

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

- Corporate Identity Number (CIN) of the Company:** L40108UP2005PLC094368
- Name of the Company:** Techno Electric & Engineering Company Limited
- Year of Incorporation:** 2005
- Registered address:** C-218, Ground Floor (GR-2), Sector 63, Noida – 201307, Uttar Pradesh
- Corporate Office Address:** 1B, Park Plaza, South Block, 71, Park Street, Kolkata - 700016
- Website:** <http://www.techno.co.in>
- E-mail address:** [desk.investors@techno.co.in](mailto:desk.investors@techno.co.in)
- Telephone No.:** +91 33 4051 3000/3100
- Financial Year reported:** 2022-2023
- Name of the Stock Exchange(s) where securities are listed:**  
BSE Limited and National Stock Exchange of India Limited
- Paid Up Capital:** ₹ 21,52,38,038
- Name and Contact details of the person for BRSR:**  
Name: Niranjan Brahma, Company secretary  
Email: [niranjan.brahma@techno.co.in](mailto:niranjan.brahma@techno.co.in)  
Phone No. +91 33 40513000/3100
- Reporting Boundary:** Standalone Basis
- Sector(s) that the Company is engaged in (industrial activity code wise):**

Description	NIC	% age of Turnover
EPC (Construction)	45204	98.87
Energy (Power)	40108	1.13
- Three key products/services that the Company manufactures/ provides (as in balance sheet):**

Power Generation System	Complete solution provider for captive power plants, balance of plants and utilities for power projects.
Transmission & Distribution	Construction of air insulated, and gas insulated substations, installation of overhead lines, Advanced Smart Metering Solution etc.
Industrial	Plant electrical and illumination, oil handling plants, fire protection system, air conditioning and ventilation system.
Mechanical	Fuel Gas Desulfurization (FGD) system

## 16. Total number of locations where business activity is undertaken by the Company:

- Number of International Locations – 2
- Number of National Locations - 22

## 17. Markets served by the Company – Local/State/National/International –

National and International

## 18. Details of Employees as at the end of Financial Year 2023:

Particulars	Total	Male	%age	Female	%age
Permanent	360	340	94.44	20	5.56
Other than Permanent	27	27	100	0	0
Differently abled:					
- Permanent	1	1	100	0	0
- Other than Permanent	0	0	0	0	0

## 19. Participation/Representation of Women:

Particulars	Total	No. and %age
Board of Directors	8	2 25
Key Management Personnel	4	- -

## 20. Turnover Rate of Employees:

FY 2022-23 (%)			FY 2021-22 (%)			FY 2020-21 (%)		
Male	Female	Total	Male	Female	Total	Male	Female	Total
16.92	10.81	16.62	15.92	19.35	16.05	15.89	0	15.29

## 21. Holding, Subsidiary, Associate and Joint Venture Companies:

Sl. No.	Name	Category	%age of Shares held by the reporting Entity	Does the entity mentioned in column (A) participate in the BRS initiative of reporting entity
1.	Techno Infra Developers Pvt. Ltd.	Subsidiary	100	No
2.	Techno Digital Infra Pvt. Ltd.	Subsidiary	100	No
3.	Techno Green Energy Pvt. Ltd.	Subsidiary	100	No
4.	Techno Wind Power Pvt. Ltd.	Subsidiary	100	No
5.	Rajgarh Agro Products Ltd.	Subsidiary	96	No
6.	Techno Data Center Ltd.	Subsidiary	100	No
7.	Techno Ami Solutions Pvt. Ltd.	Subsidiary	100	No

## 22. Corporate Social Responsibility:

- Whether CSR is applicable as per Section 135 of the Companies Act, 2013 – YES
- Turnover – ₹ 96,662.09 lakhs
- Net-worth – ₹ 195,799.94 lakhs
- Profit before tax – ₹ 17,485.38 lakhs
- Profit after Tax – ₹ 21,837.48 lakhs

**Total Spending on Corporate Social Responsibility (CSR) as percentage of profit before tax (%):**

The Company has spent ₹385.84 lakhs, which is 1.46% of the average net profit before tax of the last three years preceding the year ended 31<sup>st</sup> March 2023 and transferred ₹ 141.53 lakhs relating to ongoing projects to Unspent CSR Account which is 0.54% of the average net profit before tax of the last three years preceding the year ended 31<sup>st</sup> March 2023.

**List of activities in which expenditure as above has been incurred:-**

Please refer to Board's Report for CSR Activities.

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes, a mechanism is in place wherein certain Company representatives and advisors have been identified to understand and address their concerns, if any	Nil	0	Nil	0	0	Nil
Shareholders	Yes, Shareholder can register their grievances at <a href="https://scores.gov.in/scores/welcome.html">https://scores.gov.in/scores/welcome.html</a> and also web links of BSE ( <a href="http://tiny.cc/m1l2vz">http://tiny.cc/m1l2vz</a> ) and NSE ( <a href="http://tiny.cc/s1l2vz">http://tiny.cc/s1l2vz</a> ) for Arbitration	Nil	0	Nil	0	0	Nil
Employees	Yes. <a href="https://techno.honohr.com/">https://techno.honohr.com/</a>	Nil	0	Nil	0	0	Nil
Customers	Not Applicable	Nil	0	Nil	0	0	Nil
Others	Not Applicable	Nil	0	Nil	0	0	Nil

**24. Overview of the entity's material responsible business conduct issues:**

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

S. No.	Material issue identified	Indicate whether risk or opportunity (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	Health & Safety	Risk	Being in contracting business in power sector, health & safety may have direct impact on people and community at project sites and cause disruption in operations.	Plan for health & safety management Plan, Risk Management and Mitigation mechanism etc.	Negative
2	Business Ethics	Risk	May have great impact on the reputation and goodwill and trust of stakeholders	To ensure Ethical Conduct through the Code of Conduct and Monitoring Mechanism.	Negative
3	Employee Development	Opportunity	For overall growth of the organization, Improvement in employee competence, skills, knowledge and confidence is the key.	It's an opportunity to organize learning and development programs for employees at different levels.	Positive
4	Regulatory Issues and Compliance	Risk	Non-compliance is a major cause of concern for the organization that may have adverse impact on the brand value which has consequential impact on customer trust.	Compliance management and monitoring mechanism with timely alert system.	Negative
5	Energy Efficiency	Opportunity	Greener and cleaner environment by minimizing the greenhouse gas (GHG) emissions, efficient use of resources and cost saving steps.	Resourcing energy from renewable sources and its efficient use with regular energy saving assessment.	Positive
6	Water Stewardship	Opportunity	Improving availability of clean water by maintaining sustainable water balance and becoming water neutral/positive	Efficient water consumptions, waste water treatment making it re-usable, rain water harvesting projects.	Positive
7	Reducing Carbon Footprint	Opportunity	Improving the climate change adverse impacts by improving energy efficiency.	Focus on equipment and processes that emits zero carbon/minimum carbon.	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES:**

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

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<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	No	Yes	Yes	Yes	No	Yes	Yes	No
(c) Web Link of the Policies, if available <a href="http://www.techno.co.in/investor/codes_and_policies">http://www.techno.co.in/investor/codes_and_policies</a>									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No
4. Name of the national and international codes/ certifications/labels/standards standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.#	All the policies are compliant with respective principles of NGRBC guidelines, the Companies Act, 2013, and comply to international standards of ISO 9001 (Quality Management), ISO 14001 (Environment Management) and ISO 45001 (Occupational Health and Safety), applicable to respective policies.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company is committed to the principles of NGRBCs. Specifically on climate change, the company being in the EPC business in power sector, takes utmost care while executing projects to reduce carbon emissions, conserve water and adopt efficient waste management practices.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Being the first year of assessment and reporting, the comparison of commitment vis-à-vis performance of each of the principles is yet to be done. However, it is reviewed by the Management and Board of Directors. periodically and the comparison/progress be reported next year onwards.								

**Governance, leadership and oversight**

**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)**

The Company's business has no direct impact on environment, but has social and governance responsibility and is committed to integrating environmental, social and governance (ESG) principles into its businesses to improve the quality of life of the people it is associated with. It adheres to the principles of enhancing health, safety and environmental impacts of services. The environmental impacts cover Climate, Energy and Water Resources, Waste Management and Nature & Biodiversity. Even though the Company has very limited carbon emission, still it is committed to reduce its carbon emission (scope 1 & 2) as per the Science Based Target Initiatives ('SBTi') guidelines. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.

To deliver these commitments, the Company has separate CSR Policy, Human Rights Policy etc. and also has governance practices in compliance with its Code of Conduct.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.**

Ms. Avantika Gupta, Director (DIN: 03149138) under the guidance of Mr. P P Gupta, Managing Director and the Board of Directors is responsible for implementation and oversight of the Business Responsibility policies.

**9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes / No). If Yes, provide details.**

No, there is no such committee till the end of FY 2022-23. However, steps are being taken to constitute a committee to look after and review Safety, Health, Environment and Sustainability ('SHES').

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	The policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including Managing Director & Chief Executive Officer. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director & Chief Executive Officer / Chief Financial Officer / Chief General Counsel & Company Secretary to the Board of Directors.																	

**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. "No"**

No. The Company conducts periodic review of the policies internally by the Senior Management and Board which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.

However, the Company has engaged M/s. Price Waterhouse Coopers (PWC) as consultant to implement the ESG and related matters.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	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)	No	No	No	No	No	No	Yes	Yes	Yes
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Any other reason (please specify)	No	No	No	No	No	No	No	No	No

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE**

**PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

**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 (BoD)#	4	During the year, the Board of Directors of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social, governance parameters at each Board Meetings. The Statutory Auditor presented the regulatory updates at every meeting.	100%
Key Managerial Personnel (KMP)#	3	1. Anti-Bribery & Anti-Corruption Policy 2. Code of Conduct 3. Prevention of Sexual Harassment (POSH)	100%

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
Employees other than Board of Directors and KMPs	9	1. Anti-Bribery & Anti-Corruption Policy 2. Code of Conduct 3. Prevention of Sexual Harassment (POSH) 4. Whistleblower Policy 5. Employee Grievance Policy 6. Health And Safety Policy 7. Human Rights Policy	76%

**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):**

	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred? (Yes/No)
			Amount (in ₹)	Brief of the case	
Penalty / Fine	Public Policy	SEBI	1,88,800 (Both BSE and NSE @94,400 each)	7 Days delayed submission of Quarterly Related Party Transaction Disclosure for half year ended 31 <sup>st</sup> March, 2022, consequent upon change in schedule by SEBI.	No

	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment / Punishment			Nil	

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	Nil

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

Yes, the Company does have the Anti-Bribery and Anti-Corruption (ABAC) policy. The Company has adopted a Whistle-blower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct.

The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. The Vigil Mechanism includes policies viz. the Whistle-Blower Policy, the ABAC Policy. This provides guidance to directors, officers and employees or persons who perform services for or on behalf of the Company on what is appropriate and acceptable, and what is not.

Under the above Policies, Compliance Officers have a functional reporting about any violation of the Policies to the Chairperson of the Audit Committee. Aggravated cases of breach of the said Policies shall be escalated to the Board of Directors. The Whistleblower Policy and Vigil Mechanism ensures that strict confidentiality is maintained in such cases and no unfair treatment is meted out to a Whistleblower. The Company, as a Policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. With an aim to create awareness, the Company also undertook awareness programmes.

The Anti Bribery and Anti Corruption Policy and Whistleblower Policy as adopted by the Company is available on the Company's website at: [http://www.techno.co.in/investor/codes\\_and\\_policies](http://www.techno.co.in/investor/codes_and_policies)

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

	FY 2022-23	FY 2021-22
Directors		
KMPs	Nil	Nil
Employees		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs				

**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

**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.**

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Not Applicable	Not Applicable	Not Applicable, because the Company execute projects as per the specification and requirement of the customer.
Capex	Not Applicable	Not Applicable	Not Applicable, because the Company's business is not capital intensive. It is a infrastructure execution company.

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

Yes. The Company sourced its materials for the project from reputed agencies in compliance with the project specifications set by the customer.

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

More than 80% of the materials are sourced from reputed and sustainable sources.

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

- (a) Plastics (including packaging) – Not Applicable, because the Company doesn't have any products of its own.
- (b) E-waste - All e-waste generated in-house, which is very minimum, is handed over to certified vendors for safe disposal.
- (c) Hazardous waste – Not Applicable, because there is no Hazardous Waste generated by the Company.
- (d) Other waste – Not Applicable

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

No. Not Applicable to the nature of business Company.

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

#### Essential Indicators

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	340	-	-	-	100	-	-	-	-	-	-
Female	20	-	-	-	100	-	-	-	-	-	-
<b>Total</b>	<b>360</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Particulars	FY 2022-23		FY 2021-22	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	Y	100	Y
Gratuity	100	Y	100	Y
ESI	100	Y	100	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. The Company has conducted a detailed survey/study of requirements for accessibility for differently abled people at work places and necessary measures have been implemented at offices and other locations.

##### 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.

No. Necessary steps are being taken to frame and implement the Equal Opportunity Policy. However, the Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including caste, creed religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

The Company also has a Policy addressing the persons with disability.

##### 5. Return to work and Retention rates of employees that took parental leave.

Particulars	FY 2022-23	
	Return to work rate	Retention rate
Male	During FY 22-23 no employees has availed Paternity leave, hence this section stands not applicable	
Female	During FY 22-23 no employees has availed Paternity leave, hence this section stands not applicable	
<b>Total</b>		

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

	Yes / No (If yes, then give details of the mechanism in brief)
All Employees	Yes

The Redressal mechanism is as follows: Depending upon the nature of grievance as received from Employees, the HR department initiates the process of discussion involving the concerned employees, Reporting Manager / Supervisor / and if require, Department Head / Senior Management. We have Employee Grievance Policy in our Company website which prescribes the grievance redressal mechanism.

The Link is mentioned below:

[http://www.techno.co.in/public/uploads/2/2023-05/employee\\_grievance\\_policy.pdf](http://www.techno.co.in/public/uploads/2/2023-05/employee_grievance_policy.pdf)

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY 2022-23				FY 2021-22*					
	Total (A)	On Health and Safety Measures(#)		On skill upgradation		Total (D)	On Health and Safety measures(#)		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	369	361	97.83	26	7.04	364	353	96.98	Nil	Nil
Female	21	20	95.24	4	19.04	16	12	75.00	Nil	Nil
<b>Total</b>	<b>390</b>	<b>381</b>	<b>97.69</b>	<b>30</b>	<b>7.69</b>	<b>380</b>	<b>365</b>	<b>96.05</b>	<b>Nil</b>	<b>Nil</b>

# Including employees/workers at Sites.

\*No training program conducted due to COVID-19.

The Skill Upgradation training was given on the following areas:-

- Business Communication Skill – 504 hours [Male – 18, Female - 3]
- Managing EPC Contracts as per FIDIC Model – 96 hours [Male – 6, Female - 0]
- Changes, challenges, impact & implications in New Labour Courts – 24 hours [Male –2, Female - 1]

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

Category	FY 2022-23			FY 2021-22*		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	274	274	100	-	-	-
Female	12	12	100	-	-	-
<b>Total</b>	<b>286</b>	<b>286</b>	<b>100</b>	-	-	-

\* No performance and career development review done, because the operations were disrupted due to COVID-19.

10. Health and safety management system:

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

Yes, the Safety & Health Management system covers activities across all project locations, offices, laboratories and supply chain partners. The Safety Management system covers all employees, contractors, visitors and relevant stakeholders.

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

The Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations, sites have deployed structured Safety Assessment, Risk Assessment and Management Process which is regularly reviewed and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate. For all activities including routine or non-routine (permit / project activities) hazards are identified by a trained team and risk assessment and management is done through Hazard Identification and Risk Assessment/ Job Safety Analysis/ Standard Operating Procedure (SOP) which is referred before starting any activity. On a day-to-day basis unsafe conditions and hazards are also identified by employees. It is also extended to contractors working on sites to ensure their concerns are captured. The closure of same is tracked to ensure risk control at workplace.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) – Yes, for project site workers.

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

No.

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

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.1	0.2
	Workers	0.6	0.7
Total recordable work- related injuries	Employees	1	1
	Workers	3	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	1	2

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

The Company is committed to continuously employing Safety, Health and Environment practices through benchmarking with the companies that are best in the business. The Company has integrated Safety, Health & Environment policy. Each of the sites have adopted the Corporate Safety, Health & Environment Policy and local regulatory requirement focusing on site-specific issues. To ensure steady improvement in the SHE performance, the Company is adopting voluntary standards such as Process Safety and Risk Management (PSRM), Occupational Health and Safety Management System (ISO 45001).

The employees are specially trained to tackle any potential hazards that may arise in the course of their work. Additionally, tailored periodic medical check-ups are administered to the Company's employees, based on the risk profile of their work area, to identify risks to human health.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2	0	Nil	3	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

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 & safety practices and working conditions.

All safety-related accidents are being investigated and learnings from investigation reports are shared across organisations for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits. Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through respective hierarchy.

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

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

The Stakeholders are categorized as Internal and External groups of individuals who can be influenced or can influence the Company directly or indirectly. The internal stakeholders are identified as employees at all levels and the external stakeholders are identified as investors and shareholders, customers, suppliers, communities, regulatory authorities etc.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Notices, Web Portal, Get-togethers, including family get-togethers, community meetings etc.	Half yearly/ Annually depending upon the requirement.	To assess the employee skill and capability and finding areas of improvement, Career development programs, Reward and Recognition, Performance review and recognition. Finding ways for work life balance.
Investors and Shareholders	No	Quarterly conference calls, Investor Conferences and meetings, Communication through Company Website, Investor Presentations, Press Releases and financial Reports, financial results through newspapers, Information relating to Dividends, Notices through e-mail, Stock exchanges and Company Website.	Quarterly/ Half yearly/ Annually depending upon the requirement.	Financial Performance, Ethical, Anti-Bribery & Anti-Corruption practices, Business Risk disclosure, Long term value creation with protection of rights of investors and shareholders.
Customers	No	One to one Meetings, Project Review meetings, Performance review of projects etc.	As and when required.	Ethical, Anti-Bribery & Anti-Corruption practices, Customer privacy and data protection, Customer service.
Suppliers	No	Interactions and discussions with suppliers, Site visits and inspection, Supplier's work place.	Annual	Transparency, Ethical, Anti-bribery & Anti corruption practices, Timely settlement of dues, Fair and transparent process for registration, and procurement.
Communities	Yes	Community projects at project sites, Employee Awareness programs.	Ongoing	Transparency, Advancing sustainability, Ethical, Anti-Bribery & Anti-Corruption Practices, Contribution to community welfare, healthier and safer societies.
Government and Regulatory Authorities	No	Responding to Government circulated notifications, Statutory Filings & Disclosures Support for government policy	As and when required	Disclosures, Corporate governance, Adequacy of solvency, Fair and transparent reporting, Timely compliances, Statutory and legal compliance.

**PRINCIPLE 5 - Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	360	135	37.50	364	85	23.35
Other than Permanent	27	5	18.52	16	-	0.00
<b>Total Employees</b>	<b>387</b>	<b>142</b>	<b>36.70</b>	<b>380</b>	<b>85</b>	<b>22.37</b>

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

Category	FY 2022-23				FY 2021-22					
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	340	-	-	340	100	337	-	-	337	100
Female	20	-	-	20	100	16	-	-	16	100
<b>Total</b>	<b>360</b>	<b>-</b>	<b>-</b>	<b>360</b>	<b>100</b>	<b>353</b>	<b>-</b>	<b>-</b>	<b>353</b>	<b>100</b>
<b>Other than Permanent</b>										
Male	27	-	-	27	100	27	-	-	27	100
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>27</b>			<b>27</b>	<b>100</b>	<b>27</b>	<b>-</b>	<b>-</b>	<b>27</b>	<b>100</b>

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ in lakh)	Number	Median remuneration/ salary / wages of respective category (₹ in lakh)
Board of Directors (BoD)	6	41.50	2	4.75
Key Managerial Personnel (excludes MD & CEO and ED)	2	62.48	-	-
Employees other than BoD and KMP	344	6.20	14	-
Workers	-	-	-	-

**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)**

No. The Company has a Human Rights Policy that takes care of the human rights issues through the Management.



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

The Human Resources Department and Personnel Department redresses the human rights grievances within the framework of the Human Rights Policy and reports to the management.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at Workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

- As part of Whistle Blower Policy and POSH policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence.
- Also, as part of our Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

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

Yes.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not assessed - as no child labour in employment
Forced/involuntary labour	Not assessed - as no forced/involuntary labour in employment
Sexual harassment	100% by Internal Complaints Committee
Discrimination at workplace	100%
Wages	100% by internal audit team

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

There were no audit concerns in the above areas from assessments in FY 2022-23.

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

**Essential Indicators**

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (In GJ)	3165.87	3218.36
Total fuel consumption (B) (In GJ)	17200.77	16013.53
Energy consumption through other sources (C) (In GJ)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>20366.64</b>	<b>19231.89</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per ₹ Crore )	21.07	17.91
Energy intensity (optional) - the relevant metric may be selected by the entity - GJ / Employee	52.63	50.61

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

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

No.

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

Parameters	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	19423.05	21703.87
(iii) Third party water	62	42
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>19485.05</b>	<b>21745.87</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>19485.05</b>	<b>21745.87</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	20.16	20.25
<b>Water intensity (optional) - the relevant metric may be selected by the entity KL/Employee</b>	50.35	57.23

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

The Company doesn't have any operating plant or manufacturing process. It is engaged in power infra execution in which sourcing of water is very minimum. It procures/hires equipment required for the projects from equipment manufacturers and use it. However, steps are being taken to keep record of water sourcing and its usage at each project sites and an assessed reporting be done next year onwards.

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

No. Since the Company doesn't have any industrial/manufacturing process, the Zero Liquid Discharge mechanism is not applicable.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	µg/m3	3.70	4.80
SOx	µg/m3	4.40	4.85
Particulate matter (PM)	µg/m3	3.80	4.20
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	860	802
Total scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	516	480
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		<b>0.89</b>	<b>0.75</b>

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

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

The Company's business is not energy intensive. However, the Company has focussed on improving energy efficiency at its work places by optimising equipment efficiencies and implementing energy management systems. At various office and site locations, the company is replacing conventional light fittings with energy efficient LED lights. The Company is implementing systems to monitor and measure greenhouse gas emissions across its work places for identifying areas for improvement and drive a continuous reduction in emissions.

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

Parameter	FY 2022-23	FY 2021-22
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste, please specify (G)	Nil	Nil
Other non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>Nil</b>	<b>Nil</b>

Being a EPC Company in Power Sector. The Company doesn't produce any type of wastes mentioned above, except very negligible plastic and E-wastes.

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>

The plastic and E-wastes generated internally which is very negligible, is handed over to the Recycling vendors.

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>

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

No. Since, the Company doesn't have any Industrial or manufacturing activity. However, Ms/ Price Waterhouse Coopers have been engaged as consultant to prepare the Roadmap and its implementation in coming years.

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

Since there is no industrial/manufacturing process, the use of hazardous and toxic chemicals doesn't arise. However, there are some wastes arise from the use of steel and cements at project sites which the Company hands over to recyclers for processing.

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

S. No.	Location of operations / offices	Types of operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of the project	EIA Notification No. and Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
Not Applicable				

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

Specify the law / regulation	Provide the details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as Pollution Control Board or by courts	Corrective action taken, if any
Not Applicable			

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/associations: 5
- b. List the top 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/International)
1	Bengal Chamber of Commerce	National - India
2	Indian Electric & Electronics Manufacturers Association	National - India
3	Indian Wind Power Association	National - India
4	Confederation of Indian Industry (CII)	National - India
5	Indo-German Chamber of Commerce	India

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**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
Not Applicable					

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

Sl. No.	Name of the Project	State	District	No of Project Affected families	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in H)
Not Applicable						

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

The Company engages with the community at its project sites by organizing informal and formal sessions which help interactions with the community apart from program specific meetings to facilitate working together. There is a targeted approach for engaging with various sections of the society.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers	4	3.5
Sourced directly from within the district and neighboring districts	4	3.5

**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.**

The Company doesn't have any direct end consumer base depending upon its nature of business. Its has mainly corporate consumer/customer base. The consumers can directly send their complaints and feedback to the Company by email to the concerned project head. It executes power projects and receives project completion report from the corporate customer signifying the quality and timely execution as per contract terms.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to the product	Not Applicable
Not Applicable	
Safe and responsible usage	
Recycling and/or safe disposal	

**3. Number of consumer complaints**

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil

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

	Number	Reason for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

**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. Cyber security practices are being implemented under the guidance of Risk Management Committee of the Company. Employee awareness on cybersecurity is being enhanced through initiatives such as online cyber security awareness campaign on phishing and e-mail securities. Network devices, server operating system and hardware are upgraded periodically. The Company also actively monitors security logs to detect any malicious attempt and takes the necessary to mitigate the risk. Adequate data safety is ensured during its creation, storage, transit, and retrieval. There is no Policy framed by the Company at this moment, but it is being taken care off and be finalized soon.

**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.**

None.