

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L40101MH1995PLC084687
2. Name of the Listed Entity	Reliance Power Limited
3. Year of incorporation	1995
4. Registered office address	Reliance Centre, Ground Floor, 19, Walchand Hirachand Marg, Ballard Estate, Mumbai 400 001
5. Corporate address	Reliance Centre, Ground Floor, 19, Walchand Hirachand Marg, Ballard Estate, Mumbai 400 001
6. E-mail	rpower.mcafiling@reliancegroupindia.com
7. Telephone	+91 22 4303 1000
8. Website	https://www.reliancepower.co.in
9. Financial year for which reporting is being done	2024-25
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 4,016.97 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	Smt. Ramandeep Kaur Company Secretary +91 22 4303 1000 reliancepower.investors@reliancegroupindia.com
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)	On a Consolidated Basis
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products / services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Electric power generation, captive coal mining	Electric power generation, captive coal mining	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electric Power Generation	351	100

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	5	10	15
International	-	5	5

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	-

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

Nil

c. A brief on types of customers

The Company is engaged in the business of Power Generation. Thus, its customers are the Power Distribution Companies which in turn supply power to the end consumers.

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)
Employees						
1.	Permanent (D)	1267	1243	98.11	24	1.89
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1267	1243	98.11	24	1.89
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	7012	6986	99.63	26	0.37
6.	Total workers (F + G)	7012	6986	99.63	26	0.37

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		Number (B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel	3	1	33.33

Note: The data pertains to the Board and KMPs of the Listed Entity

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

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.70%	2.50%	4.10%	10.65%	15.79%	10.73%	14%	35%	15%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

Sr. 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	Rosa Power Supply Company Limited	Subsidiary	100	Yes
2	Sasan Power Limited	Subsidiary	100	Yes
3	Rajasthan Sun Technique Energy Private Limited	Subsidiary	100	Yes
4	Dhursar Solar Power Private Limited	Subsidiary	100	Yes
5	Dhirubhai Ambani Green Tech Park Limited	Subsidiary	100	No
6	Reliance NU BESS Limited	Subsidiary	100	No
7	Reliance NU Energies Two Private Limited	Subsidiary	100	No
8	Reliance Neo Energies Private Limited	Subsidiary	75	No
9	Reliance NU Suntech Private Limited	Subsidiary	100	No
10	Reliance NU Suntech One Private Limited	Subsidiary	100	No
11	Reliance NU BESS One Private Limited	Subsidiary	100	No
12	Reliance NU Wind One Private Limited	Subsidiary	89	No
13	Reliance Coal Resources Private Limited	Subsidiary	100	No
14	Reliance CleanGen Limited	Subsidiary	100	No
15	Reliance GAH2 Limited	Subsidiary	100	No
16	Samalkot Power Limited	Subsidiary	100	No
17	Reliance GH2 Private Limited	Subsidiary	100	No
18	Reliance NU Wind Private Limited	Subsidiary	100	No
19	Reliance Green Energies Private Limited	Subsidiary	100	No
20	Reliance NU Energies One Limited	Subsidiary	100	No
21	Reliance Prima Limited	Subsidiary	100	No
22	Reliance NU Energies Private Limited	Subsidiary	100	No
23	Tiyara Power Private Limited	Subsidiary	100	No
24	Reliance Natural Resources Limited	Subsidiary	100	No
25	Reliance NU FDRE One Private Limited	Subsidiary	100	No
26	Reliance NU FDRE Private Limited	Subsidiary	100	No
27	Reliance Transtech Private Limited (w.e.f. January 20, 2025)	Subsidiary	100	No
28	Reliance Natural Resources (Singapore) Pte Ltd.	Subsidiary	100	No
29	Reliance Power Netherlands BV	Subsidiary	100	No
30	PT Heramba Coal Resources	Subsidiary	100	No
31	PT Avaneesh Coal Resources	Subsidiary	100	No
32	PT Brayan Bintang Tiga Energi	Subsidiary	100	No
33	PT Sriwijaya Bintang Tiga Energi	Subsidiary	100	No
34	PT Sumukha Coal Services	Subsidiary	99.6	No
35	Reliance Power Holding FZC UAE	Subsidiary	100	No
36	Reliance Chittagong Power Company Limited	Subsidiary	100	No
37	Reliance Enterprises Private Limited (w.e.f. October 01, 2024)	Associate	50	No
38	Vidarbha Industries Power Limited (Upto September 17, 2024)	Subsidiary	100	No
39	RPL Sun Power Private Limited (Upto June 26, 2024)	Associate	50	No
40	RPL Photon Private Limited (Upto June 26, 2024)	Associate	50	No
41	RPL Sun Technique Private Limited (Upto June 26, 2024)	Associate	50	No

VI. CSR Details

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

Yes, however, there is no average net profit for the Company during the previous three financial years, hence no amount is required to be spent on CSR for the financial year under review. Further, the Company has carried out a number of CSR Initiatives at group level.

(ii). Turnover (in ₹ Lakhs)- 8,25,704

(iii). Net worth (in ₹ Lakhs)- 16,33,718

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.reliancepower.co.in/web/reliance-power/feedback	-	-	-	-	-	-
Investors (other than shareholders)	Yes The details of investor grievance redressal mechanism is provided in the Investor Information section of the Annual Report and also on the website of the Company www.reliancepower.co.in	-	-	-	-	-	-
Shareholders	Yes The details of shareholder grievance redressal mechanism is provided in the Investor Information section of the Annual Report and also on the website of the Company www.reliancepower.co.in and the website of the RTA www.kfintech.com	-	-	-	-	-	-
Employees and workers	Yes Employee Grievance Redressal Committee which handles the Grievances and whistle blower Mechanism- https://www.reliancepower.co.in/documents/2181716/2364859/Whistle_Blower_Vigil_Mechanism_Policy_25052024.pdf	-	-	-	-	-	-
Customers	Yes Please refer Principle 9 Link: https://www.reliancepower.co.in/documents/2181716/2364859/RPower_BRRPolicy.pdf	-	-	-	-	-	-
Value Chain partners	Yes https://www.reliancepower.co.in/web/reliance-power/feedback	-	-	-	-	-	-

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.

Sr. 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	Environmental Emissions & waste disposal	Risk	<p>Thermal Generation entails environmental emissions like Sox, NOx and CO2 and need to dispose off large amounts of ash.</p> <p>Failure to comply with the norms could lead to negative impact and penalties.</p>	The Company operates well within the approved parameters for emissions and continuously strives to improve upon the performance.	Negative
2	Labour Relations	Risk	<p>Any incident at our projects or any industrial actions by the workers can lead to operational disruptions.</p>	The Company engages with workers on a continuous basis to address any concerns and has a grievance redressal mechanism in place.	Negative
3	Regulatory issues	Risk / Opportunity	<p>The power sector and the company's projects are heavily regulated in terms of operations and tariff recoveries. The Company is engaged with State and Central regulators for adjudication of various disputes with power procurers which could have both positive and negative implications on the Company's operations.</p>	Various advocacy efforts through industry associations	Positive / Negative
4	Cyber Risk	Risk	<p>Risk of breaches of security to gain access to information systems due to exposure to the Internet</p>	<p>Implementation of Integrated Intrusion Detection and Prevention Monitoring System (Managed Security Services) with auto monitoring, ethical log monitoring program to prevent unauthorized access or data leaks, security patch monitoring and alerting process is in place, encryption of every incoming and outgoing communication, Email campaigns to educate employees regarding cyber security covering topics such as phishing awareness, password hygiene, safe browsing practices and data protection measures</p>	Negative

Sr. 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)
5	Energy and Water	Risk	Inefficient and negligent use of energy and water may result in high consumption and wastage	Various measures for conservation and optimum use of energy and water have been undertaken by the Company like energy effective lighting like LED, rainwater harvesting, wastewater treatment plants for recycle and reuse of water.	Negative
6	Workforce safety	Risk	The nature of business is subject to high risk of safety hazards.	The Business unit conduct regular safety training to all the employees, third party contractor and does periodic safety audit and inspections. Cultivating a culture of safety among staff and workmen. Ensuring compliance with the HSE requirements/terms and designing work methods ensuring safety aspects. The Company and SPVs have life and medical insurance facility have been provided to all workmen/employees.	Negative

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 National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the National Guidelines on Responsible Business Conduct. (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	https://www.reliancepower.co.in/documents/2181716/2364859/RPower_BRRPolicy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policy is in line with the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business, 2011 (NVGs) and was updated in terms of the National Guidelines on Responsible Business Conduct (NGRBC). They also conform to international standards adopted by the Group like ISO 9001, ISO 14001 and ISO 45,001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	No	No	No	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

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)

At Reliance Power, sustainability and strong governance continue to be foundational to our operations. Our unwavering commitment to Environmental, Social, and Governance (ESG) principles guides every aspect of our business. We remain focused on achieving excellence in environmental performance and actively promoting a cleaner, healthier planet.

We are dedicated to delivering reliable and high-quality services while ensuring that our operations support sustainable development. This includes a constant emphasis on adopting efficient technologies and practices that minimize our environmental footprint and conserve natural resources. Our efforts align with a broader goal of reducing carbon emissions and safeguarding biodiversity across our value chain.

Innovation and responsible energy generation remain at the core of our approach. We continue to explore and implement advanced processes and technologies that promote low-carbon growth. Our sustainability strategy is deeply rooted in the 5R principles—**R**educe, **R**euse, **R**ecycle, **R**enew, and **R**espect—which guide our resource management and operational practices across the supply chain.

Community engagement is central to our sustainability journey. We prioritize involving local communities from the earliest stages of project planning through to implementation. This inclusive approach not only fosters trust and acceptance but also ensures long-term impact and continuity of our initiatives on the ground.

As enablers of positive change, we believe in fostering strong partnerships with communities, contributing to their economic and social development in a sustainable and transparent manner. Our initiatives are designed to complement government priorities at both local and state levels, reinforcing our role as a responsible corporate citizen.

In summary, Reliance Power remains steadfast in its commitment to inclusive and responsible growth. We continue to work towards transformative development around our project sites, creating lasting value for communities and the environment.

This Business Responsibility and Sustainability Report (BRSR), aligned with the latest guidelines from the Securities and Exchange Board of India (SEBI), reflects our ongoing efforts and progress in environmental stewardship, social responsibility, and corporate governance.

Ashok Ramaswamy

Chairman, CSRS Committee

Neeraj Parakh

Executive Director and Chief Executive Officer

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Yes. Corporate Social Responsibility and Sustainability (CSRS) Committee of the Board of Directors of the Company is responsible for implementation and oversight of the Business Responsibility policy(ies).

The Composition of the committee is as under:

Name of Directors	DIN	Category	Role
Shri Ashok Ramaswamy	00233663	Independent Director	Chairman
Dr. Thomas Mathew	05203948	Independent Director	Member
Dr. Vijayalakshmy Gupta	08636754	Independent Director	Member
Shri Vijay Kumar Sharma	02449088	Independent Director	Member

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.

Same as above

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		
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9		
Performance against Above policies and follow up action	C	C	C	C	C	C	C	C	A	A	A	A	A	A	A	A	A	Q		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	C	C	C	C	C	C	C	C	A	A	A	A	A	A	A	A	A	Q		

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.

Sr.	P1	P2	P3	P4	P5	P6	P7	P8	P9
No									

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: - Not Applicable since the policies of the Company covers all principles issued on NGRBC's

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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

The information provided under this report covers the Essential Indicators

PRINCIPLE 1

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

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

Segment	Total No. of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors	14	During the year, Board members and KMPs were apprised of various updates pertaining to business, regulatory, safety, ESG matters, etc. which provided insights on the topics under the nine Principles.	100
Key Managerial personnel			
Employees other than BoD and KMPs	200	Environment, Health & Safety, Energy Management & Integrated Management System, E-Waste Management and HR Policies, Code of conduct, knowledge and significance of ethics and integrity at workplace, prevention of sexual harassment, health and wellness, safety awareness, stress management, importance of responsibility, ownership and accountability.	100
Workers	360	Health & Safety, E-Waste & Medical Management	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)

Monetary					
Category	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					
Settlement			Nil		
Compounding fee					

Non-Monetary					
Category	NGRBC Principle	Name of the regulatory / enforcement agencies/ judicial institutions	Amount (In ₹)	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
	Not Applicable

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's BRSR Policy includes anti-corruption and anti-bribery policy.

As per the policy, employees should refrain from entering into agreements and practices that unreasonably restrict competition and restrain free trade such as price fixing and boycotting suppliers or customers. Any unfair pricing or any other commercial strategy with an intention to run a competitor out of business cannot be followed. Disparaging, misrepresenting, or harassing a competitor, stealing trade secrets, bribery, corruption and kickbacks are not allowed. Employees must be particularly careful to avoid actions that create the appearance of favouritism or that may adversely affect the Company's reputation. Employees should neither seek nor accept for themselves or others any gifts, favours, business courtesies without a legitimate business purpose and should avoid a pattern of accepting frequent courtesies from the same person's or companies. The policy can be accessed at link: - https://www.reliancepower.co.in/documents/2181716/2364859/RPower_BRRPolicy.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:

Category	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Directors	Nil		Nil	
KMPs	Nil		Nil	
Employees	Nil		Nil	
Workers	Nil		Nil	

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

Category	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Not Applicable, as there were no such cases of corruption and conflict of interest.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	22	44

9. Open-ness of business.

Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format.

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. No. of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	b. No. of dealers / distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	5.81%	6.05%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	58.86%	45.04%
	d. Investments (Investments in related parties / Total Investments made)	-	-

PRINCIPLE 2

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

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

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

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

Yes

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

Yes, the Company has procedures in place for sustainable sourcing. In fact, the Company encourages its vendors, contractors and suppliers for effective implementation of the same by including Environmental, Health & Safety and Sustainability clauses in all its Purchase Orders and Work Orders.

The 100% of the procurement by the Company, is through the set procedure as enunciated in the "vendor code of conduct" which is mainly set on 5 parameters - Labour and Human rights, Health and Safety, Environmental, Ethics, Management system. This document is part of each tender published by the Company and the adherence by each vendor who participate in tender is ensured.

In addition, we strive to design and construct sustainable projects which incorporate conservation measures, continuous monitoring of environment and use of resources that are environment friendly, adoption of green technologies and deployment of fuel-efficient plants and machineries. Our aim is to make efficient use of natural resources, eliminating waste, recycling and reusing the material to the extent possible without compromising quality and safety. Our priority is to use locally available raw materials and engage local labour for construction and O&M activities.

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

The Company is involved in generation of electricity. Electricity does not have physical end life and plastics, e-waste, hazardous waste etc. are not generated during delivery of product i.e. electricity.

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, the Extended Producer Responsibility (EPR) is not applicable on entity's activities, since the Company is involved in generation of electricity.

PRINCIPLE 3

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

1. a. 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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1243	1243	100.00	1243	100.00	-	-	1243	100.00	750	60.34
Female	24	24	100.00	24	100.00	24	100.00	-	-	20	83.33
Total	1267	1267	100.00	1267	100.00	24	1.89	1243	98.11	770	60.77
Other than permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than permanent Workers											
Male	6986	6986	100.00	6986	100.00	-	-	6986	100.00	-	-
Female	26	26	100.00	26	100.00	26	100.00	-	-	24	92.31
Total	7012	7012	100.00	7012	100.00	26	0.37	6986	99.63	24	0.34

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.09%	0.08%

2. Details of retirement benefits, for Current and Previous financial years.

Benefits	FY 2024-25			FY 2023-24		
	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/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/A.).
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others please specify	-	-	-	-	-	-

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. We are an equal opportunity employer and strive to provide all required facilities to people with disabilities including braille instructions and ramps at our facilities and voice enabled software.

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

Yes. Reliance Power companies provide equal opportunities to all employees and applicants for employment without regard to their race, cast, religion, colour, ancestry, marital status, sex, age, nationality, disability. Employee policies are administered in a manner that ensures equal opportunity is provided to those eligible and decisions are merit based in all matters. The policy on equal employment opportunities may be accessed on Company's website at the link: https://www.reliancepower.co.in/documents/2181716/2364859/Policy_for_Equal_Employment_Opportunities.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%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	To achieve employee engagement and effective resolution of employee grievances, the employees are provided multiple forums for raising their concerns and grievances and obtain redressal. Representation can be made through HR/IR officer and same can be highlighted to Senior Management as per the escalation matrix.
Permanent Employees	
Other than Permanent Employees	

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

Benefits	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	Number of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category (C)	Number of employees / workers in respective category, who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	1267	-	-	1277	-	-
- Male	1243	-	-	1259	-	-
- Female	24	-	-	18	-	-
Total Permanent Workers	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	1243	1243	100.00	890	71.60	1259	1259	100.00	913	72.52
Female	24	24	100.00	20	83.33	18	18	100.00	14	77.78
Total	1267	1267	100.00	910	71.82	1277	1277	100.00	927	72.59
Workers										
Male	6986	6986	100.00	6986	100.00	6273	6273	100.00	6273	100.00
Female	26	26	100.00	26	100.00	24	24	100.00	24	100.00
Total	7012	7012	100.00	7012	100.00	6297	6297	100.00	6297	100.00

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	Number (B)	% (B / A)	Total (C)	Number (D)	% (D / C)
Employees						
Male	1243	1154	92.84	1259	1095	86.97
Female	24	18	75.00	18	13	72.22
Total	1267	1172	92.50	1277	1108	86.77
Workers						
Male	6986	673	9.63	6273	662	10.55
Female	26	3	11.54	24	4	16.67
Total	7012	676	9.64	6297	666	10.58

All employees undergo annual performance and appraisal process. However, some employees are not eligible for the annual performance review based on their date of joining as per Company's policy. Only about 9.64% of the workers are eligible for performance review and remaining workers are governed by Minimum wages of Central/State.

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. In line with Company's vision, philosophy, and EHS Policy, Health Safety and Management systems have been implemented in accordance with International Standards ISO 45001:2018 (Occupational Health and Safety Management System Standard), Central Electricity Authority (CEA) Regulations 2011 & other Legal requirements which take care of health and safety for all employees, workers, vendors and society as a whole in the vicinity of our project locations.

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 in place systematic risk management process to identify and control all the hazards in generation of Electricity, Operations and Maintenance and overhauling of the projects. It has processes to identify risks & hazards at pre-planning phase of work activity through Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), Hazard and Operability study (HAZOP). Emphasis is also placed on observation of previous incidents, reporting of any non-conformity, investigation and learning of incidents, Change Management Process and Vendor Safety Management. All relevant parties including Workers, Supervisor, Engineers, Maintenance Team Planning, Technical Services, Operation and EHS team members are involved in risk assessments and the risk management process, Risk Assessments & Safe Work Method Statement are developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are required to be documented and approved by Station Director and communicated to all relevant parties involved in the activity. The Company also follows a process for measurement, monitoring and review of the implementation of system from time to time – and includes round the clock site monitoring by site supervisors, Work place site safety inspection by cross functional team on weekly basis, Job safety analysis for each non routine job, HIRA implementation for routine jobs, Departmental safety committee meeting bi monthly with each department to highlight and analyze the prevailing hazard with active participation of nominated workmen, near miss reporting system etc.

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

Yes. Processes are in place to encourage workers to voluntarily report work related hazards and to remove themselves from such risks. Regular training is provided to all workers to adhere to safety protocols. Mechanism has been set to recognize & motivate such safety compliant behaviour of workers and reward them in forums like Safety Committee Meeting, National Safety Week (NSW) celebration etc.

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

Yes. All employees are covered under Company provided health insurance policies and workers are covered under Employees' State Insurance Corporation.

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

Safety Incident/ No.	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
Total recordable work-related injuries	Workers	0.02	0.25
No. of fatalities	Employees	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Workers	1	-
	Employees	-	-
	Workers	-	1

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

- Employee Training: Comprehensive safety training is mandatory for all employees. Specialized training is imparted for unique hazards, as well as leadership training for managers and supervisors.
- Safety Incentive Program: By implementing an incentive-based reward program we encourage employees to work towards a safe work environment and reward them for a decrease in accidents or hazards.
- Use of Compliant Labels and Signs: Labels and signs are an effective way to quickly communicate important information and are placed at prominent positions.
- Regular Equipment Inspections: Quick checks are performed on daily basis before operating the equipment and detailed weekly inspections are carried out as per checklist.
- Mock Drills: Mock Drill was conducted to have emergency preparedness and ensure all personnel are trained to respond effectively in crisis situations.
- Wellness Programmes: Regular health checkup camps are organized and sessions around health and overall well-being are conducted by subject matter experts.

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

Particulars	FY 2024-25			FY 2023-24		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

Category	% 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 incidents are investigated by a cross-functional team. All critical factors involved in an incident are determined through a root cause analysis & investigation and corrective / preventive actions are identified to prevent recurrence. The detailed investigation and root causes identified by cross-functional team are reviewed by Top Management. Learning from incident is further discussed in the daily planning meeting, toolbox talk, safety committee meet, contractor communication meet, etc. to bring awareness and prevent recurrence of incidents. The Company also shares best practices across sites for prevention of injuries / incidents and ensures safety improvements. The Company provides suitable PPEs to all employees, workers and visitors. The Company has also implemented a comprehensive process for Emergency Preparedness, Response and District Crisis Management.

PRINCIPLE 4

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

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

Any individual or group of individuals or institution that adds value to the business chain of the Corporation is identified as a core stakeholder. The Company has mapped the stakeholders i.e. customers, shareholders, employees, suppliers, banks and financial institutions, government and regulatory bodies and the local community and out of these, the Company has identified the disadvantaged, vulnerable and marginalized stakeholders.

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

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Promoter / Shareholders	No	Email, Toll free Number, Annual Report, Results, Announcements, Media Release, Website and Shareholder's Meeting	Quarterly, event based	Keeping the shareholders updated about the state of affairs and resolution of queries and grievances
2	Vendors / Raw material suppliers	No	Periodic Meetings, Emails, Telephonic Conversations, SMS, Notice Board at Plant Levels, E-auction portal, Vendor management Portal	Continual basis	Issues on case-to-case basis
3	Lenders	No	Consortium Meetings, Frequent updates through Emails and reports, One to One Meetings	Continual basis	Update on Key conduct of the Company including financial performance

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
4	Customers / Distribution Companies	No	Periodic Meetings, Emails, Telephonic Conversations, SMS, One to One Meetings	Continual basis	Update on plant operations and schedule, commercial issues,
5	Employees & Management	No	Emails, Telephonic Conversations, One to One Meetings	Continual basis	Issues on case-to-case basis
6	Communities	Yes (a part of community belonging to low income pockets)	Engagement in community and social development activities	Continual basis	Issues on case-to-case basis
7	Media	No	Press Release	On case-to-case basis	On case-to-case basis

PRINCIPLE 5

Businesses should respect and promote human rights

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	Number of employees / workers covered (B)	% (B / A)	Total (C)	Number of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1267	1267	100.00	1277	1277	100.00
Other than permanent	-	-	-	-	-	-
Total Employees	1267	1267	100.00	1277	1277	100.00
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	7012	7012	100.00	6297	6297	100.00
Total Workers	7012	7012	100.00	6297	6297	100.00

- Details of minimum wages paid to employees, in the following format:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Permanent	1267	-	-	1267	100.00	1277	-	-	1277	100.00
Male	1243	-	-	1243	100.00	1259	-	-	1259	100.00
Female	24	-	-	24	100.00	18	-	-	18	100.00

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	7012	6497	92.66	515	7.34	6297	5793	92.00	504	8.00
Male	6986	6473	92.66	513	7.34	6273	5771	92.00	502	8.00
Female	26	24	92.31	2	7.69	24	22	91.67	2	8.33

3. Details of remuneration/salary/wages

a. Median remuneration/wages

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	131.01	1	-
Key Managerial Personnel	2	156.92	1	76.80
Employees other than BoD and KMP	1241	16.58	23	12.94
Workers	6986	1.40	26	2.20

Note: Does not include sitting fees paid to Non-Executive Directors

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	1.27%	0.99%

* Includes Permanent Employees only

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

Yes

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

The employees can also resort to the HRCare Portal to raise their grievances. The Company as a policy, does not employ children or forced labour in any form. We believe in equal opportunities for all and our policies ensure that equal opportunity is provided to all regardless of race, color, religion, sex or disability. We believe in providing a working environment which fosters mutual respect and trust amongst employees which is free from any harassment. An employee who has any human rights issue has to report it to the immediate supervisor and immediate supervisor has to respond or find the solution to the issue. If the matter is not settled or not acceptable to the employee, then the employee can directly contact the redressal committee either in person or via email. The committee then investigates on this matter and gives its report and decision on the matter. The Company has also constituted an Internal Compliance Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. All complaints related to sexual harassment are addressed by the Internal Committee. Further, three member Ethics Committee has also been formulated by the Board under the Whistle Blower Policy / Vigil Mechanism of the Company which addresses all the concerns raised.

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

Category	FY 2024-25			FY 2023-24		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

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

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

Mechanisms to prevent adverse consequences are covered in various Policies such as Whistleblower Policy, Prevention of Sexual Harassment Policy etc. No discrimination, harassment, victimization or any other unfair employment practice like retaliation, threat or intimidation of termination /suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like will be adopted against Whistle Blowers / complainants. In case of any violation of this, the complainant can approach the Chairman of the Audit Committee, who shall investigate into the same and take suitable action which may inter alia include reinstatement of the employee to the same position or to an equivalent position, order for compensation for lost wages, remuneration or any other benefits, etc.

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

Yes, our business agreements require adherence to applicable labour laws and all statutory requirements and all vendors and suppliers are mandated to comply with these principles.

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

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, since no significant risk or concern has arisen.

PRINCIPLE 6

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

1. Details of total energy consumption (in Joules or multiples) and energy intensity.

Parameter	FY 2024-25	FY 2023-24
From Renewable Sources		
Total electricity consumption (A)	3,38,680	21,74,988
Total fuel consumption (B)	29,71,26,632	30,63,46,925
Total energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	29,74,65,312	30,85,21,913
From non-renewable sources		
Total electricity consumption (D)	22,72,365	25,15,720
Total fuel consumption (E)	37,07,56,733	7,65,21,786
Energy consumption through other sources (F)	1,67,456	20,514
Total energy consumed from non-renewable sources (D+E+F)	37,31,96,554	7,90,58,020
Total energy consumed (A+B+C+D+E+F)	67,06,61,866	38,75,79,933
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00	0.00
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00	0.00
Energy intensity in terms of physical output	0.00	0.00
Energy Intensity (optional) – the relevant metric may be selected by the entity	-	-

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, external assessment/evaluation/assurance has not been carried out.

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, Sasan Power Limited (Sasan) and Rosa Power Supply Company Limited (Rosa) are designated consumers under PAT scheme of Government of India. Target provided by Bureau of Energy are achieved by plants at Sasan and Rosa and yet to be completed. PAT is not applicable for other plants.

3. Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kilolitres)

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	7,39,01,555	7,31,33,487
(ii) Groundwater	1,03,460	50,696
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,40,05,015	7,31,84,183
Total volume of water consumption (in kilolitres)	7,39,89,750	7,31,69,183
Water intensity per rupee of turnover (Total Water Consumption / Revenue from operations)	0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00	0.00
Water intensity in terms of physical output	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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, external assessment/evaluation/assurance has not been carried out.

4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2024-25	FY 2023-24
(i) To Surface Water	-	-
- No treatment	-	-
- With treatment	-	-
(ii) To Ground water	-	-
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilolitres)	-	-

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, external assessment/evaluation/assurance has not been carried out.

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

Yes, the Zero-Liquid discharge mechanism has been implemented and followed at all plant sites of Reliance Power Limited. All waste /rejected water is used for dust suppression, plantation, and horticulture after treatment.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT	46602.45	50046.79
SOx	MT	150827.17	164924.34
Particulate matter (PM)	MT	7080.64	8070.98
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify (Carbon Monoxide)	MT	169	169

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

Yes, the AQ assessment has been carried out by NABL accredited labs (Advanced Environmental Testing and Research Lab Private Limited, Ecotech Corporation and M/s Virat Global Lab Private Limited).

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO ₂ e	3,29,65,431	3,29,13,859
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO ₂ e	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/₹	0.00	0.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/₹	0.00	0.00
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e	0.00	0.00
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e	-	-

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e	0.00	0.00
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e	-	-

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, external assessment/evaluation/assurance has not been carried out.

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

The Company has developed a supercritical technology based thermal power plant at Sasan. The project is registered under Clean Development Mechanism. 40 MW solar PV project and 100 MW solar thermal project of Reliance Power Limited, Renewable Energy projects and the same are registered for Clean Development Mechanism with United Nations Framework Convention on Climate Change.

Extensive Plantation/ Bio-Reclamation has been done and planted saplings/plants in current financial year.

Apart from the plantations each location has taken specific energy reduction projects which in turn contribute to reduce Greenhouse Gases emissions throughout their life.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.57	0.62
E-waste (B)	9.68	0.43
Bio-medical waste (C)	0.09	0.07
Construction and demolition waste (D)	-	-
Battery waste (E)	16.6	23.11
Radioactive waste (F)	-	-
Other Hazardous waste (used oils and other chemicals) (G)	355.43	334.35
Other Non-hazardous waste generated (H) (Ash and overburden)	10,36,71,279	14,43,86,522.3
Total (A + B + C + D + E + F + G + H)	10,36,71,661.37	14,43,86,880.88
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.00
Waste intensity in terms of physical output	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	234.11	172.3
(ii) Reused	-	-
(iii) Other recovery operations	0.5	0.5
Total	234.61	172.8
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	11.61	12.53
(ii) Landfilling	-	-
(iii) Other disposal operations	101356792.15	144421018.68
Total	101356803.76	144421031.21

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, external assessment/evaluation/assurance has not been carried out.

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.-

Reliance Power Limited is in the business of generating electricity through thermal and renewable projects and produces electricity. The hazardous waste generated during the O&M activity are waste oil, plastic waste, batteries etc which are recycled through authorized recycling agencies at all locations as per established waste management policy. Other than these there is no involvement of any toxic chemicals in the process of generating electricity.

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:

Not applicable

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

Required EIAs were performed during the project initiation/commissioning stages and no EIAs are required to be performed during the current financial year.

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:

Yes, All the plants of Reliance Power Limited are compliant with applicable environmental laws/regulations and guidelines.

If not, provide details of all such non-compliances, in the following format: Not Applicable

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

PRINCIPLE 7

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

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

Two

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	Association of Power Producers	National
2	Confederation of Indian Industries	National

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

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

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

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

S. No.	Name and brief details of project	SIA Notification Number	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:

S. No.	Name of Project for which R&R is ongoing	State	District	Number of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY 24-25 (In ₹)
1	Moher & Moher Amhlori Extn Opencast Coal Mines-R&R Ongoing process for Moher Village	Madhya Pradesh	Singrauli	1176	85.34%	4,55,000

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

Company has adopted following mechanisms in redressing the grievances of the community:

1. Grievances Register/Box at R&R Colony Public Information Centre/Community Centre:

Community can directly register its complaints which are redressed within 7-15 days. The Company has set-up Public Information Centres (PIC) at both R&R Colonies and Plants' main gate.

2. Weekly Jansunvai by Collector and complaint register in District E-Samiksha Portal:

Project affected people, and people living in the district can approach weekly Jansunvai held on every Tuesday under Chairmanship of District Collector and in attendance of different line departments and company representatives.

3. Complaint register in CM Helpline:

There is a provision of CM Helpline where complaints can be registered

4. Additionally, public consultation and grievance redressal camps are organized at quarterly basis in the villages where representatives of department like CSR, Land/Legal, Environment, Safety, Security etc jointly meet with community members in the camp where grievances are registered and redressed.
5. Frequent meetings (monthly or quarterly) organized with Local Communities and Partner Agencies i.e. NGO for dialogues and monitoring & evaluation of the ongoing & proposed initiatives.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	43.72%	29.25%
Sourced directly from within the district and neighbouring districts	56.30%	41.84%

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

Location	FY 2024-25	FY 2023-24
Rural	86.10%	87.46%
Semi-urban	-	-
Urban	-	-
Metropolitan	13.90%	12.54%

PRINCIPLE 9

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

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

The Company is in the electricity generation business and generated electricity is being supplied to distribution companies of various states. Communication with purchasers of electricity is regularly undertaken as per the requirements of the concerned power purchase agreements.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable. The Company's end product is electricity generation
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services			Not applicable. The Company's end product is electricity generation			
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Category	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

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

Reliance Power Limited ISMS framework is certified for ISO27001:2013 and its objective is to maintain confidentiality, integrity and availability of information assets to ensure business continuity and minimize damage by preventing and minimizing the impact of security incidents to protect the organizations informational assets against all internal, external, deliberated or accidental threats. The policy has been placed on the website at the link https://www.reliancepower.co.in/documents/2181716/2364859/RPower_BRRPolicy.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.

The Company has in place the advanced IT security solutions installed which notifies and prevents any cyber security breach or suspicious activity on real-time basis.

7. Provide the following information relating to data breaches:

- a. No. 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