedback.

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

	FY25	FY24*
Directly sourced from MSMEs/ small producers (%)	20%	21%
Directly from within India (%)	65%	62%

Data refers to actual purchase orders/service orders issued by relevant entities. JVs/Associates have been excluded in alignment with accounting standards. These purchases exclude Cost of power purchased.

\*FY24 numbers have been restated

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**

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY25	FY24*
Rural	11%	10%
Semi-urban	10%	13%
Urban	26%	9%
Metropolitan	53%	68%

This includes “Permanent” and “Other than Permanent” Employees only.

\*FY24 data excludes Odisha Discoms

## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	Not Applicable

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

S. No	State	Aspirational District	Amount spent (In ₹)
1	Andhra Pradesh	Kadapa	8,33,125
2	Assam	Udalgiri	10,00,000
3	Bihar	Gaya	17,97,320
4	Bihar	Muzaffarpur	7,65,000
5	Chhattisgarh	Rajnandgaon	1,12,000
6	Jharkhand	Purbi Singhbhum	2,38,32,000
7	Maharashtra	Osmanabad	62,57,138
8	Madhya Pradesh	Khandwa	1,05,000
9	Odisha	Dhenkanal	70,03,188
10	Odisha	Koraput	17,30,221
11	Odisha	Balangir	24,52,780
12	Odisha	Gajapati	50,75,991
13	Odisha	Kalahandi	40,69,122
14	Uttar Pradesh	Gonda	28,15,595
15	Uttar Pradesh	Bahraich	16,35,322
16	Uttar Pradesh	Siddharth Nagar	43,60,132
17	Uttar Pradesh	Shravasti	20,90,321
18	Rajasthan	Jaisalmer	8,00,000
19	Kerala	Wayanad	60,02,130

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

Yes. Tata Power has policies and guidelines in place for vendor enlistment and ordering to encourage and provide growth opportunities to entrepreneurs among the marginalised /vulnerable groups or communities. Tata Power is committed to help people from SC/ST background either by promoting them to become entrepreneurs or by engaging workforce from SC/ST community under contracts. It is part of the General Terms and Conditions which are shared with all prospective BA's.

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

Tata Power is committed to help people from SC/ST background either by promoting them to become entrepreneurs or by engaging workforce from SC/ST community under contracts.

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

0.3% (₹ 115 Crores) of total procurement is done from Affirmative Action Business Associates encompassing (SC/ST or Vulnerable/Marginalised groups)

Tata Power has policies and guidelines in place for vendor enlistment and ordering to encourage and provide growth opportunities to entrepreneurs among the marginalised /vulnerable groups or communities. Tata Power Affirmative Action's Policy emphasis on empowering and encouraging socio-economically derived communities for entrepreneurship and quality-based inclusion in supply chain. Tata Power is committed to help people from SC/ST background either by promoting them to become entrepreneurs or by engaging workforce from SC/ST community under contracts. Tata Power on merit basis considers incentives in payment for contractors engaging more than 30% of total deployment from the SC/ST community. To motivate entrepreneurs from this community, Tata Power considers preferential treatment in commercial parameters if the Company is owned by a person from SC/ST community having minimum 50% holding in the Company. This motivates the community to be a part of business ecosystem.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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

Name of Authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education	26,65,000	
2	Employability and Employment	3,00,000	
3	Entrepreneurship	40,000	40%
4	Essential Enablers (Others - Stakeholder Engagement Sports, Volunteering, Affirmative Action & social inclusion)	17,49,000	

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

### Essential Indicators

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

Mechanism	Conventional Generation	Renewables	Transmission and Distribution
<b>Customer Care</b>	Relationship Managers	<ul style="list-style-type: none"> <li>Call centre (365 Days - 8 AM - 8PM)</li> <li>Feedback Ratings from customers after closure of each service Interventions</li> </ul>	<ul style="list-style-type: none"> <li>Key Account Managers</li> <li>Customer Representative Executive (CRE)</li> <li>Client Manager (for consumer with load &gt; 70kVA)</li> <li>Call Centres offering 24*7 support</li> <li>Customer Care Centres</li> <li>Field offices</li> </ul>
<b>Website</b>	<a href="https://www.tatapower.com/energy-solutions/thermal-energy">https://www.tatapower.com/energy-solutions/thermal-energy</a>	<a href="https://www.tatapower.com/renewables">https://www.tatapower.com/renewables</a>	<a href="https://tdservices.tatapower.com/">https://tdservices.tatapower.com/</a> Customer Chat bot – Roshni (TPNODL, TPWODL, TPCODL, TPDDL), TINA (Mumbai)
<b>Consumer App</b>	NA	Tata Power EZ Charge App	<ul style="list-style-type: none"> <li>TPCODL Mitra app</li> <li>TPNODL, TPWODL, TPSODL, TPDDL, Mumbai: My Tata Power Consumer App</li> <li>TPADL Connect App</li> <li>Tata Power EZ HOME App</li> </ul>
<b>Phone Number</b>	1800-209-5161	<ul style="list-style-type: none"> <li>Renewables: 1800-419-8777</li> <li>EZ Charge: 1800-833-2233</li> <li>Solar-roof: 1800 209 5161</li> </ul>	<ul style="list-style-type: none"> <li>Tata Power Mumbai: 1800-209-5161 / 19123</li> <li>TPDDL: 1800-208-9124 / 19124, 7303482071</li> <li>TPCODL: 1912/1800-345-7122</li> <li>TPSODL: 1800-345-6797 / 1912</li> <li>TPWODL: 1800 3456 798 /1912</li> <li>TPNODL:1800-345-6718</li> <li>TPTCL: 022-67175406/5407; 0120-6102-000/209</li> <li>EZ Home: 1800-2-12345</li> </ul>

Mechanism	Conventional Generation	Renewables	Transmission and Distribution
<b>E-mail</b>	NA	<ul style="list-style-type: none"> <li>Renewables: <a href="mailto:renewables@tatapower.com">renewables@tatapower.com</a></li> </ul>	<ul style="list-style-type: none"> <li>Tata Power Mumbai: <a href="mailto:customercare@tatapower.com">customercare@tatapower.com</a></li> <li>TPDDL: <a href="mailto:customercare@tatapower-ddl.com">customercare@tatapower-ddl.com</a></li> <li>TPCODL: <a href="mailto:customercare@tpcentralodisha.com">customercare@tpcentralodisha.com</a></li> <li>TPSODL: <a href="mailto:customercare@tpsouthernodisha.com">customercare@tpsouthernodisha.com</a></li> <li>TPNODL: <a href="mailto:customercare@tpnodl.com">customercare@tpnodl.com</a></li> <li>TPWODL: <a href="mailto:customercare@tpwesternodisha.com">customercare@tpwesternodisha.com</a></li> <li>TPADL: <a href="mailto:customercare.tpادل@tatapower.com">customercare.tpادل@tatapower.com</a></li> <li>TPTCL: <a href="mailto:smartenergy@tatapower.com">smartenergy@tatapower.com</a></li> <li>EZ Home: <a href="mailto:ezhome@tatapower.com">ezhome@tatapower.com</a></li> </ul>
<b>Customer Feedback</b>	<ul style="list-style-type: none"> <li>Annual Customer Satisfaction survey</li> </ul>	<ul style="list-style-type: none"> <li>Half Yearly Customer Satisfaction surveys</li> <li>In app ratings &amp; reviews</li> <li>Feedback after every charging session</li> </ul>	<ul style="list-style-type: none"> <li>Annual/Bi-annual Customer Satisfaction survey by third party</li> <li>Post transactional feedback (SMS, WhatsApp, Call)</li> <li>Missed Call Services for No Power Supply (NPS), New Service Connection (NSC)</li> <li>Happy Calling</li> <li>Anubhav Portal (TPCODL)</li> </ul>
<b>Social media and other platforms</b>	<ul style="list-style-type: none"> <li>X (Twitter), Facebook, WhatsApp, Instagram, LinkedIn, Letters, YouTube</li> <li>Digital Command Centre to address Social Media queries (TPCODL)</li> <li>Bimonthly Publication (Energy Services Insights) (TPTCL)</li> </ul>		

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100% Biodegradable Plastic is used for Packaging of IOT Devices
Safe and responsible usage	-
Recycling and/or safe disposal	-

The disclosure pertains to Home Automation business

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

	FY25			FY24*		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	38,15,413	32,871	Including commercial & technical complaints (Fire & Safety Complaints re-solved SLA). Few complaints are unat-tended due to right of way issues, water logging in agriculture field, trans-former failure, non-reachable location etc.	30,65,935	60,060	Including commercial & technical complaints (Fire & Safety Complaints re-solved SLA). Few complaints are unat-tended due to right of way issues, water logging in agriculture field, trans-form-er failure, non-reachable location etc.

	FY25			FY24*		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Restrictive Trade Practices	-	-	-	-	-	-
Trade Practices Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

\*FY24 numbers have been restated due to inclusion of all Tata Power entities

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

	Number	Reasons for recall
Voluntary recalls	1,103	After analyses of the complaints received, the component failure was identified, and the remaining devices were recalled from customers.
Forced recalls	690	

The disclosure pertains to Home Automation business

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, the company has comprehensive cybersecurity policies covering both IT and OT domains. These policies outline key aspects such as access controls, data encryption, incident response procedures, risk assessments, and compliance with data privacy regulations. They also include guidelines for employee awareness training, third-party risk management, and regular security assessments. Overall, these policies are regularly reviewed and updated to align with emerging cyber threats and evolving regulatory requirements, reflecting the organisation's commitment to maintaining a robust cybersecurity posture and safeguarding sensitive information.

Web link: <https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Information%20Security%20Policy.pdf>

<https://www.tatapower.com/content/dam/tatapoweraemsitesprogram/tatapower/pdf-root/who-we-are/company-documents/corporate-policies/Data%20Privacy%20Policy.pdf>

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.**

No concern on any delivery issues pertaining to cyber security. We ensure to reply to the regulators for any information as required by regulators.

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

	FY25
a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	Nil
c. Impact, if any, of the data breaches	Not Applicable

**Leadership Indicators**

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

Mechanism	Conventional Generation	Renewables	Transmission and Distribution
<b>Customer Care</b>	Relationship Managers	<ul style="list-style-type: none"> <li>♦ Call centre (365 Days - 8 AM - 8PM)</li> <li>♦ Feedback Ratings from customers after closure of each service Interventions</li> </ul>	<ul style="list-style-type: none"> <li>♦ Key Account Managers</li> <li>♦ Customer Representative Executive (CRE)</li> <li>♦ Client Manager (for consumer with load &gt; 70kVA)</li> <li>♦ Call Centres offering 24*7 support</li> <li>♦ Customer Care Centres</li> <li>♦ Field offices</li> </ul>
<b>Website</b>	<a href="https://www.tatapower.com/energy-solutions/thermal-energy">https://www.tatapower.com/energy-solutions/thermal-energy</a>	<a href="https://www.tatapower.com/renewables">https://www.tatapower.com/renewables</a>	<a href="https://tdservices.tatapower.com/">https://tdservices.tatapower.com/</a> Customer Chat bot – Roshni (TPNODL, TPWODL, TPCODL, TPDDL), TINA (Mumbai)
<b>Consumer App</b>	NA	♦ Tata Power EZ Charge App	<ul style="list-style-type: none"> <li>♦ TPCODL Mitra app</li> <li>♦ TPNODL, TPWODL, TPSODL, TPDDL, Mumbai: My Tata Power Consumer App</li> <li>♦ TPADL Connect App</li> <li>♦ Tata Power EZ HOME App</li> </ul>
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<b>E-mail</b>	NA	Renewables: <a href="mailto:renewables@tatapower.com">renewables@tatapower.com</a>	<ul style="list-style-type: none"> <li>♦ Tata Power Mumbai: <a href="mailto:customercare@tatapower.com">customercare@tatapower.com</a></li> <li>♦ TPDDL: <a href="mailto:customercare@tatapower-ddl.com">customercare@tatapower-ddl.com</a></li> <li>♦ TPCODL: <a href="mailto:customercare@tpcentralodisha.com">customercare@tpcentralodisha.com</a></li> <li>♦ TPSODL: <a href="mailto:customercare@tpsouthernodisha.com">customercare@tpsouthernodisha.com</a></li> <li>♦ TPNODL: <a href="mailto:customercare@tpnodl.com">customercare@tpnodl.com</a></li> <li>♦ TPWODL: <a href="mailto:customercare@tpwesternodisha.com">customercare@tpwesternodisha.com</a></li> <li>♦ TPADL: <a href="mailto:customercare.tpadl@tatapower.com">customercare.tpadl@tatapower.com</a></li> <li>♦ TPTCL: <a href="mailto:smartenergy@tatapower.com">smartenergy@tatapower.com</a></li> <li>♦ EZ Home: <a href="mailto:ezhome@tatapower.com">ezhome@tatapower.com</a></li> </ul>
<b>Customer Feedback</b>	♦ Annual Customer Satisfaction survey	<ul style="list-style-type: none"> <li>♦ Half Yearly Customer Satisfaction surveys</li> <li>♦ In app ratings &amp; reviews</li> <li>♦ Feedback after every charging session</li> </ul>	<ul style="list-style-type: none"> <li>♦ Annual/Bi-annual Customer Satisfaction survey by third party</li> <li>♦ Post transactional feedback (SMS, WhatsApp, Call)</li> <li>♦ Missed Call Services for No Power Supply (NPS), New Service Connection (NSC)</li> <li>♦ Happy Calling</li> <li>♦ Anubhav Portal (TPCODL)</li> </ul>
<b>Social media and other platforms</b>	<ul style="list-style-type: none"> <li>♦ X (Twitter), Facebook, WhatsApp, Instagram, LinkedIn, Letters, YouTube</li> <li>♦ Digital Command Centre to address Social Media queries (TPCODL)</li> <li>♦ Bimonthly Publication (Energy Services Insights) (TPTCL)</li> </ul>		

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

- ♦ Energy Conservation, electrical safety and fire extinguisher use sessions in schools and colleges through Club Enerji
- ♦ Awareness sessions with local communities at VT centres, Gram Panchayat through Nukkad Nataks / Jansunwayi / Jan Jagruti / local festival celebrations. Engagement of SHGs and NGOs for extensive coverage.
- ♦ Information dissemination through on-site demonstrations, Customer Connect Camps (MILAN), meetings & workshops, Newsletters, information brochure, product manuals, technical videos, customer workshops, quizzes

and safety demonstrations at Customer Relationship Centres, Building societies (Resident Welfare Associations) and village squares

- ◆ Public Safety Awareness announcement on Maintenance Vehicle by using Public Address System in village areas – Surakhsha Sachetan Rath (LED Mobile vans) in Odisha, Wall painting on public safety awareness message on boundary walls of 33/11kV primary substations, Vinyl stickers on public safety pasted on vehicles
- ◆ Specific safety drives for transformer fencing and leakage checking during monsoons (electrical poles, sub-station fencing, ATMs and Streetlight installations etc.)
- ◆ Technical Training to Channel Partners
- ◆ PISA (Public Installation Safety Audits)
- ◆ Dedicated Relationship Managers and response mechanism for early response and resolution of any issues.
- ◆ Awareness through safety advertisement in local newspapers, FM Radio, through pamphlets and posters, safety message on electricity bills and through social media platforms like Facebook, Twitter, LinkedIn, Instagram, Emailer and E-commerce platforms
- ◆ Special drives on Fire Service Week, National Safety Day, Energy Conservation Day, etc.
- ◆ PM Surya Ghar Yojna promotion for customer adoption
- ◆ Energy Calculator on Customer portal
- ◆ Demand Side Management initiatives
- ◆ Gaja Sanrakshana: A 24x7 Elephant Care Control Room has been set-up at Central Power Systems Control Centre (CPSCC), Bhubaneswar for appropriate response on getting the information of elephant movement through the forest department. Additional precautions are also being undertaken for ensuring the safe movement of elephants by periodic patrolling at elephant corridors with 'Elephant Movement Sensors' and with the help of forest department to prevent animal poaching through illegal hooking.

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

- ◆ Established platforms for Customer outreach and query resolution: Website, E-mail IDs, Toll-Free numbers, Interactive Chat Bots, Control Rooms, Contact Centres
- ◆ Planned outage information shared through official website, local newspapers, notice to societies, Customer portal, Mobile App, mail communication, SMS, WhatsApp to consumers (where facility is available)
- ◆ Mike announcement in advance (1-2 days in prior) through mobile vehicles in areas to be affected during planned outages.
- ◆ Disconnection notices for unpaid amounts and Enforcement cases.
- ◆ SMS or automated voice response or call through call centre, informing customer about possible disruption/ discontinuation of service on nonpayment of bill.

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

- ◆ No products are being sold in Discoms. Hence, the product information required to be provided over and above what is mandated as per local laws is not applicable.
- ◆ For Home Automation products, the Company provides product rating, product description, serial no, pricing, wiring diagram and additional information as per law through product level, product packaging, manual and website.
- ◆ Yes, Annual / half-yearly customer satisfaction surveys are carried out at an entity level and periodically through third party. Due analysis is conducted for corrective and preventive actions.
  - Tata Power Mumbai Distribution: 95%
  - TPDDL & Odisha Discoms: Top Box Score of >90%
  - Home Automation: 4.52/5
- ◆ Customer feedback is also captured through Customer connect initiatives like interactive sessions, social media, customer care centre, walk-in feedback.
- ◆ In addition, the Company also tracks, Mobile Application rating, Channel Partner rating, E-commerce rating, Post transaction feedback.



## Independent Assurance Statement

To  
 The Board of Directors,  
 The Tata Power Company Limited (Tata Power),  
 Bombay House, 24, Homi Mody Street,  
 Mumbai - 400 001, Maharashtra, India

The Tata Power Company Limited (hereafter 'Tata Power') has engaged TUV India Private Limited (TUVI) to conduct independent external assurance of the Non-Financial Information disclosed in their Integrated Report (hereinafter 'the Report'). The report was prepared in reference to the requirements of Global Reporting Initiative (GRI) standards and the requirements of BRSR disclosures. The assurance activity consists of BRSR Core disclosures ([09 attributes as per Annexure I - Format of BRSR Core](#)) following the ([BRSR Core - Framework for assurance and ESG disclosures for value chain](#) stipulated in SEBI circular [SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#) and [Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#)) with "Reasonable Assurance" in conjunction with "Limited Assurance" for the [GRI](#) and [09 BRSR principles covering Essential and Leadership Indicators](#). The BRSR is based on the National Guidelines on Responsible Business Conduct (NGRBC), [SEBI circular: SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10/05/2021](#) followed by the [notification number SEBI/LAD-NRO/GN/2023/131, dated 14/06/2023](#) pertaining to BRSR requirement. Integrated Report covers Tata Power's ESG KPIs for the period of 01 April 2024 to 31 March 2025, and the verification was conducted within the reporting boundary during May 2025. This assurance engagement was conducted in reference with BRSR, the terms of our engagement and ISAE 3000 (Revised) requirement.

### Management's Responsibility

Tata Power developed the BRSR's content pertaining to the [GRI disclosures, 09 BRSR principles covering Essential and Leadership Indicators](#) including the Core disclosures ([09 attributes as per Annexure I - Format of BRSR Core](#)). Tata Power management is responsible for carrying out the collection, analysis, and disclosure of the information presented in the BRSR (web-based and print), including website maintenance, integrity, and for ensuring its quality and accuracy in reference with the applied criteria stated in the BRSR, such that it's free of intended or unintended material misstatements. Tata Power will be responsible for archiving and reproducing the disclosed data to the stakeholders and regulators upon request.

### Scope and Boundary

The scope of work includes the assurance of the following [GRI disclosures, 09 BRSR principles covering Essential and Leadership Indicators](#) and [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR report. The BRSR core requirements encompass essential disclosures pertaining to organization's Environmental, Social and Governance (ESG). In particular, the assurance engagement included the following:

1. Review of General Disclosure, Management & Process and the disclosures against all 09 BRSR principles submitted by Tata Power;
2. Review of [09 attributes as per Annexure I - Format of BRSR Core](#) submitted by Tata Power,
3. Review of the quality of information,
4. Review of evidence (on a random samples) for limited assurance of [GRI disclosures, 09 BRSR principles covering Essential and Leadership Indicators](#) and reasonable assurance of [09 attributes as per Annexure I - Format of BRSR Core](#).

TUVI has verified the below Essential and Leadership Indicators disclosed in the BRSR

Principles	Essential Indicators	Leadership Indicators
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	1,2,3,4,5,6,7,8,9	1, 2
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.	1,2,3,4	1,2, 3, 4, 5
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15	1,2,3,4, 5, 6
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.	1,2	1,2,3
Principle 5: Businesses should respect and promote human rights.	1,2,3,4,5,6,7,8,9,10, 11	1,2,3, 4, 5
Principle 6: Businesses should respect and make efforts to protect and restore the environment.	1,2,3,4,5,6,7,8,9,10,11,12, 13	1,2,3,4, 5, 6,7, 8
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	1,2	1
Principle 8: Businesses should promote inclusive growth and equitable development.	1,2,3,4, 5	1,2,3, 4, 5, 6
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	1,2,3,4,5,6, 7	1,2,3, 4

TUVI has verified the below disclosures as per [GRI 2021](#)

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General Disclosures 2021	2-1 to 2-30	Employment	401: 1,2,3
Material topic	3-1, 3-2, 3-3	Labor management relations	402: 1
Topic standards	Disclosure	Occupational health and safety	403: 1,2,3,5,6,9
Economic performance	201: 1,2,3	Training and education	404: 1,2,3
Market presence	2021	Diversity and equal opportunity	405: 1,2
Indirect economic impacts	203: 1,2	Non-discrimination	406: 1
Procurement practices	204: 1	Freedom of association and collective bargaining	407: 1
Anticorruption	205: 2,3	Child labor	408: 1
Anticompetitive behaviour	206: 1	Forced or compulsory labor	409: 1
Materials	301: 1,2	Rights of indigenous peoples	411: 1
Energy	302: 1,3,4	Human rights assessment	412: 1,2
Water and effluents	303: 1,2,3,4,5,	Local communities	413: 1
Biodiversity	304: 1,2,3	Supplier social assessment	414: 1
Emissions	305: 1,2,3,4,7	Public policy	415: 1
Waste	306: 3,4,5,	Customer health and safety	416: 1,2
Supplier environmental assessment	308: 1,2	Marketing and labelling	417: 1,2
		Customer privacy	418: 1

TUVI has verified the below [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR

Attributes	KPI
Green-house gas (GHG) footprint	Total Scope 1 emissions (with breakup by type) - GHG (CO <sub>2</sub> e) Emission in MT - Direct emissions from organization's owned- or controlled sources - Monitored
	Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased - Monitored
	Total Scope 1 and 2 emission intensity per rupee turnover= Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations in INR - Calculated
	GHG Emission Intensity (Scope 1+2), Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP - Calculated
Water footprint	GHG Emission Intensity (Scope 1+2), (Total Scope 1 and Scope 2 emissions (MT) /Total output of Product or Services- in terms of Metric tonnes of CO <sub>2</sub> equivalent per kWh (Calculated)
	Total water consumption (in kL) - Monitored and estimated
	Water intensity per rupee of turnover = Total water consumption (kL) / Total Revenue from Operations in INR - Calculated
	Water consumption intensity - kL / Total Revenue from Operations adjusted for PPP - Calculated
Energy footprint	Water intensity in terms of physical output- in terms of kl/kWh - Calculated
	Water Discharge by destination and levels of Treatment (kL) - Calculated based on estimated values
	Total energy consumed in GJ - Measured
	% of energy consumed from renewable sources - In % terms - Monitored
Embracing circularity - details related to waste management by the entity	Energy intensity per rupee of turnover = Total energy consumed (GJ)/ Revenue from operations (INR)
	Energy intensity -GJ adjusted for PPP - Calculated
	Energy intensity in terms of physical output- GJ/kWh- Calculated
	Plastic waste (A) - Monitored, E-waste (B) - Monitored, Bio-medical waste (C) - Monitored, Construction and demolition waste (D) - Monitored, Battery waste (E) - Monitored,
	Other Hazardous waste (F) - see the list below
	Discarded barrels, containers and liners, used oil, spent oil, waste residue containing oil, spent iron exchange resin containing toxic material, chemical sludge from waste water treatment - Monitored
	Other Non-hazardous waste generated (G) - see the list below
	Fly ash, bottom ash, pond ash, wood waste, paper and cardboard waste, sludge from wet scrubber, copper cables, MS scrap and non-ferrous scrap, insulation material - Monitored;
	Total waste generated (A +B + C + D + E + F + G) in MT - Monitored;
	Waste intensity-MT / Rupee adjusted for PPP - Calculated
Enhancing Employee Wellbeing and Safety	Waste intensity-MT / Total output of Product or Services (generation in kWh)-Calculated
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT) - Monitored
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity), kg of Waste Recycled Recovered /Total Waste generated - Calculated
	For each category of waste generated, total waste disposed by nature of disposal method (MT)- Monitored
Enabling Gender Diversity in Business	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company - In % terms - Monitored and calculated
	Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)
	Number of Permanent Disabilities - Monitored
Enabling Inclusive Development	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Monitored
	No. of fatalities - Monitored
	Gross wages paid to females as % of wages paid - In % terms - Calculated
Fairness in Engaging with Customers and Suppliers	Complaints on POSH
	1) Total Complaints on Sexual Harassment (POSH) reported - Monitored
	2) Complaints on POSH as a % of female employees / workers - Monitored
Open-ness of business	3) Complaints on POSH upheld - Monitored
	Input material sourced from following sources as % of total purchases - Directly sourced from MSMEs/ small producers and from within India - In % terms - As % of total purchases by value - Monitored
	Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms - As % of total wage cost - Monitored
Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms - Monitored
	Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured - Calculated
1) Purchases from trading houses as % of total purchases	
	2) Number of trading houses where purchases are made from
1) Sales to dealers / distributors as % of total sales	
	2) Number of dealers / distributors to whom sales are made

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with related parties

3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors

Share of RPTs (as respective %age) - Calculated

Purchases, Sales, Loans &amp; advances, Investments - Calculated

The reporting boundaries for the above attributes include following business clusters;

- i. **Conventional Generation:** Includes five thermal plants (Mundra, Trombay, Maithon, Jajobera and Prayagraj), four thermal/ WHRB/BFG/COG plants (IEL-Unit #5, IEL-Kalinganagar, IEL-PH#6 and Haldia) and three hydro plants (Bhira, Bhivpuri, Khopoli)
- ii. **Renewables Cluster:** Includes GenCo, EPC, Manufacturing (Bengaluru and TP Solar), Solar Rooftop & EV Chargers (Public, Bus and Home),
- iii. **Transmission and Distribution Cluster:** Includes Mumbai (T&D) with Home Automation, TPDDL, TPADL, TPTCL and Odisha Discoms (TPCODL, TPWODL, TPNODL, TPSODL) along with three transmission assets (PTL, SEUPPTCL, NRSS XXXVI)

An on-site and online verification was conducted between 05 to 07 May 2025.

#### Onsite Verification

- i. Tata Power Trombay Thermal Power Plant, Mumbai: 05 to 07 May 2025,

#### Online Verification

- i. Tata Power, Corporate Office: 08 May 2025,
- ii. Tata Power, Tata Power Sahar Receiving Station, Mumbai: 09 May 2025,

The assurance activities were carried out together with a desk review as per reporting boundary.

#### Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the Report, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI did not verify any ESG goals and claim through this assignment. TUVI verified data on a sample basis; the responsibility for the authenticity of data entirely lies with Tata Power. Any dependence of person or third party may place on the BRSR Report is entirely at its own risk. TUVI has taken reference of the financial figures from the audited financial reports. Tata Power will be responsible for the appropriate application of the financial data. The application of this assurance statement is limited w.r.t [SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated Jul 12, 2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#). This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TUVI does not permit use of this statement for Greenwashing or misleading claims. The reporting Organization is responsible for ensuring adherence to relevant laws.

#### Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a limited level of BRSR assurance for [GRI 2021, 09 BRSR principles covering Essential and Leadership Indicators](#) and reasonable level of assurance for [09 attributes as per Annexure I - Format of BRSR Core](#) and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of Tata Power's strategy, management of ESG-related issues or the sufficiency of the Report against BRSR reporting principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of non-financial quantitative and qualitative information disclosed by Tata Power. Reporting Organization is responsible for archiving the related data for a reasonable time period. The intended users of this assurance statement are the management of 'Tata Power'. The data is verified on a sample basis, the responsibility for the authenticity of data lies with the reporting organization. TUVI expressly disclaims any liability or co-responsibility 1) for any decision a person or entity would make based on this assurance statement and 2) for any damages in case of erroneous data is reported. This assurance engagement is based on the assumption that the data and information provided to TUVI by Tata Power are complete and true.

#### Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosures. TUVI has verified the disclosures and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- a) TUVI examined and reviewed the documents, data, and other information made available by Tata Power for non-financial [GRI 2021, 09 BRSR principles covering Essential and Leadership Indicators](#) and [09 attributes as per Annexure I - Format of BRSR Core](#) (non-financial disclosures)
- b) TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of Tata Power
- c) TUVI performed sample-based reviews of the mechanisms for implementing the sustainability-related policies and data management (qualitative and quantitative)
- d) TUVI reviewed the adherence to reporting requirements of "BRSR" and "GRI".

Adherence to the principles of Stakeholder inclusiveness, Materiality, Responsiveness, Completeness, Neutrality, Relevance, Sustainability context, Accuracy, Reliability, Comparability, Clarity and Timeliness; as prescribed in the GRI Standards and applied assurance standards;

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During the assurance engagement, TUVI adopted a risk-based approach, focused on verification efforts on the issues of high material relevance to Tata Power business and its stakeholders. TUVI has verified the statements and claims made in the Report and assessed the robustness of the underlying data management system, information flows and controls. In doing so:

- 1) TUVI reviewed the approach adopted by Tata Power for the stakeholder engagement and materiality determination process. TUVI conducted the interviews of internal stakeholder engagement to verify the qualitative statements made in the Report;
- 2) TUVI verified the ESG-related statements and claims made in the Report and assessed the robustness of the data management system, information flow and controls;
- 3) TUVI examined and reviewed the documents, data and other information made available by Tata Power Limited for the reported disclosures including the disclosure on Management Approach and performance disclosures;
- 4) TUVI conducted interviews with key representatives including data owners and decision-makers from different functions of the Tata Power during the remote assessments
- 5) TUVI performed sample-based reviews of the mechanisms for implementing the ESG related policies, as described in Tata Power Report;
- 6) TUVI verified sample-based checks of the processes for generating, gathering and managing the quantitative data and qualitative information included in the Report for the reporting period.

## Opportunities for Improvement

The following are the opportunities for improvement reported to Tata Power. However, they are generally consistent with Tata Power management's objectives and programs. Tata Power already identified below topics and Assurance team endorse the same to achieve the Sustainable Goals of organization.

- i. Tata Power can perform the materiality test to reassess if there are any new material topics for the disclosure
- ii. Tata Power may strengthen its internal reporting by opting a smart cloud-based data management system and compliment the same with periodic internal data and performance reviews,
- iii. Tata Power may encourage to monitor the chain of custody for suppliers who are not directly recycling the non-hazardous waste,
- iv. The results of the LCA study can be shared to upgrade knowledge of the end users and to sensitize them towards advantages of installing solar panel.

## Conflict of Interest

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TUVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognize that failure to address conflict of interest adequately could undermine the credibility of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

## Our Conclusion

### BRSR Disclosures

In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Principle disclosures and BRSR Core attributes in the BRSR report along with the referenced information to provides a fair representation, which meets the general content and quality requirements of the BRSR. TUVI confirms its competency to conduct the assurance engagement for the BRSR as per SEBI guidelines. Our team possesses expertise in ESG verification, assurance methodologies, and regulatory frameworks. We ensure independence, employ robust methodologies, and maintain continuous improvement to deliver reliable assessments.

**Disclosures:** TUVI is of the opinion that the reported disclosures generally meet the BRSR requirements. Tata Power refers to general disclosure to report contextual information about Tata Power, while the Management & Process disclosures the management approach for each disclosure ([09 BRSR principles covering Essential and Leadership Indicators and 09 attributes as per Annexure I - Format of BRSR Core](#)).

**Limited Assurance Conclusion** for [09 BRSR principles covering Essential and Leadership Indicators](#): Based on the procedures we have performed; nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUVI found the information to be reliable in all principles, with regards to the reporting criteria of the BRSR.

**Reasonable Assurance** for [09 attributes as per Annexure I - Format of BRSR Core](#): As per SEBI reasonable assurance requirements including scope of Assurance, Assurance methodologies (risk-based approach and data validation techniques), mitigating conflicts of interests, documentation on evidence and communication on findings, TUVI can effectively validate the accuracy and reliability of the information presented in the BRSR, instilling confidence in stakeholders and promoting transparency and credibility in ESG reporting practices.

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BRSR complies with the below requirements

- a) Governance, leadership and oversight: The messages of top management, the business model to promote inclusive growth and equitable development, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are disclosed appropriately.
- b) Connectivity of information: Tata Power discloses [09 BRSR principles covering Essential and Leadership Indicators](#) and [09 attributes as per Annexure I - Format of BRSR Core](#) and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.
- c) Stakeholder responsiveness: The Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long-term strategies. The Report provides insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.
- d) Materiality: The material issues within 9 attributes and corresponding KPI as per BRSR requirement are reported properly.
- e) Conciseness: The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation is applied. At the same time, due care is taken to maintain continuity of information flow in the BRSR.
- f) Reliability and completeness: Tata Power has established internal data aggregation and evaluation systems to derive the performance. Tata Power confirms that, all data provided to TUVI, has been passed through internal checks. The majority of the data and information was verified by TUVI's assurance team (on sample basis) during the verification and found to be fairly accurate. All data, is reported transparently, in a neutral tone and without material error.
- g) Consistency and comparability: The information presented in the BRSR is on yearly basis, and finds the same as reliable and complete manner. Thus, the principle of consistency and comparability is established.

#### GRI Disclosures

In our opinion, based on the scope of this assurance engagement, the "disclosures on ESG performance" and reference information provide a fair representation of the material topics, related strategies, and meets the general content and quality requirements of the GRI Standards.

Tata Power appropriately discloses the KPI's and actions that focus on the creation of value over the short, medium and long term. The selected KPI's disclosures by Tata Power are fairly represented. On the basis of the procedures we have performed, nothing has come to our attention that causes us to believe that the information subject to the limited level of assurance engagement was not prepared, in identified ESG information is not reliable in all material respects, with regards to the reporting criteria.

TUVI did not perform any assurance of procedures on the prospective information, such as targets, expectations, and ambitions, disclosed in the ESG information. Consequently, TUVI draws no conclusion on the prospective information. This assurance statement has been prepared in reference with the terms of our engagement.

**Disclosures:** TUVI is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements. Tata Power refers to general disclosure to Report contextual information about Tata Power, while the 'Management Approach' is discussed to Report the management approach for each material topic.

**Universal Standard:** Tata Power followed GRI 1: Foundation 2021: Requirements and principles for using the GRI Standards; GRI 2: General Disclosures 2021: Disclosures about the reporting organization. General Disclosures were followed when reporting information about an organization's profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process. and GRI 3: Material Topics 2021: Disclosures and guidance about the organization's material topics. GRI3 was selected for Management's Approach on reporting information about how an organization manages a material topic.

TUVI is of the opinion that this report has been prepared in reference with the GRI Standards.

**Topic Specific Standard:** 300 series (Environmental topics), and 400 series (Social topics); These Topic-specific Standards were used to Report information on the organization's impacts related to environmental and social topics. TUVI is of the opinion that the reported material topics and Topic-specific Standards that Tata Power used to prepare its Report are appropriately identified and addressed.

**Limited Assurance Conclusion:** Based on the procedures we have performed; nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUVI found the ESG information to be reliable in all principles, with regards to the reporting criteria of the GRI Standards.

Evaluation of the adherence to adherence with contemporary Principles

**Stakeholder Inclusiveness:** Stakeholder identification and engagement has been carried out by Tata Power on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders. In our view, the Report meets the requirements.

**Sustainability Context:** Tata Power established the relationship between ESG and organizational strategy within the Report, as well as the context in which disclosures are made. In our view, the Report meets the requirements with regards to the ESG Context.

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**Materiality:** The materiality assessment process has been carried out, based on the requirements of the GRI Standards, considering topics that are internal and external to the Tata Power's range of businesses. The Report fairly brings out the aspects and topics (KPI's), and its respective boundaries of the diverse operations of Tata Power. In our view, the Report meets the requirements.

**Responsiveness:** TUVI believes that the responses to the material aspects are fairly articulated in the report, i.e. disclosures on Tata Power policies and management systems including governance. In our view, the Report meets the requirements.

**Impact:** Tata Power communicates its ESG performance through regular, transparent internal and external reporting throughout the year, aligned with BRSR, GRI as part of its policy framework that include POSH, ESG, Tata Code of Conduct, Whistle Blower Policy etc. (<https://www.tatapower.com/our-legacy/resource-center>). Tata Power Reports on ESG performance to Board of Directors, who oversees and monitors the implementation and performance of objectives, as well as progress against goals and targets for addressing ESG related issues. Tata Power completed the process of establishing contemporary goals and targets against which performance will be monitored and disclosed periodically.

**Completeness:** The Report has fairly disclosed the selected non-financial KPI's, as per GRI Standards. In our view, the Report meets the requirements.

**Reporting Principles for defining report quality:** The majority of the data and information was verified by TUVI's assurance team during the remote assessment and found to be fairly accurate. The disclosures related to ESG issues and performances are reported in a balanced manner and are clear in terms of content and presentation. In our view, the Report meets the requirements

**Reliability:** The majority of the data and information was verified by TUVI's assurance team and found to be fairly accurate. Some inaccuracies in the data identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors and these errors have been corrected. Therefore, in reference with the GRI Standards and limited level assurance engagement, TUVI concludes that the ESG data and information presented in the Report is fairly reliable and acceptable. In our view, the Report meets the requirements.

**Neutrality:** The disclosures related to ESG issues and performance are reported in a neutral tone, in terms of content and presentation. In our view, the Report meets the requirements.

**Independence and Code of Conduct:** TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognize the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy, and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the SEBI [circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#) and [Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#).

TUVI solely focuses on delivering verification and assurance services and does not engage in the sale of service or the provision of any non-audit/non-assurance services, including consulting.

**Quality control:** The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### Our Assurance Team and Independence

TUVI is an independent, neutral third-party providing ESG Assurance services with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with Tata Power on any engagement that could compromise the independence or impartiality of our findings, conclusions, and observations. TUVI was not involved in the preparation of any content or data included in the BRSR, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar  
Product Head – Sustainability Assurance  
Service  
TUV India Private Limited



Date: 31/05/2025  
Place: Mumbai, India  
Project Reference No: 8123436688

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