



SUSTAINABILITY REPORT (2023-2024)

SJVN LIMITED

A Joint Venture of Govt. of India and Govt. of Himachal Pradesh



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ABOUT THE REPORT

This report aims to objectively and fairly present the Environmental, Social, and Governance (ESG) performance of SJVN Limited. It is recommended to read this report in conjunction with the sections on Corporate Governance Report and BRSR Report found in the 2023-24 Annual Report of SJVN Limited.

1.1. Scope & Boundary

This report covers the period from April 1, 2023, to March 31, 2024, unless otherwise specified. The scope has been defined to encompass all of the Company's core business operations, aligning with the content presented in the annual report. This includes 2 office locations (Shimla HO and Delhi) and the 9 projects. However, holding companies and associated entities are excluded from the reporting boundary. The scope of this report will be regularly reviewed to ensure it accurately reflects the material impact of the Company's business activities.

1.2. Reporting Frameworks

The report has been meticulously prepared in alignment with the GRI 2021 Standards, detailing management disclosures and highlighting key sustainability performance metrics. The report also aligns with UN Sustainable Development Goals. The relevant disclosures are in lines with the BRSR format are also included in the report. In the final section, a comprehensive GRI disclosure index is included, along with references for all relevant disclosures to ensure clarity and accessibility.

1.3. Information Source and Reliability Warranty

The text information and cases in this report primarily derive from the Company's statistical data, relevant files, and internal communication documents. Certain data presented in this report is extracted from FY 2023-24 Annual Report of SJVN Limited, while other data is drawn from the Company's internal systems or manual records. The Company has taken due care that this report contains no false record or misleading statement, and bears responsibility for the truth, accuracy, and completeness of its content.



1.4. Report Access and Response

The report is published in both printed and electronic form, and the electronic edition is available on the Company's website <https://sjvn.nic.in/>

1.5. Feedback

SJVN is committed to transparency and values the suggestions and input from its stakeholders. We recognize that every piece of feedback contributes to enhancing our reporting processes and supports our continued progress toward sustainability.

Contact Name: Shri Sushil Sharma

Designation: Chairman and Managing Director

Contact details: 0177-2660075

Email Id: cs.sjvn@sjvn.nic.in

1.6. Collaboration

Our collaboration with CareEdge Analytics and Advisory has been instrumental in navigating our ESG journey to date. Their expertise in ESG Integration and reporting has significantly enhanced our ESG maturity and facilitated deeper integration of ESG principles into our operations. This partnership not only strengthens our commitment to sustainability but also positions us for continued growth and success in our ESG initiatives.

LEADERSHIP REFLECTIONS

2.1 Message from the Chairman and Managing Director

Dear Stakeholder,

It is with immense pride and optimism that we present SJVN's inaugural Sustainability Report for the fiscal year 2023-24. I would like to take a moment to reflect on the journey we have undertaken together. This report marks a significant milestone as we formally highlight our unwavering commitment to sustainable development, responsible business practices, and the creation of lasting value for all our stakeholders.



At SJVN, sustainability is not merely a concept but a guiding philosophy embedded in every aspect of our operations. From clean energy generation to environmental stewardship, we have consistently endeavoured to balance economic growth with the well-being of the communities and ecosystems we serve. This report underscores our resolve to build a resilient future, driven by innovation, inclusivity, and a profound sense of responsibility towards our planet.

As we move forward, our focus remains firmly on expanding our renewable energy portfolio, reducing our carbon footprint, and integrating sustainable practices into every link of our value chain. We understand that this is a continuous journey, and we are committed to learning, adapting, and improving along the way.

This report is both a reflection of our achievements and a roadmap for the future. I extend my heartfelt gratitude to all our employees, partners, and stakeholders whose unwavering support has been instrumental in advancing SJVN's mission. Together, we are shaping a brighter, more sustainable future.

Thank you for your continued trust in SJVN.

COMPANY OVERVIEW

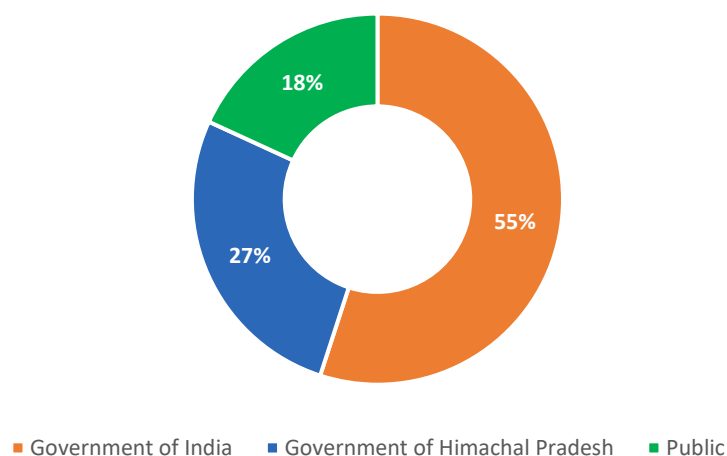
3.1 About SJVN Limited

SJVN Limited, a Navratna CPSE under administrative control of Ministry of Power, Govt. of India, was incorporated on May 24, 1988, as a joint venture of the Government of India (GOI) and the Government of Himachal Pradesh (GOHP). SJVN is now a listed Company having shareholders pattern of 55.00% with Govt. of India, 26.85% with Govt. of Himachal Pradesh and rest of 18.15% with Public. The present paid up capital and authorized capital of SJVN is Rs. 3,929.80 Crore and Rs. 7,000 Crore respectively. The Net Worth as on 31.03.2024 is Rs. 14030.28 Crore.

Beginning with a single project and single State operation (i.e. India's largest 1500 MW Nathpa Jhakri Hydro Power Station in Himachal Pradesh), the Company has commissioned fourteen projects totalling 2467 MW of installed capacity and 123 km Transmission Line. SJVN is presently implementing or operating power projects in Himachal Pradesh, Uttarakhand, Bihar, Maharashtra, Uttar Pradesh, Punjab, Gujarat, Arunachal Pradesh, Rajasthan, Assam, Odisha, Mizoram and Madhya Pradesh in India besides neighbouring country of Nepal.

SJVN aims to be a 25000 MW company by 2030 and 50000 MW company by 2040. **Presently, total project portfolio of SJVN is 56,803 MW, out of which 2,467 MW is under operation, 4,836 MW is under Construction, 16,158 MW is under Pre-construction and S&I stage and 33,342 MW capacity Projects are under allotment.**

Shareholding Pattern



3.2 Our Vision and Mission



VISION

To be best-in-class Indian Power Company globally admired for developing affordable clean power and sustainable value to all stake holders.



MISSION

To drive socio-economic growth and optimize shareholders and stakeholders' interest by:

- Developing and operating projects in cost effective and socio-environment friendly manner.
- Nurturing human resources talent with care.
- Adopting innovative practices for technological excellence.
- Focusing on continuous growth and diversification.

3.3 Key Portfolio

Sr. No.	Name of Plant / Office	State	Capacity (MW)
1	Shimla Head Office	Himachal Pradesh	-
2	Delhi Office	Delhi	-
3	Nathpa Jhakri HPS	Himachal Pradesh	1500
4	Rampur HPS	Himachal Pradesh	412
5	Naitwar Mori HPS	Uttarakhand	60
6	Luhri HEP	Himachal Pradesh	210
7	Dhulasidh HEP	Himachal Pradesh	66
8	Sunni Dam HEP	Himachal Pradesh	382
9	Sadla Wind Power Plant	Gujarat	50
10	Khirvire Wind Power Plant	Maharashtra	47.6
11	Charanka Solar PV Plant	Gujarat	5.6

3.4 Memberships and Associations

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	CIGRE (International Council on Large Electric Systems)	National
2	CBIP (Central Board of Irrigation and Power)	National
3	ISRMTT (Indian Society for Rock Mechanics and Tunnelling Technology)	National
4	SCOPE (Standing Conference of Public Enterprises), Central Government Public Enterprises	National
5	HPPF (HP Power Producer's Forum)	National
6	Tunneling Association of India	National
7	ASSOCHAM	National
8	Power HR Forum	National
9	INCOLD (International Conference on Large Dams)	National
10	Power Foundation	National

3.5 Awards and Achievements

SJVN has been recognized with several prestigious awards for its contributions to the energy sector, sustainability, and community development. These accolades highlight the company's commitment to operational excellence, environmental stewardship, and social responsibility across its projects.



SJVN won 'SCOPE Excellence Award in Institutional Category II' and 'SCOPE Meritorious Award for Corporate Social Responsibility & Responsiveness' on 18th January, 2024



SJVN certified as Great Place To Work by Great Place To Work, India on 12th January, 2024



SJVN conferred with 23rd Annual Greentech Environment Award 2023 under category of Environment Excellence. SJVN has also been bestowed with 10th Annual Greentech CSR Award in Healthcare Promotion Category on 24th November, 2023



SJVN conferred with '2nd Annual Greentech Quality & Innovation Award 2023' under the category of Quality Improvement on 22nd August, 2023

SJVN awarded Anti-Bribery Management System certification by Bureau of Indian Standards on 13th September, 2023



SJVN awarded with prestigious IEI Industry Excellence Silver Award 2023 by Institution of Engineers India.



SJVN awarded with prestigious 'RE Developer of Year for Rajasthan Silver Award' in PSU category during Rajasthan Annual Solar Award 2023.



SJVN conferred with first prize of 'NTPC Rajbhasha Shield 2023.'



SJVN awarded prestigious Developer of the Year Platinum Award in Solar Sector under PSU category by EQ International.



SJVN conferred with First prize in prestigious Swachhta Pakhwada Award 2023 by Ministry of Power, Govt. of India.



SJVN won two prestigious awards at 14 CIDC Vishwakarma Awards 2023. The 'Achievement Award for Creating Social Development and Impact has been conferred in recognition to the exceptional organizational efforts in the field of Corporate Social Responsibility.

ESG HIGHLIGHTS OF THE YEAR



17% Y-o-Y reduction in total energy consumption	86,902 GJ Renewable Electricity Consumption	16% Y-o-Y reduction in Scope 1 & Scope 2 Emissions
19% Y-o-Y reduction in total water withdrawal	Wildlife & Biodiversity Management Plan	Ambient Air & Water Quality Study



ISO 45001:2018 Occupational Health & Safety Management System	54520 Total Training Hours	Rs. 13.4 Cr Total Training Spend
100% Employees & Workers are part of Association or Union	Rs. 18.6 Cr Spent on Wellbeing of Employees	ZERO Safety-related incidents
Rs. 46.0 Cr CSR Spend	Rs. 237.7 Cr Total Procurement Spend	576 MSME Suppliers



50% Independent Director Composition	ISO 31000:2018 Risk Management System	ISO 37001:2016 Anti-Bribery Management System
ZERO Whistle Blower Incidents	ZERO Cyber-attack incidents	Crisis & Disaster Management Plan

OUR APPROACH TO SUSTAINABILITY

5.1 Stakeholder Engagement

Stakeholder engagement is a crucial process that involves identifying and actively involving a diverse array of parties impacted by the project, including local communities, government agencies, contractors, and environmental organizations.

Effective engagement begins with the creation of comprehensive communication plans aimed at sharing project updates and gathering valuable feedback. This is accomplished through a variety of channels, such as public meetings, newsletters, and online platforms, ensuring that stakeholders remain well-informed and that their voices are acknowledged. The following stakeholders have been identified:

Stakeholder Group	Channels of Communication	Frequency of Engagement	Purpose and scope of engagement
Investors / Shareholders	Annual Report, Annual General Meeting, Board Meeting, Press Releases, Newsletter, etc.	Annually	Financial and non-financial performance, sustainability strategy, roadmap, and thematic feedback.
Employees and Workers	Emails, Direct Communication, CMD Message, Samwad, Intranet	Continuously	Career development and growth, employee recognition & reward, employee well-being, ethics, culture & value, communication & feedback, diversity, equity, and inclusion, performance appraisal, and workplace health and safety
Value Chain Partners	Email, telephonic conversation, vendor meet, physical interactions	Need Based	Procurement orders, negotiations of terms and prices, quality and specifications, delivery schedule and logistics, payments and invoicing, contractual obligations, product development, ethical standards, business development, sustainable practices, and future-partnership opportunities

<p>Communities</p>	<p>Meetings, local dialogues, emails, letters, telephonic conversations, VADC, etc.</p>	<p>Continuously</p>	<p>Engagement with the stakeholders starts with the moment any requests is received form the community, which is followed by its examination, implementation, execution, monitoring till completion of the project wherever applicable</p>
<p>Implementing Partners</p>	<p>Field Visits, Monthly Reviews, telephonic conversations, regular meetings</p>	<p>Continuously</p>	<p>Project design, implementation, need assessment, project review, monitoring and evaluation, community engagement, and feedback on program improvement, if any</p>

5.2 Materiality Assessment

"Materiality Assessment at SJVN is designed to identify the most significant environmental, social, and governance (ESG) topics that impact our business and stakeholders. This assessment was developed through an in-depth analysis led by senior management, focusing on key issues that align with our strategic objectives and operational priorities. By understanding these material topics, we aim to address the areas where we can create the most value, ensuring that our sustainability initiatives are both relevant and impactful."

5.2.1 Materiality Assessment Approach

SJVN conducted a comprehensive materiality assessment in FY 2022-23, with updates implemented in FY 2023-24, in collaboration with an external service provider to identify and prioritize key sustainability issues that are relevant to the organization. This assessment involved a systematic analysis benchmarked against industry peers and aligned with recognized national and global frameworks such as the GRI, UNSDGs, SASB, UNGC principles and SEBI's BRSR requirements. Additionally, SJVN considered the methodologies used by prominent ESG data & rating providers like MSCI and DJSI to ensure that the material topics were pertinent to investor expectations and sustainability performance benchmarks.


The process included discussions with senior management to finalize the material topics, ensuring alignment with SJVN's strategic objectives and priorities. The identified issues were then prioritized using a materiality matrix, mapping their impact against their importance to the organization. This dynamic approach allows SJVN to regularly review and update its material issues, ensuring responsiveness to changing industry trends and evolving global standards, ultimately guiding its sustainability strategy and decision-making processes effectively.




5.2.2 Identified Material Issues



In the materiality assessment, SJVN identified key issues that are vital to advancing business sustainability and maximizing value for stakeholders. These material topics have been systematically categorized under the Environmental, Social, and Governance (ESG) pillars, highlighting the areas of greatest impact and strategic relevance. This classification enables a focused approach to sustainability, addressing the specific challenges and opportunities within each ESG dimension to drive responsible growth and long-term resilience.

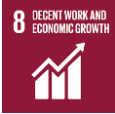



5.2.3 Materiality in Focus

Material Issue	Mitigation Actions	Financial Impact	GRI Alignment	SDG Linkage
Climate Change	Environmental Impact Assessments (EIAs) and Environment Management Plans (EMPs) studies are conducted to ensure sustainable development.	Positive / Negative	GRI 302 to 306	   
Water Management	SJVN addresses water management risks through advanced hydrological modelling, water-efficient technologies, diversified water sources, stakeholder engagement, and improved reservoir management. A 1.3 kW hydro project model at the biodiversity park near Shimla HQ exemplifies these efforts, enhancing water conservation and resilience.	Negative	GRI 303	
Biodiversity	SJVN is committed to preserving biodiversity through a comprehensive Environmental and Social Impact Assessment (ESIA) to evaluate potential impacts on local ecosystems. The company has also made monetary deposits to support the Biodiversity Conservation and Management Plan, which has been developed in collaboration with the State Forest Department. Furthermore, SJVN actively undertakes Corporate Social Responsibility (CSR) initiatives focused on biodiversity conservation, reinforcing its dedication to sustainable environmental stewardship.	Negative	GRI 101 GRI 304	 
Energy Transition	SJVN invested in multiple initiatives like approached to early warning systems, solar lighting, energy-generating roofs, newest energy-efficient LED infrastructure, and the establishment of a pilot project on hydrogen generation at the NJHPS facility.	Positive	GRI 302	  

<p>Occupational Health & Safety</p>	<p>SJVN places a high priority on employee well-being and safety by implementing robust policies and conducting regular risk assessments to proactively identify and mitigate potential hazards. The company ensures the provision of appropriate personal protective equipment (PPE), coupled with comprehensive safety training programs that equip employees to handle risks effectively. Routine inspections, well-structured emergency response plans, and clear, open communication channels further strengthen SJVN's commitment to maintaining a secure workplace.</p>	<p>Negative</p>	<p>GRI 403</p>	
<p>Human Rights & Labour Conditions</p>	<p>At SJVN, compliance with human rights is overseen by the respective heads at each project, station, and office, while Corporate HR (IR & Welfare Section) ensures adherence at the Corporate Centre. Any grievances related to violations of SJVN's Human Rights Policy are directed to Corporate HR for resolution. Additionally, the Internal Complaints Committee (ICC) is established across all locations and projects to uphold and monitor the implementation of POSH policies, addressing concerns and ensuring a safe, respectful workplace for all employees.</p>	<p>Negative</p>	<p>GRI 2 GRI 400 series</p>	
<p>Community Development</p>	<p>SJVN has implemented community development initiatives that focuses on improving healthcare and hygiene, advancing education and skill development, and empowering vulnerable communities to reduce social disparities. To further mitigate inequalities, SJVN promotes gender equality and strengthens infrastructure and community development. The company also works to preserve culture, heritage, and sports, ensuring these elements remain integral to community identity. Additionally, SJVN focuses on sustainable development and slum area improvement, while providing rapid assistance during natural disasters to minimize their impact on affected communities.</p>	<p>Positive</p>	<p>GRI 413</p>	

<p>Stakeholder Engagement</p>	<p>SJVN actively engages with key stakeholders, including investors and shareholders, employees and workers, value chain partners, and the communities in which it operates. The company maintains regular communication with investors to ensure alignment with its long-term business objectives and ESG goals, while implementing training programs and safety initiatives for employees to foster a motivated and skilled workforce. By collaborating with value chain partners, SJVN ensures responsible sourcing and operational efficiency. Additionally, the company supports local communities through CSR initiatives, contributing to socio-economic development and minimizing environmental impacts.</p>	<p>Positive</p>	<p>GRI 2-29 GRI 2-30</p>	
<p>Rehabilitation & Resettlement</p>	<p>SJVN implements Rehabilitation and Resettlement (R&R) measures for Project Affected Families (PAFs) by investing in the socio-economic development of communities, aiming to minimize negative impacts and enhance positive outcomes. The R&R plan is based on findings from a socio-economic survey conducted by an independent expert agency. During the implementation phase, an external agency regularly monitors the process to ensure that benefits are delivered promptly. Following implementation, a social impact evaluation is conducted to assess both the tangible and intangible benefits gained. Additionally, SJVN sets up a Project Information Centre at the project level to maintain continuous communication with the community.</p>	<p>Negative</p>	<p>GRI 413</p>	 
<p>Business Ethics & Transparency</p>	<p>SJVN has achieved the Anti-Bribery Management System Certification from the Bureau of Indian Standards, following the successful implementation of ISO 37001:2016 standards. The company has established a robust Integrity Pact aimed at preventing corruption and promoting transparency across its operations. Additionally, SJVN is committed to ensuring full compliance with all legal, statutory, and regulatory requirements, reinforcing its dedication to ethical business practices and integrity.</p>	<p>Negative</p>	<p>GRI 205 to 207 GRI 415</p>	

<p>Risk Management</p>	<p>The company has achieved ISO 31000:2018 certification, demonstrating its commitment to a robust Risk Management System. In line with this certification, a comprehensive Risk Management framework has been established to effectively identify, assess, and manage potential risks.</p>	<p>Negative</p>	<p>GRI 201</p>	
<p>Regulatory Compliance</p>	<p>SJVN is fully compliant with the Corporate Governance requirements outlined by SEBI (Listing Obligations and Disclosure Requirements) Regulations and the guidelines issued by the Department of Public Enterprises (DPE), Government of India. The company consistently achieves an 'Excellent' rating for adherence to the 'DPE Guidelines on Corporate Governance,' as per the grading system prescribed by DPE. Additionally, SJVN strictly adheres to environmental regulations across all its operational locations. Regular environmental monitoring is conducted at all SJVN projects, with six-monthly compliance reports on Environment Clearance submitted to the Ministry of Environment, Forest and Climate Change (MoEF&CC) and other relevant authorities.</p>	<p>Positive / Negative</p>	<p>GRI 2-27</p>	

5.2.4 Way Forward

SJVN is set to undertake a double materiality assessment in the upcoming fiscal year 2024-25. This approach will enable the company to assess both the financial implications of sustainability issues on its business and the impact of its operations on the environment, society, and broader stakeholders. By integrating both financial materiality and impact materiality, SJVN aims to align its strategic decision-making with evolving market expectations, regulatory requirements, and stakeholder concerns, ultimately driving more sustainable and resilient growth.

5.3 ESG Impact Plan

SJVN acknowledges the profound financial and economic implications of environmental, social, and governance (ESG) risks. We are dedicated to ensuring that our actions are driven by the goal of contributing positively to society while fostering long-term value creation for all stakeholders. By prioritizing sustainability across all business operations, we aim to cultivate a resilient and sustainable economy. Our Sustainability Framework serves as a guiding compass on our journey toward a sustainable future. It articulates our ambitions, establishes clear targets, and outlines monitoring strategies, providing a comprehensive roadmap for our initiatives.

Our Commitments:

- Ensure adherence to all relevant laws and regulations in every location where we operate
- Adopt sustainable business practices throughout various projects & different segments of the organization
- Creating and executing technologies and strategies aimed at minimizing water consumption and waste generation, while also seeking further opportunities to reuse, recycle, and upcycle materials in support of a circular economy
- Ensure that employees and communities have a safe work environment and living conditions
- Enhancing the skills and competencies of employees through a diverse array of training and development programs and activities
- Safeguard human rights in all our operations and conduct business in an ethical and responsible way

We are committed to approaching this journey with intention and resolve, making sure that our actions are in complete harmony with our vision for a brighter and more sustainable future.

ENVIRONMENT

SJVN is committed to minimizing the environmental impact of our activities while promoting sustainable development across all project areas. Our approach focuses on responsible resource management, proactive environmental monitoring, and the implementation of practices that reduce pollution and conserve natural resources. By aligning our efforts with national and global environmental standards, we strive to maintain a balance between economic growth and ecological preservation, ensuring a sustainable future for both our business and the communities we serve.

SJVN has implemented the Environment Management System (ISO 14001:2015) at select project sites, ensuring a structured approach to environmental responsibility. This globally recognized standard ensures that environmental risks are systematically managed, helping to minimize adverse impacts and enhance operational efficiency. The company strictly adheres to the policies and guidelines of the Ministry of Environment, Forest and Climate Change (MoEF&CC) to identify and mitigate environmental impacts as part of its project planning. Comprehensive Environmental Impact Assessment (CEIA) studies, conducted by reputed organizations and NABET-accredited consultants, thoroughly address all environmental concerns. Based on the findings, detailed Management Plans are created, and appropriate measures are implemented to mitigate any adverse environmental and ecological impacts during both the construction and operational phases. To support these efforts, SJVN has established a dedicated Corporate Environment Department at its headquarters, with Environment Officers assigned to various project locations for effective oversight.

SJVN aligns with the "Mission Life" initiative launched by the MoEF&CC and is dedicated to achieving its goals. The company is committed to conserving energy and water, reducing waste, including e-waste and plastic waste, eliminating single-use plastics, and promoting healthy lifestyle choices among employees.

At the Shimla Head Office, SJVN monitors air, water, soil, and noise bi-monthly to ensure compliance with permissible limits. This initiative enables quick action to reduce pollution and improve environmental quality, safeguarding ecosystems and promoting well-being. Our commitment to rigorous monitoring supports a healthier environment and reinforces our dedication to sustainable practices that benefit both the community and nature.

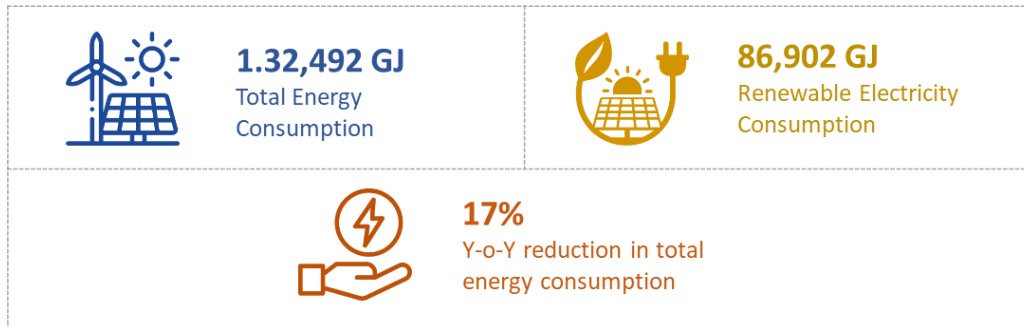
Regular monitoring and testing of air quality, water, and noise levels are conducted in and around all project areas to ensure compliance with environmental standards. These assessments are carried out



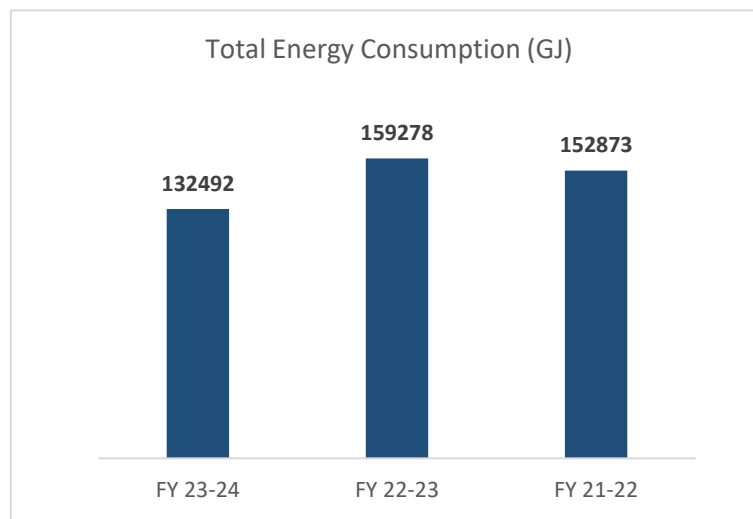
on a regular basis to confirm that all parameters remain within the permissible limits set by regulatory authorities. To maintain transparency and accountability, detailed reports of these tests are submitted to the Ministry as part of the six-monthly compliance requirements, ensuring that environmental performance is consistently monitored and aligned with legal obligations.

SJVN observed World Environment Day on June 5, 2023, and organized a "Swachhta Pakhwa" in October 2023. During these events, participants took pledges for environmental protection and engaged in discussions on various environmental topics. Activities included slogan-writing, drawing, photography contests, and awareness programs, along with screenings of environmental awareness films. Additionally, large-scale plantation drives were conducted to raise awareness about environmental issues and foster a sense of responsibility and stewardship toward our planet.

6.1 Energy Management



Energy management is a cornerstone of SJVN’s commitment to sustainable development, reflecting its strategic focus on operational excellence and environmental responsibility. Through a comprehensive approach to energy efficiency and resource optimization, SJVN aims to significantly reduce its carbon footprint while ensuring cost-effective and reliable power generation. By integrating innovative technologies, adopting global best practices, and enhancing renewable energy capacity, the company is leading the charge in India's transition to clean energy. SJVN’s energy management initiatives contribute to reducing greenhouse gas emissions while supporting the company's long-term sustainability objectives, positioning it as a key player in advancing India’s clean energy future.



	Fuel Consumption (GJ)	Electricity Consumption (GJ)	Total Energy Consumption (GJ)
FY 23-24	16449	116043	132492
FY 22-23	14349	144929	159278
FY 21-22	17801	135072	152873

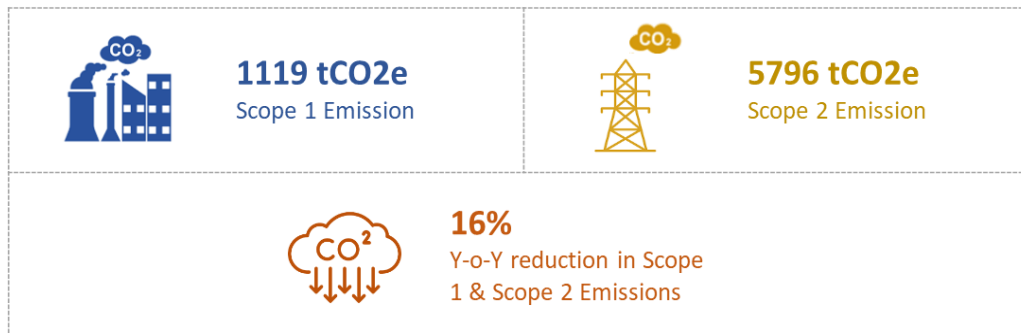
Total Electricity Consumption (GJ)		
	Renewable Sources (GJ)	Non-renewable sources (GJ)
FY 23-24	86902	29141
FY 22-23	108410	36519
FY 21-22	98251	36821

Effective energy management is essential for operational efficiency and advancing sustainability goals, as reflected in the energy consumption trends from FY 21-22 to FY 23-24. Over this period, total energy consumption showed a steady decline, reaching 132,492 GJ in FY 23-24. This total includes 16,449 GJ from fuel and 116,043 GJ from electricity, marking a significant reduction from the 159,278 GJ consumed in FY 22-23. The overall decrease primarily results from lower electricity usage, while fuel consumption exhibited only a slight increase. This downward trend in energy consumption suggests successful initiatives in energy optimization and efficiency, which not only enhance operational effectiveness but also reinforce the organization's commitment to sustainability by minimizing its environmental footprint.

Efforts to balance electricity consumption between renewable and non-renewable sources are increasingly important for sustainable growth and reducing environmental impact. Over the span of 3 years, there has been a notable shift toward renewable energy sources. In FY 23-24, total electricity consumption amounted to 116,043 GJ, with 86,902 GJ sourced from renewables and 29,141 GJ from non-renewable sources. This marks a decrease from FY 22-23, when total consumption was 144,929 GJ, with renewables contributing 108,410 GJ and non-renewables 36,519 GJ. In FY 21-22, total consumption was 135,072 GJ, with 98,251 GJ from renewables and 36,821 GJ from non-renewables. The increase in renewable energy usage over the years highlights a growing commitment to sustainability, as the organization works to reduce its dependency on non-renewable sources and lower its carbon footprint.

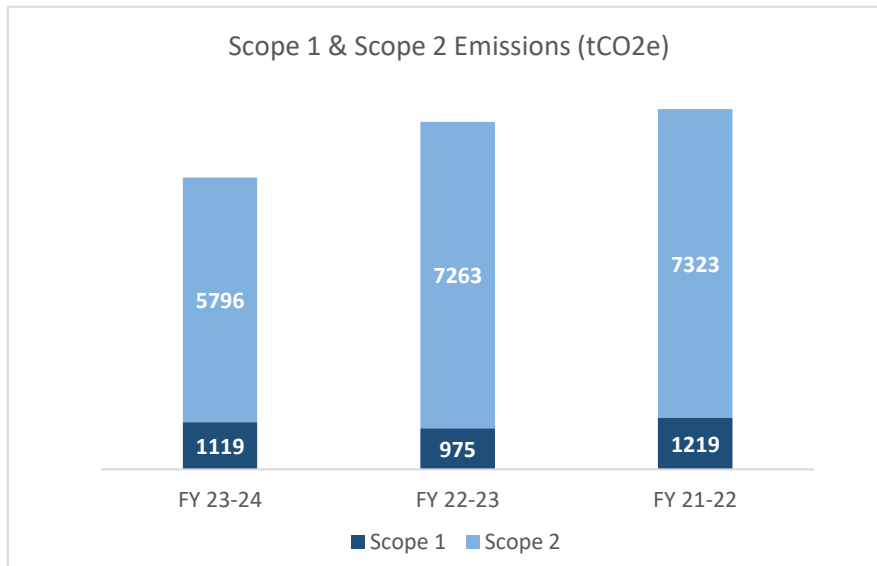
SJVN has made significant strides in clean energy generation with the installation of a 120 kWp On-Grid Solar Power Plant at its corporate headquarters in Shimla, which is successfully operating and contributing to the reduction of greenhouse gas and air pollutant emissions. Additionally, the company has established a 1 MW grid-connected solar power plant near Wadhwa. Both initiatives are instrumental in lowering carbon dioxide emissions and improving local air quality, reinforcing SJVN's commitment to sustainable energy solutions.

6.2 Emissions Management



Effective emissions management is a critical aspect of SJVN’s commitment to sustainable development. As a leading energy company, SJVN recognizes the importance of mitigating its environmental impact by actively monitoring and reducing greenhouse gas (GHG) emissions across its operations. Our emissions management strategy is integrated with our broader sustainability framework, aimed at minimizing the carbon footprint, improving energy efficiency, and supporting India’s transition to a low-carbon economy. Through continuous innovation, adoption of clean technologies, and adherence to regulatory guidelines, SJVN strives to balance operational growth with responsible environmental stewardship.

SJVN actively reports, tracks, and manages its Scope 1 and Scope 2 emissions as part of its commitment to reducing its carbon footprint. **Scope 1** emissions encompass direct greenhouse gas (GHG) emissions from company-owned sources, such as fuel combustion in vehicles, onsite power generation through DGs, refrigerant refills and leakages, etc. The company is focused on identifying and quantifying these emissions to minimize operational impact through energy efficiency and cleaner technologies. **Scope 2** emissions include indirect GHG emissions from the consumption of purchased electricity, steam, or heat. By prioritizing energy optimization and transitioning to renewable energy sources, SJVN aims to reduce these emissions.



	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Total (tCO ₂ e)
FY 23-24	1119	5796	6915
FY 22-23	975	7263	8238
FY 21-22	1219	7323	8543

Tracking greenhouse gas (GHG) emissions over time is essential for understanding an organization's environmental impact and for setting effective reduction targets. The emissions data across 3 fiscal years reflects a downward trend, indicating improvements in emission management. In FY 23-24, total emissions were recorded at 6,915 tCO₂e, comprising 1,119 tCO₂e under Scope 1 (direct emissions) and 5,796 tCO₂e under Scope 2 (indirect emissions from electricity use). This shows a notable reduction from FY 22-23, where emissions totalled 8,238 tCO₂e, with 975 tCO₂e from Scope 1 and 7,263 tCO₂e from Scope 2. Looking back to FY 21-22, emissions were higher, totalled 8,543 tCO₂e, with Scope 1 emissions at 1,219 tCO₂e and Scope 2 at 7,323 tCO₂e. The consistent decline in total emissions highlights a positive shift towards reduced carbon intensity, which could reflect more efficient energy use, a shift in fuel sources, or other emission-reducing measures.

Additionally, more than 80% of the source of electricity to Himachal Pradesh State Electricity Board Limited (HPSEBL) is through hydro- power. This is the source of electricity for 5 of the project sites & HO. This has significantly helped in reduction of Scope 2 emissions.

The Ambient Air Quality Study is conducted by SJVN at all the construction sites to analyse the existing ambient air quality within the study area and compare it with the NAAQ standards specified by CPCB to know about the pollution status of air in and around the project area. To quantify the impact of the construction activities on the ambient air quality at the construction site and its surrounding area, it is necessary to evaluate the existing ambient air quality in those areas.

A 5000-liter capacity Solar Water Heating System has been installed at SJVN's Shimla Head Office, utilizing solar energy to heat water and significantly reducing reliance on fossil fuels. By leveraging this clean energy solution, SJVN has lowered greenhouse gas emissions and eliminated harmful air pollutants such as sulfur dioxide (SO₂) and nitrogen oxides (NO_x), contributing to improved air quality. Additionally, at the Luhri Hydroelectric Project, SJVN has implemented advanced dust control measures, including Anti-Smog Guns (Fog Cannon Dust Suppression Systems), alongside traditional water tankers, to effectively reduce dust emissions and minimize environmental impact.

6.3 Climate Change

Climate change is one of the most pressing global challenges of our time, posing significant risks to ecosystems, economies, and communities. As a responsible energy company, SJVN recognizes the urgent need to address climate change by adopting sustainable practices and reducing its carbon footprint. Our commitment to mitigating climate risks is reflected in our efforts to integrate renewable energy, enhance energy efficiency, and adopt low-carbon technologies across all operations. By aligning with national and global climate goals, SJVN aims to contribute to a more resilient, low-carbon future while ensuring sustainable growth for the company and the communities it serves.

SJVN assesses climate change risks as part of its environmental clearance process for all project sites. Each project undergoes a comprehensive evaluation that includes identifying potential environmental impacts, such as increased vulnerability to extreme weather events, changes in water availability, and ecosystem disruption. These assessments are integral to the Environmental Impact Assessment (EIA) studies conducted for each site, ensuring that climate risks are considered from the planning stage. By incorporating climate resilience into project design and operations, SJVN mitigates adverse environmental impacts and ensures long-term sustainability in alignment with national environmental regulations and global climate objectives.

CLIMATE-RELATED RISKS

Physical Risks

Acute Risk	Chronic Risk
<ul style="list-style-type: none"> ▪ Floods, cyclones, hurricanes, storms, and heatwaves ▪ Impact – Short Term 	<ul style="list-style-type: none"> ▪ Rising temperatures, prolonged droughts, sea-level rise, and shifts in precipitation patterns ▪ Impact – Long Term

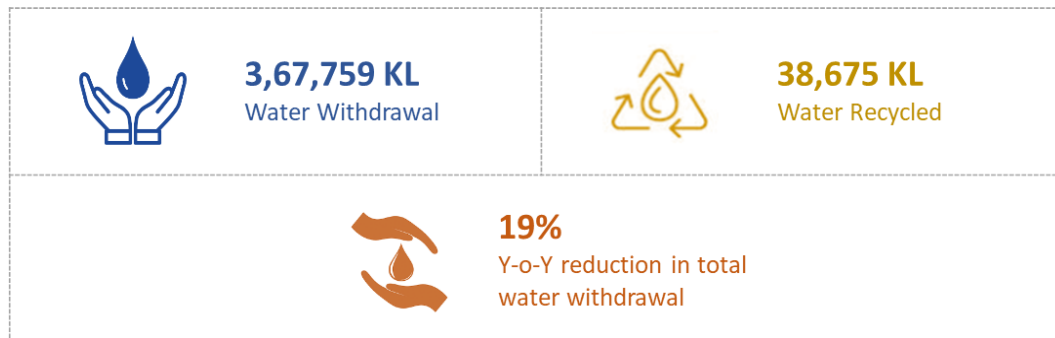
Potential Financial Impact	Mitigation Actions
<ul style="list-style-type: none"> ▪ Increased Operational Costs ▪ Reduced revenue from decreased production capacity ▪ Increased insurance premiums and potential for reduced availability of insurance on assets in "high-risk" locations ▪ Capital Expenditure for Resilient Infrastructure ▪ Project Delays and Increased Financing Costs 	<ul style="list-style-type: none"> ▪ Diversification of energy sources ▪ Climate-resilient infrastructure to withstand extreme weather events ▪ Implementation of efficient water resource management techniques to adapt to fluctuations in water availability ▪ Periodic climate risk assessments to identify vulnerabilities in existing projects and develop adaptive strategies

Transitional Risks

Policy and Legal Risk	Technology Risk
<ul style="list-style-type: none"> ▪ Changes in regulations or policies related to renewable energy, emissions standards, or energy pricing ▪ Impact – Short & Medium Term 	<ul style="list-style-type: none"> ▪ Technological improvements or innovations that support the transition to lower-carbon ▪ Impact – Medium Term
Market Risk	Reputation Risk
<ul style="list-style-type: none"> ▪ Fluctuations in energy prices and shifts towards decentralized energy solutions ▪ Impact – Medium Term 	<ul style="list-style-type: none"> ▪ Environmental concerns, operational failures, stigmatisation of conventional generation, increased stakeholder concern ▪ Impact – Medium Term

Potential Financial Impact	Mitigation Actions
<ul style="list-style-type: none"> ▪ Increased compliance costs ▪ Investment in new low-carbon technologies can strain financial resources and impact cash flow ▪ Changes in consumer preferences for renewable energy sources can reduce revenues from some existing projects ▪ Reputational damage can affect investor confidence and potentially increase the cost of capital 	<ul style="list-style-type: none"> ▪ Actively engages in industry associations and forums to advocate for policy changes and influence the hydro and renewable energy sector ▪ Capital investment in renewable energy projects ▪ R&D expenditures in new and alternative technologies ▪ Diversification of energy portfolio to cater changing market demands ▪ Community and stakeholder engagement

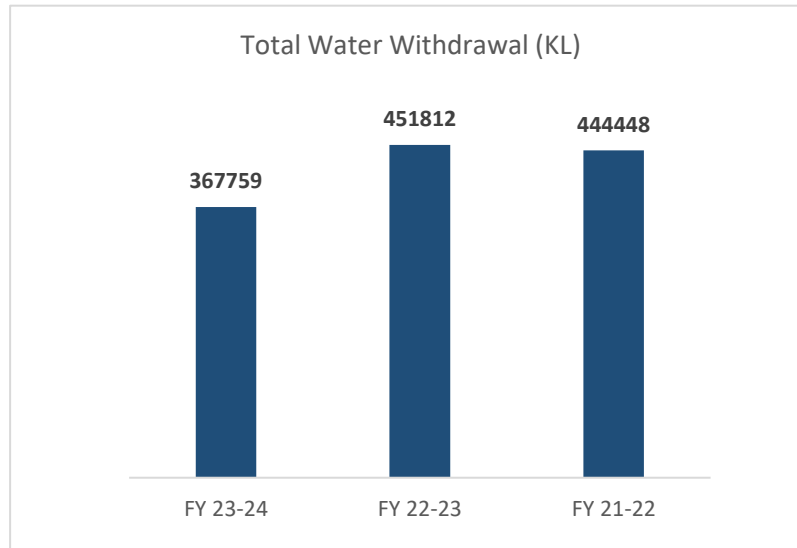
6.4 Water Stewardship



Water management is a fundamental aspect of SJVN's commitment to sustainability and environmental stewardship. Understanding the importance of water for energy production and community welfare, SJVN focuses on responsible usage and conservation across its operations. The company implements innovative practices such as rainwater harvesting and wastewater recycling to minimize consumption and enhance water quality. By prioritizing sustainable water management, SJVN not only reduces its environmental impact but also supports the resilience of local ecosystems and communities, reinforcing its role as a responsible corporate citizen.

SJVN conducts a Water Quality Study which is crucial for preparing the Environmental Impact Assessment (EIA) and identifying critical issues that may arise, enabling the suggestion of effective mitigation measures for implementation. This study aims to assess the water quality characteristics of key parameters and predict the potential impacts of excavation and related activities on water quality, ensuring informed decision-making for environmental protection and sustainability. For all the sites, a comprehensive study of selected water quality parameters for both groundwater and surface water resources within a specific radius of the study area is conducted to assess the water environment and evaluate the anticipated impacts of construction activities.

None of SJVN's site is in Water Stress zone as per CWGB Water Assessment Report, 2022.



Water conservation is a crucial aspect of sustainable operations, with efficient water management playing a significant role in minimizing environmental impact. The water withdrawal data from FY 21-22 to FY 23-24 reveals a positive downward trend, highlighting progress toward reduced water usage. In FY 23-24, water withdrawal totalled 367,759 KL, a notable decrease from 451,812 KL in FY 22-23 and 444,448 KL in FY 21-22. Additionally, 38,675 KL of water was recycled, further supporting conservation efforts. This consistent reduction indicates that effective water management practices, including water recycling, process optimization, and infrastructure improvements, are helping the organization achieve its sustainability goals by reducing resource consumption and enhancing environmental stewardship.

SJVN has installed a Sewage Treatment Plant (STP) with a capacity of 90 KLD and a Water Treatment Plant (WTP) with a capacity of 50,000 litres at its Shimla Head Office. Both facilities employ advanced preliminary and secondary treatment processes, ensuring efficient management of wastewater. The STP and WTP play a crucial role in controlling water pollution by effectively treating wastewater and purifying drinking water, respectively.

A Sewage Treatment Plant (STP) with a capacity of 400 KLD, utilizing SBR (Sequencing Batch Reactor) technology, is operational at the Rampur Hydro Power Station (HPS). This facility effectively treats wastewater, playing a crucial role in controlling water pollution in the area. The monitoring of the STP is conducted by the Himachal Pradesh State Pollution Control Board (HPSPCB), which has reported no discharge of pollutants, demonstrating the plant's compliance with environmental standards and its commitment to maintaining a clean and healthy ecosystem.

SJVN has implemented several Sewage Treatment Plants (STPs) at the NJHPS township, office complex, and Jeori to combat water pollution. The facilities include two STPs with a capacity of 250

KLD each, one STP of 25 KLD, and another of 75 KLD. These plants treat wastewater by effectively removing contaminants such as pathogens, organic matter, and pollutants. The resulting clean water is repurposed for various uses, significantly reducing water pollution and safeguarding public health by minimizing the spread of waterborne diseases. Additionally, this initiative helps preserve valuable natural water resources, reinforcing SJVN's commitment to sustainable water management.

At NMHPS, landslide-prone zones have been identified, and necessary measures have been implemented to prevent landslides and erosion as part of the reservoir rim treatment plan. Retaining walls have been constructed to stabilize the slopes on both banks, reducing the risk of soil erosion. Additionally, suitable tree species have been planted to further reinforce the slopes. This integrated approach helps stabilize the reservoir banks, preventing soil erosion and reducing the runoff of pollutants into the water, contributing to better environmental management and water quality preservation.

6.5 Waste Management



SJVN is dedicated to advancing sustainability through effective waste management practices that prioritize environmental protection and community well-being. The company recognizes that managing waste is crucial for minimizing ecological footprints and fostering a cleaner environment. To achieve this, SJVN employs a range of innovative strategies, including waste reduction, recycling, and responsible disposal, ensuring that all waste is handled efficiently and sustainably. Initiatives such as composting, waste-to-energy projects, and collaboration with authorized vendors are central to SJVN's approach, promoting resource efficiency and supporting a circular economy. By embedding these practices into its operations, SJVN addresses waste-related challenges while enhancing ecosystem health and fostering thriving communities.

SJVN has implemented a comprehensive buy-back policy for e-waste and battery waste, partnering with authorized vendors to ensure safe disposal and appropriate recycling of these products at the end of their lifecycle. The company has established specific procedures and guidelines for the effective handling and management of hazardous, chemical, and toxic waste. This includes protocols for storage, transportation, treatment, and disposal, ensuring strict compliance with regulatory norms and environmental standards. Additionally, SJVN has procured bio composters and plastic waste baling machines to manage solid waste from project-affected villages and project colonies.

	Total Waste Generated (MT)
FY 23-24	91
FY 22-23	1310
FY 21-22	125

Waste management is essential for sustainable operations, as it directly impacts environmental footprint and resource efficiency. The waste generation data from FY 21-22 to FY 23-24 highlights significant fluctuations, with an increase in FY 22-23 largely due to construction and demolition activities. In FY 21-22, total waste generated was 125 metric tons (MT), which surged to 1,310 MT in FY 22-23 as construction projects led to higher waste output. However, in FY 23-24, waste generation



dropped substantially to 91 MT, reflecting a return to regular operational levels and likely an improvement in waste management practices. This data underscores the organization's efforts to minimize waste, supporting both operational efficiency and environmental sustainability goals.

At the Rampur Hydro Power Station (RHPS), a new automatic organic waste converter with a capacity of 1,000 KG per day has been installed, complementing the existing 25 KG per day converter. This upgrade significantly enhances the facility's capacity to manage organic waste. Additionally, compost pits are utilized to produce organic compost. At the Shimla Head Office, a bio-composter with a capacity of 250 kg per day has been set up to convert kitchen wastes such as vegetables, fruits etc. into compost which can be used to condition the soil. This initiative underscore SJVN's commitment to reducing waste and promoting environmentally friendly practices in waste management.

For the construction of guest house and auditorium at Shimla Head Office, AAC blocks are being used. Autoclaved aerated concrete (AAC) is a derivative of fly ash that is combined with cement, lime and water as an aerating agent. AAC blocks are non-toxic and made from industrial waste that significantly help in reducing air pollution.

The company is actively engaged in the ongoing process of monitoring and quantifying data across all project sites, ensuring comprehensive and accurate tracking of operational metrics. This initiative underscores a commitment to data-driven decision-making and enhances the organization's ability to optimize performance, manage resources effectively, and support sustainability goals.

6.6 Biodiversity

SJVN recognizes the vital role biodiversity plays in maintaining ecological balance and enhancing the resilience of the environment in which it operates. Through proactive measures such as habitat restoration, afforestation, and the protection of local flora and fauna, the company strives to mitigate the environmental impact of its projects. By integrating biodiversity preservation into its operations, SJVN ensures that its developmental activities contribute to both sustainable progress and the protection of natural ecosystems for future generations.

SJVN has a Wildlife and Biodiversity Management plan to sustainably use of natural resources, which involves scientific management of natural wealth vis-à-vis developmental activities, is likely to affect these resources. The objectives of the Wildlife and Biodiversity Management Plan include the maintenance of ecological balance through the preservation and restoration of areas disturbed by project development activities. The plan emphasizes the conservation and protection of natural habitats within the catchment area, as well as the rehabilitation of critical species, including endangered, rare, and threatened species, with provisions for both in-situ and ex-situ conservation of important plant and animal species. It aims to mitigate and control biotic and abiotic pressures induced by the project that may impact natural habitats. Additionally, the plan focuses on enhancing habitats in the project catchment area through afforestation and soil conservation measures. A key component is to raise awareness about conservation efforts and promote public participation while minimizing human-wildlife conflicts.



Plantation of saplings at SJVN Corporate Headquarters – Shakti Sadan as part of the beautification drive of the office complex on 10th April 2023

Greenbelt development plays a vital role in controlling pollution by acting as a natural barrier against environmental pollutants. Trees and vegetation in greenbelts absorb harmful gases such as carbon dioxide (CO₂), nitrogen oxides (NO_x), and sulfur dioxide (SO₂), significantly improving air quality and reducing risks to respiratory health. In addition, greenbelts effectively mitigate noise pollution by serving as sound buffers, particularly in urban settings. At NMHPS, a variety of tree and grass species, including jackaranda, gulmohar, alstonia, silver oak, kachnar, deodar, pomegranate, and local bamboo, have been planted at strategic locations in consultation with the State Forest Department. These efforts not only enhance the project's ecological balance but also contribute to a healthier, more sustainable environment.

At the Shimla Head Office, plantation drives were organized in celebration of World Environment Day and Swachhta Pakhwada, during which numerous saplings were planted and distributed to employees, fostering environmental awareness and participation.

6.7 Materials Management

SJVN currently procures materials under the management and responsibility of its contractors. However, to strengthen oversight and improve reporting accuracy, SJVN plans to enhance its materials monitoring system in the coming year. This initiative will involve closer tracking of materials procurement processes, aligning with best practices to ensure greater transparency and control over supply chain activities. By introducing these improvements, SJVN aims to establish a more robust reporting framework that reflects its commitment to responsible sourcing and sustainable resource management.

SOCIAL

SJVN is dedicated to fostering positive social impacts and enhancing the quality of life for the communities in which it operates. The company recognizes that its success is closely linked to the well-being of stakeholders, including local residents, employees, and partners. Through targeted initiatives in community engagement, education, health, and livelihoods, SJVN seeks to empower individuals and promote inclusive development. By emphasizing transparency, collaboration, and social responsibility, the organization aims to create lasting benefits for society while ensuring that its operations contribute to a sustainable and equitable future for all.

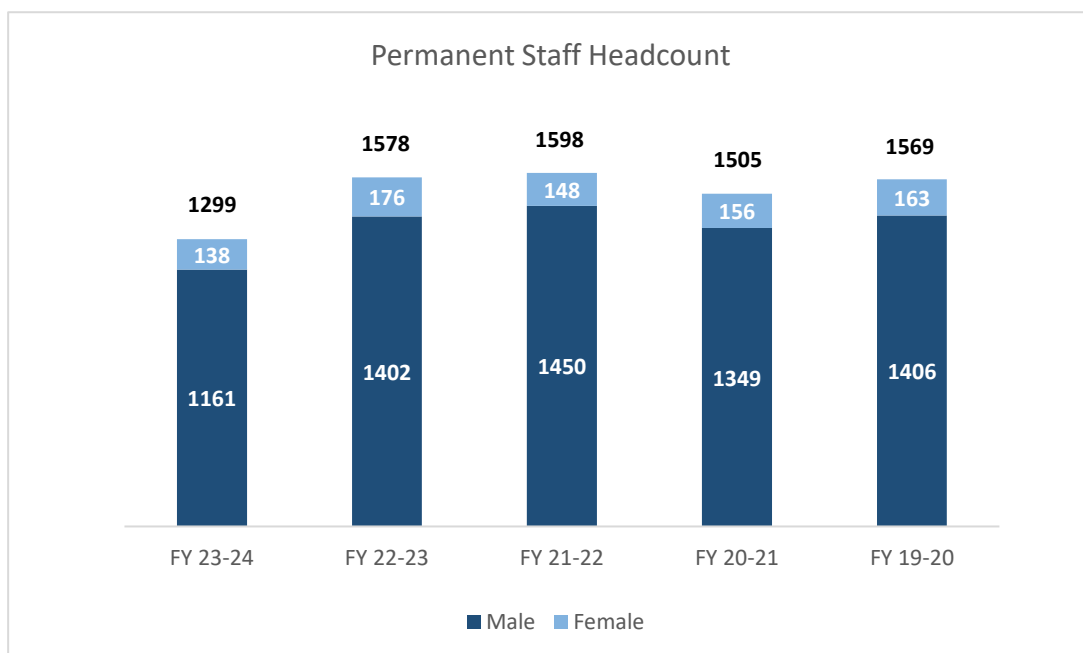
7.1 Human Capital

At SJVN, human capital is the cornerstone of progress and innovation in the energy sector. With a workforce spanning multiple age groups, from early-career professionals to seasoned experts, the organization leverages demographic diversity to foster creativity, resilience, and stability. Recognizing that attracting and retaining top talent is essential to its mission, SJVN is committed to creating an environment where employees feel valued and motivated to excel. Through strategic talent acquisition and retention strategies — including career development programs, wellness initiatives, and a culture of inclusivity — SJVN nurtures a workforce diverse in skills, experience, and perspectives, positioning it at the forefront of sustainable development in the renewable energy landscape.

7.1.1 Workforce Demographics

SJVN's workforce demographics reflect its commitment to fostering a diverse and inclusive workplace. The organization prioritizes creating an environment where employees from varied backgrounds contribute to the company's growth and success. SJVN's workforce includes individuals across different age groups, genders, and skill sets, aligning with its commitment to equal opportunity. Through strategic recruitment and retention initiatives, SJVN maintains a balanced representation of technical and managerial talent, enabling it to effectively manage its operations and support sustainable development goals. The company's approach to workforce demographics supports a culture of collaboration, innovation, and continuous improvement.

SJVN's workforce is structured to support both operational efficiency and strategic growth, comprising a mix of permanent employees and workers, as well as non-permanent staff. The permanent workforce is categorized into management and non-management roles, ensuring a clear hierarchy and diverse expertise across operational and administrative functions. In addition to permanent staff, SJVN engages non-permanent employees and workers, providing flexibility in managing workforce needs based on project demands. This blend of permanent and non-permanent personnel enables SJVN to maintain a dynamic and responsive workforce, aligned with its long-term goals and adaptable to industry demands.



Permanent Staff Headcount (Category-wise)										
Category	FY 23-24		FY 22-23		FY 21-22		FY 20-21		FY 19-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Management Staff	3	1	5	1	5	1	5	1	4	1
Non-Management Staff	953	108	1075	147	1127	102	1024	116	1021	117
Permanent Workmen	205	29	322	28	318	45	320	39	381	45
Total	1161	138	1402	176	1450	148	1349	156	1406	163

7.1.2 Talent Acquisition and Retention

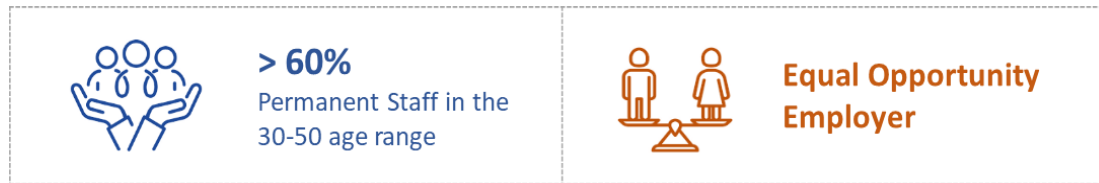
SJVN is committed to fostering a supportive and inclusive workplace that prioritizes the well-being of its employees, especially during significant life events such as parental leave. In FY 24, the company proudly achieved a remarkable 100% return-to-work rate for permanent employees and workers who took parental leave, underscoring its dedication to employee retention and satisfaction. This achievement reflects SJVN's robust talent acquisition strategies and supportive policies that not only attract skilled professionals but also ensure they feel valued and empowered to balance their personal and professional lives. By prioritizing employee retention and creating a nurturing environment, SJVN continues to build a resilient workforce that drives the company's success in the energy sector.

In FY 24, SJVN experienced significant shifts in its workforce, with 34 new permanent staff members joining the organization and 87 permanent staff members departing. The recruitment of new staff signifies a commitment to bringing in fresh talent and perspectives, while the departures may provide opportunities to re-evaluate roles and strengthen skill alignment within teams. These changes underscore SJVN's dynamic approach to workforce management as it adapts to meet future goals and operational demands.

No. of Permanent Staff Hired										
Category	FY 23-24		FY 22-23		FY 21-22		FY 20-21		FY 19-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Management Staff	0	0	0	0	0	0	0	0	0	0
Non-Management Staff	34	0	0	0	3	0	12	0	59	4
Permanent Workmen	0	0	0	0	0	0	0	0	0	0
Total	34	0	0	0	3	0	12	0	59	4

No. of Permanent Staff who left the Organization										
Category	FY 23-24		FY 22-23		FY 21-22		FY 20-21		FY 19-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Management Staff	2	0	0	0	0	0	1	0	1	0
Non-Management Staff	44	3	39	2	50	3	46	2	51	1
Permanent Workmen	36	2	28	0	32	1	19	3	22	4
Total	82	5	67	2	82	4	66	5	74	5

7.2 Diversity and Inclusion

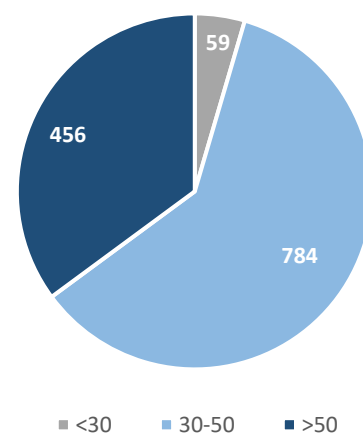


SJVN is committed to fostering diversity and inclusion within its workforce, recognizing that varied backgrounds enhance creativity and innovation. The company values the unique perspectives brought by individuals of different genders, ethnicities, ages, and abilities, ensuring that all employees feel respected and valued. SJVN actively promotes equitable opportunities for career advancement and development, creating a workplace where everyone can thrive. Through these efforts, SJVN aims to reflect the diverse communities it serves, driving sustainable growth while enriching its corporate culture.

7.2.1 Diverse Workforce Composition

SJVN highlights a balanced workforce, with a strong presence in the 30-50 age range, totalling 784 permanent staff, which serves as the backbone of the organization. This group represents mid-career professionals who bring a mix of expertise, energy, and stability to drive SJVN's core operations and leadership. Additionally, SJVN benefits from the insights and mentorship provided by 456 permanent staff aged over 50, who contribute their extensive experience to long-term strategic initiatives. Meanwhile, the presence of 59 younger permanent staff under 30 infuses fresh perspectives and a forward-looking approach, especially in digital and innovative projects. This diversity across age groups enables SJVN to blend innovation with experience, ensuring a resilient and adaptable workforce aligned with its growth objectives in the renewable energy sector.

Age-Wise Diversity (FY 23-24)



Age-Wise Diversity (Permanent Staff)										
	FY 23-24		FY 22-23		FY 21-22		FY 20-21		FY 19-20	
Age (in years)	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<30	56	3	157	27	172	11	96	10	131	17
30-50	696	88	728	95	742	92	718	100	722	99
>50	409	47	517	54	536	45	535	46	553	47
Total	1161	138	1402	176	1450	148	1349	156	1406	163

7.2.2 Inclusive Workplace Culture

SJVN is committed to fostering an inclusive workplace that welcomes and supports differently-abled employees and workers. All premises and offices are designed to be fully accessible in accordance with the Rights of Persons with Disabilities Act, 2016, ensuring that individuals with disabilities can navigate the work environment comfortably and effectively. The company strongly advocates for equal opportunities for all, recognizing the critical role that diversity, equity, and inclusion play in creating a positive workplace culture. SJVN upholds the rights of persons with disabilities, ensuring they enjoy equality, live with dignity, and receive the same respect and integrity as all employees. By embracing these values, SJVN strives to empower differently-abled individuals to thrive professionally and contribute meaningfully to the organization's success.

SJVN's "Equal Opportunity Policy" aligns with the provisions outlined in The Rights of Persons with Disabilities Act, 2016, and the accompanying Rights of Persons with Disabilities Rules, 2017, as well as relevant government guidelines aimed at providing necessary accommodations for optimal workplace performance. This policy extends to all SJVN employees with disabilities across three categories: Workman, Supervisor, and Executive, including those on deputation. It encompasses various aspects of employment, including training, working conditions, transfers, employee benefits, and career advancement opportunities. SJVN is dedicated to fostering a non-discriminatory and inclusive work environment that promotes a robust career development trajectory for individuals with disabilities, as well as those who may acquire disabilities during their employment. By prioritizing inclusivity, SJVN aims to empower all employees to thrive and succeed in their professional journeys.

Permanent Differently-abled Staff										
	FY 23-24		FY 22-23		FY 21-22		FY 20-21		FY 19-20	
Age (in years)	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employees (Executives + Supervisors)	19	3	31	5	17	3	16	3	16	4
Workers	7	1	9	1	8	1	8	1	8	1
Total	26	4	40	6	25	4	24	4	24	5

7.2.3 Gender Pay Gap

SJVN is committed to promoting transparency and fairness in its workplace, which includes addressing gender pay equity. The company actively discloses its gender pay data to ensure that all employees, regardless of gender, receive equal pay for equal work. SJVN regularly reviews its compensation practices to identify and address any disparities, fostering an inclusive culture where merit, skills, and contributions are recognized and rewarded fairly. By maintaining a focus on gender pay equity, SJVN aims to create a work environment that supports diversity, empowers talent, and drives equal opportunities for all its employees.

FY 23-24		
Employee Category	Ratio of basic salary of men to women	Ratio of total remuneration of men to women
Executive Level	1:0.1	1:0.1
Non-Executive level	1:0.1	1:0.1
Management Level	1:0.3	1:0.3

FY 22-23		
Employee Category	Ratio of basic salary of men to women	Ratio of total remuneration of men to women
Executive Level	1:0.1	1:0.1
Non-Executive level	1:0.1	1:0.1
Management Level	1:0.3	1:0.3

FY 21-22		
Employee Category	Ratio of basic salary of men to women	Ratio of total remuneration of men to women
Executive Level	1:0.1	1:0.1
Non-Executive level	1:0.1	1:0.1
Management Level	1:0.3	1:0.3

FY 20-21		
Employee Category	Ratio of basic salary of men to women	Ratio of total remuneration of men to women
Executive Level	1:0.1	1:0.1
Non-Executive level	1:0.1	1:0.1
Management Level	1:0.3	1:0.2

FY 19-20		
Employee Category	Ratio of basic salary of men to women	Ratio of total remuneration of men to women
Executive Level	1:0.1	1:0.1
Non-Executive level	1:0.1	1:0.1
Management Level	1:0.3	1:0.4

7.3 Training and Development



At SJVN, training and development are integral components of our commitment to building a skilled, adaptable, and future-ready workforce. We believe that investing in our people is essential to driving innovation, enhancing operational efficiency, and achieving our sustainability goals. Through continuous learning initiatives, skill enhancement programs, and leadership development, we empower our employees to navigate the evolving energy landscape and contribute meaningfully to our mission of delivering clean, reliable, and sustainable energy solutions. Our focus on training not only strengthens individual capabilities but also aligns with our broader objective of fostering a culture of excellence and sustainability across all levels of the organization.

During the Financial Year 2023-24, 6 Online Programmes, 67 In-House Programmes and 119 External Programmes were conducted. The trainings were imparted through organizations of national repute like IIMs, IITs, NPTIs, CIGRE, Indian Institute of Corporate Affairs (IICA), AJNIFM, ISEG, THDC, NAHRD, ESCI, ASCI, CBIP, DPE, INCOLD, SCOPE, Indian Institute of Remote Sensing, Engineering Council of India, BHEL, National Water Academy, DVC, Capacity Building Commission, DoP&T, etc.

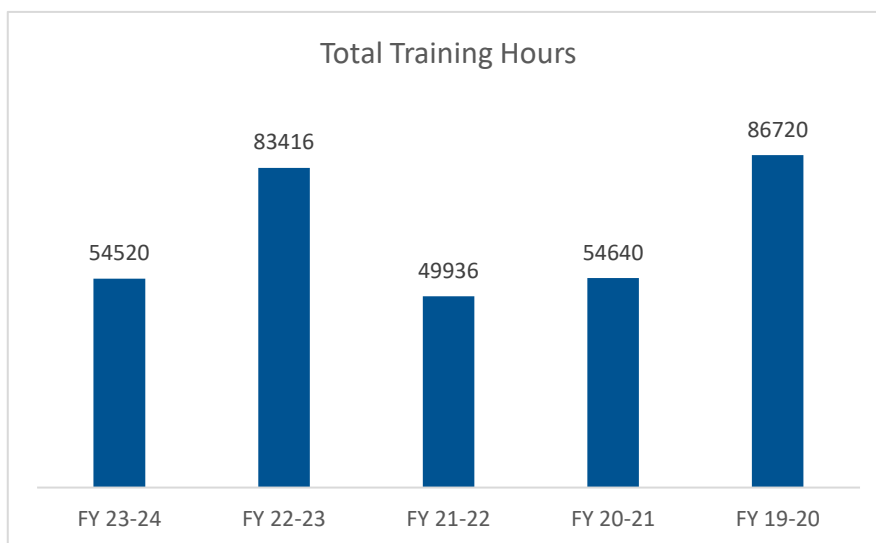
The following Training Programmes related to ESG were conducted in the financial year:

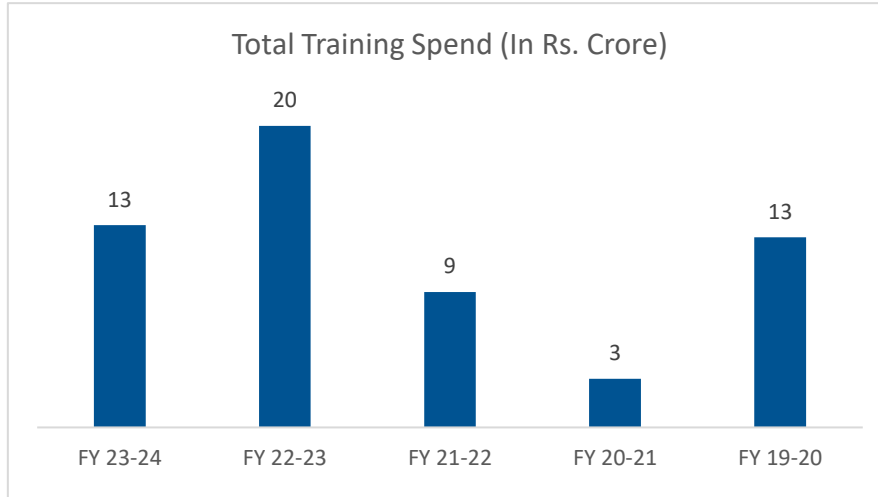
- National Conference on 'Shaping Sustainable Future of India with Green Power', Disaster Risk Reduction & Preparedness Project in Himachal Pradesh (HP DRRP)
- Annual Meeting and International Symposium on Management for Safe Dams
- The Ujjwala Summit - "Empowering Women in PSUs in India: Strategies for Gender Inclusivity
- Systems & Procedures in SJVN- Procurement
- Salient features of POSH Act, Preventive Vigilance, EPF Act
- Awareness Session on ABMS (ISO 37001)
- Cyber Hygiene & Security and Risk Management
- Latest development in EPS, Ethics and Good Governance, Corporate Social Responsibility, etc.



Vigilance Awareness Program focussing on preventive vigilance measures regarding Public Interest Disclosure and Protection of Informer (PIDPI) Resolution aimed at educating employees and vendors associated with various departments of SJVN

Training Hours (Category-Wise)					
	FY 23-24	FY 22-23	FY 21-22	FY 20-21	FY 19-20
Male	47680	74064	43472	47056	76528
Female	6840	9352	6464	7584	10192
Total	54520	83416	49936	54640	86720





SJVN demonstrates its commitment to employee development through a substantial investment in training hours and spending over recent fiscal years. From FY 2019-20 to FY 2023-24, SJVN has allocated thousands of hours to training, with a peak of 86,720 hours in FY 2019-20. Although training hours have fluctuated annually, reaching 54,520 hours in FY 2023-24, the organization continues to emphasize skill enhancement and capability building. Correspondingly, training expenditure reflects this focus, varying based on the scope and intensity of training programs. In FY 2022-23, the highest recorded training spend was Rs. 20.0 crore, followed by Rs. 13.4 crore in FY 2023-24. These investments underscore SJVN's commitment to fostering a well-equipped workforce that is prepared to meet evolving industry demands and drive organizational success.

7.4 Human Rights and Labour Management

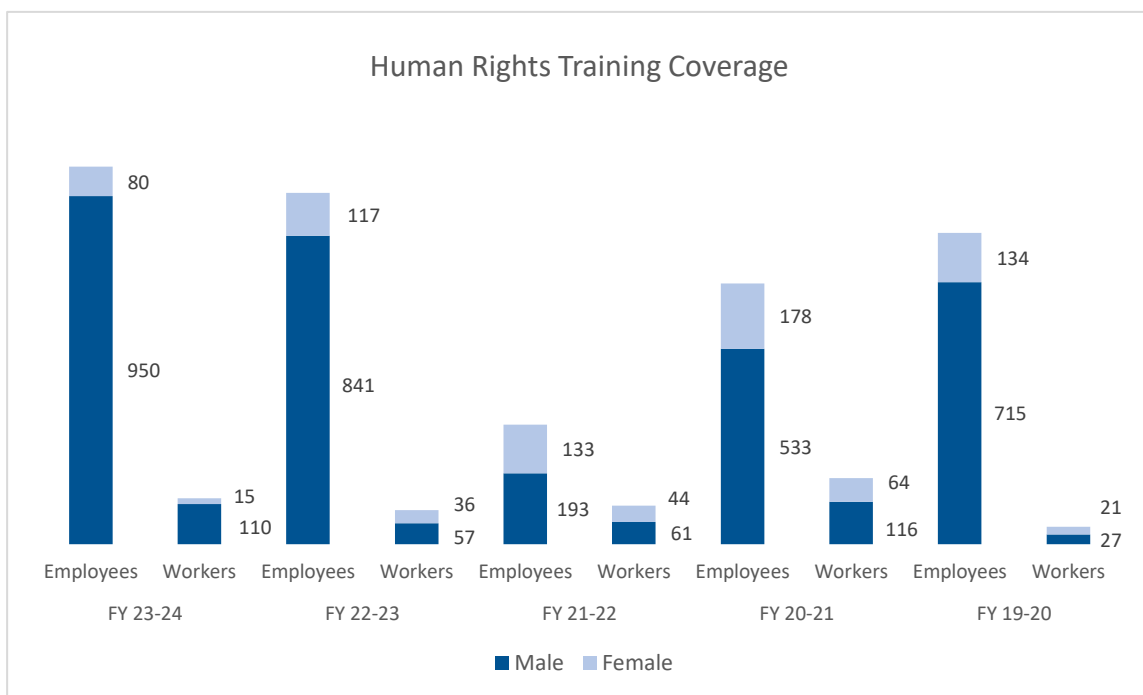


At SJVN, human rights and labour management are integral components of our commitment to responsible and ethical operations. The organization prioritizes creating a safe, respectful, and inclusive workplace for all its employees and stakeholders. SJVN has implemented a robust Prevention of Sexual Harassment (POSH) framework to ensure a workplace free from harassment and discrimination. The company strictly adheres to policies that prohibit any form of discrimination based on gender, race, religion, or other individual characteristics. In line with international labour standards, SJVN maintains a zero-tolerance approach towards child labour and forced labour across all its projects and operations. By embedding these principles into its practices, SJVN reaffirms its dedication to upholding the highest standards of human rights and labour ethics, fostering a culture of fairness and respect throughout the organization.

At SJVN, the commitment to Human Rights compliance is actively maintained at all Projects, Stations, and Offices, with accountability vested in their respective heads. At the Corporate Centre, the Corporate HR (IR & Welfare Section) oversees this responsibility. Any grievances related to violations of SJVN's Human Rights Policy are to be reported directly to Corporate HR for appropriate action.

To further support this commitment, SJVN has established an Internal Complaints Committee (ICC) at all locations and projects, tasked with implementing and monitoring the company's POSH (Prevention of Sexual Harassment) policies and addressing any related issues or concerns. SJVN is dedicated to resolving employee complaints through a robust Grievance Redressal Mechanism designed to ensure prompt and equitable resolution within specified time frames. This grievance process involves a structured three-stage approach. If an employee is dissatisfied with the outcome at Stage-I, they have the right to escalate the matter to Stage-II, and subsequently to Stage-III if required. To ensure fair and timely handling of grievances, the Corporate IR & Welfare Section at the corporate level, along with the respective HR teams at the project level, have been designated as the primary departments responsible for processing and resolving all employee grievances.

SJVN has demonstrated a strong commitment to promoting human rights through extensive training and capacity-building initiatives. In the past year, the organization conducted 50 focused training sessions on human rights, totalling an impressive 16,480 training hours, ensuring that employees and workers at all levels are well-versed in ethical practices and workplace rights. Additionally, 2 workshops against sexual harassment carried out during the year. To reinforce these efforts, SJVN implemented rigorous internal assessments and achieved 100% compliance through statutory officer audits across its project sites. These initiatives reflect SJVN's dedication to creating a workplace culture that prioritizes dignity, fairness, and respect, fostering a comprehensive understanding of human rights principles throughout the organization.



The data on employee and worker demographics at SJVN over the past five fiscal years demonstrates the company's commitment to inclusive human rights practices. During FY 23-24, SJVN employed 1,030 individuals, including 950 male and 80 female employees, with an additional 125 workers. The company's focus on gender diversity is reflected in its consistent employment of both male and female workers, with female representation among employees peaking at 178 in FY 20-21. This inclusivity aligns with SJVN's dedication to human rights training and awareness, ensuring that all 1,155 individuals across its workforce receive education on fair treatment, equality, and respect in the workplace. SJVN's efforts to embed human rights principles throughout its workforce underscore its commitment to fostering a culture of dignity and ethical conduct at all levels.



In FY 23-24, one incident of sexual harassment was reported during the year wherein major penalty was imposed on the delinquent. Moreover, there have been no reported incidents related to child and forced labour, employment and gender discrimination, and violent behaviours in our workplace. Anyone found to violate these conducts will be subject to disciplinary action under our internal policies and regulatory requirements.

7.5 Employee Engagement and Care



7.5.1 Employee Benefits

SJVN is dedicated to enhancing the well-being and satisfaction of its employees through a robust benefits program that caters to their diverse needs. The company offers a competitive compensation package, ensuring that 100% of its employees and workers are covered by health and accident insurance, as well as maternity and paternity benefits. To further support working parents, SJVN provides day care facilities, creating a family-friendly work environment. Additionally, all employees receive retirement benefits, including Provident Fund (PF) and gratuity, securing their financial future. SJVN's commitment to employee wellness extends to initiatives like fitness programs and mental health support, promoting a healthy work-life balance. Furthermore, all permanent employees and workers at SJVN are proud members of recognized associations and unions, which ensures that their voices are heard, supports their rights, and contributes to higher job satisfaction. Through these comprehensive benefits, SJVN cultivates a supportive and inclusive workplace culture, attracting and retaining top talent while driving sustainable growth and success.

SJVN places great emphasis on recognizing and rewarding the hard work and dedication of its employees through a structured Rewards and Recognition program. This program aims to celebrate outstanding performance, innovative contributions, and long-term commitment, fostering a culture of appreciation and motivation within the organization.

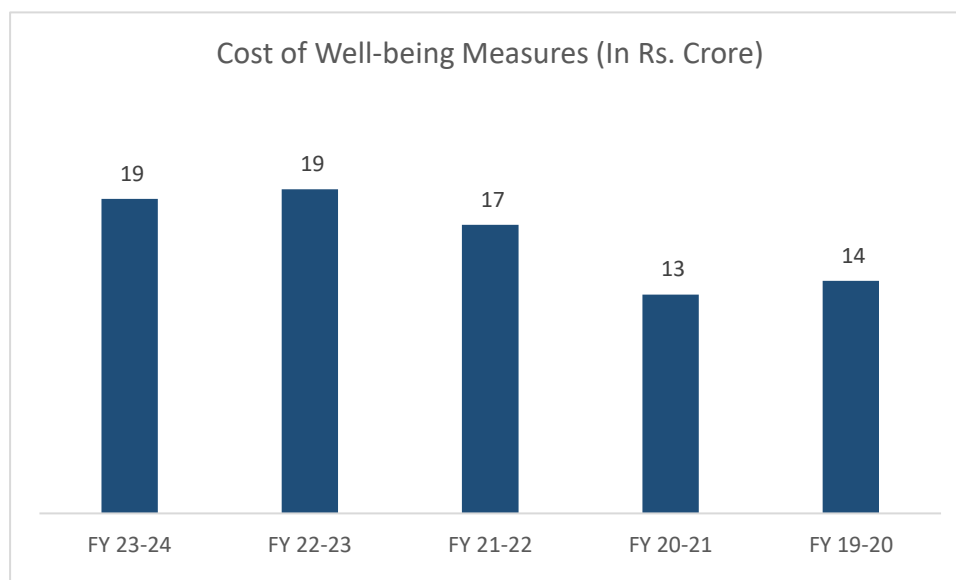
7.5.2 Employee Wellbeing and Support Programs

SJVN places a strong emphasis on employee well-being, recognizing that a healthy and motivated workforce is essential to its success. The company prioritizes the health and well-being of its employees through a range of wellness initiatives, including fitness programs, mental health support sessions, and wellness workshops designed to enhance both physical and mental well-being. SJVN also offers comprehensive healthcare benefits, stress management resources, and support programs that cater to the physical, mental, and emotional needs of its workforce. In addition, the company provides professional development opportunities and work-life balance initiatives to help employees achieve

their personal and career goals. These efforts reflect SJVN’s commitment to creating a supportive and nurturing work environment that values its employees’ contributions while ensuring their overall well-being.

In addition to its well-being initiatives, SJVN extends substantial support to its employees through various programs designed to enhance their overall quality of life. The company covers expenses related to sports activities, encouraging a healthy and active lifestyle. It also provides comprehensive medical support, including reimbursement for medical expenses, coverage for treatments at private hospitals, and the cost of prescribed medicines. To further support its workforce, SJVN offers traveling allowances for employees seeking medical treatment, ensuring that their health needs are prioritized without financial burden. These efforts reflect SJVN's dedication to creating a supportive and caring work environment for its employees.

Cost of Well-being Measures (In Rs. Crore)					
Category	FY 23-24	FY 22-23	FY 21-22	FY 20-21	FY 19-20
Sports Expense	0.8	1.1	0.6	0.4	0.2
Medical Expense	17.8	18.1	16.5	12.6	13.6
Total	18.6	19.2	17.1	13.0	13.8



Investing in employee well-being is a vital part of fostering a healthy and productive workplace. The company allocates funds to various well-being initiatives, primarily focusing on sports and medical support to enhance employees' physical and mental health. Over the past five fiscal years, expenditures in these categories reflect a steady commitment to supporting staff well-being. In the Sports Expense category, the company invested Rs. 0.8 crore in FY 23-24 while In Medical Expenses, the allocation has been more substantial, with Rs. 17.8 crore in FY 23-24. The total cost incurred on the well-being measures is Rs. 18.6 crore in FY 23-24 demonstrating the company's dedication to the health and welfare of its employees.

7.5.3 Employee Grievance

SJVN has established a comprehensive Grievance Redressal Mechanism to address and resolve employee complaints and concerns in a timely and effective manner. This structured process is designed to ensure that grievances are settled promptly, fostering a transparent and supportive work environment. Employee grievances are handled through a three-stage process, where concerns raised at Stage-I can be escalated to Stage-II and further to Stage-III if the resolution is not satisfactory. To ensure impartial and efficient handling of grievances, the Corporate IR & Welfare section at the corporate level, along with the HR departments at the project level, are designated to manage and process these issues. This multi-tiered approach demonstrates SJVN's commitment to maintaining open communication channels and ensuring fair treatment for all employees.

SJVN's Grievance Redressal Mechanism follows a structured three-stage process to ensure that employee grievances are handled with the utmost care and efficiency:

Stage I

- The initial step in SJVN's grievance redressal process requires the aggrieved employee to present their concern orally to their immediate superior, provided the superior holds a rank of at least Deputy Manager. The superior is expected to offer a personal hearing and make every effort to resolve the issue at their level within seven days. If necessary, the officer may seek guidance from the Head of the Department or other relevant departments to address the concern adequately. Should the employee remain dissatisfied with the response, they have the option to formally escalate the grievance by submitting a written complaint using Annexure-1 to either the Head of the Department or the Head of the HR Department. This submission must be made within 15 days of receiving the initial oral response from their superior.

Stage II

- If the grievance submitted through Annexure-1 to the Head of the Department or Head of the HR Department cannot be satisfactorily resolved, the issue is then escalated to the Grievance Settlement Committee. This Committee is responsible for thoroughly examining all aspects of the grievance, and if necessary, may engage directly with the aggrieved employee to gain a comprehensive understanding of the concern. The Committee aims to provide a response to the employee within 30 days from the date of receiving the grievance. In cases where the Committee feels that a more in-depth review is warranted, it may escalate the matter to the Director (Personnel), who is tasked with delivering a final decision within 30 days of receiving the recommendation from the Committee. This ensures that each grievance receives thorough and careful consideration before reaching a conclusion.

Stage III

- In exceptional cases, if the aggrieved employee remains dissatisfied with the resolution provided by the Grievance Settlement Committee or the decision of the Director (Personnel), they have the right to escalate the issue further. With the concurrence of the relevant Director, the employee may submit an appeal directly to the Chairman & Managing Director. This stage ensures that even the most complex grievances are given due attention at the highest level of the organization's leadership, reinforcing the company's commitment to fair and transparent grievance resolution.

7.5.4 Employee Satisfaction

On January 12, 2024, SJVN earned the prestigious Great Place To Work certification from Great Place To Work, India. This accomplishment highlights the commitment of the entire team to fostering a workplace that emphasizes employee well-being and nurtures a culture of collaboration and growth. An impressive 92 percent of SJVN employees participated in the Trust Index Survey, which evaluated factors such as credibility, respect, fairness, pride, and camaraderie. The certification is based on comprehensive employee feedback, as well as a thorough evaluation of workplace culture, policies, and practices. SJVN distinguished itself in multiple areas, demonstrating its dedication to creating an environment where employees feel valued, engaged, and motivated.



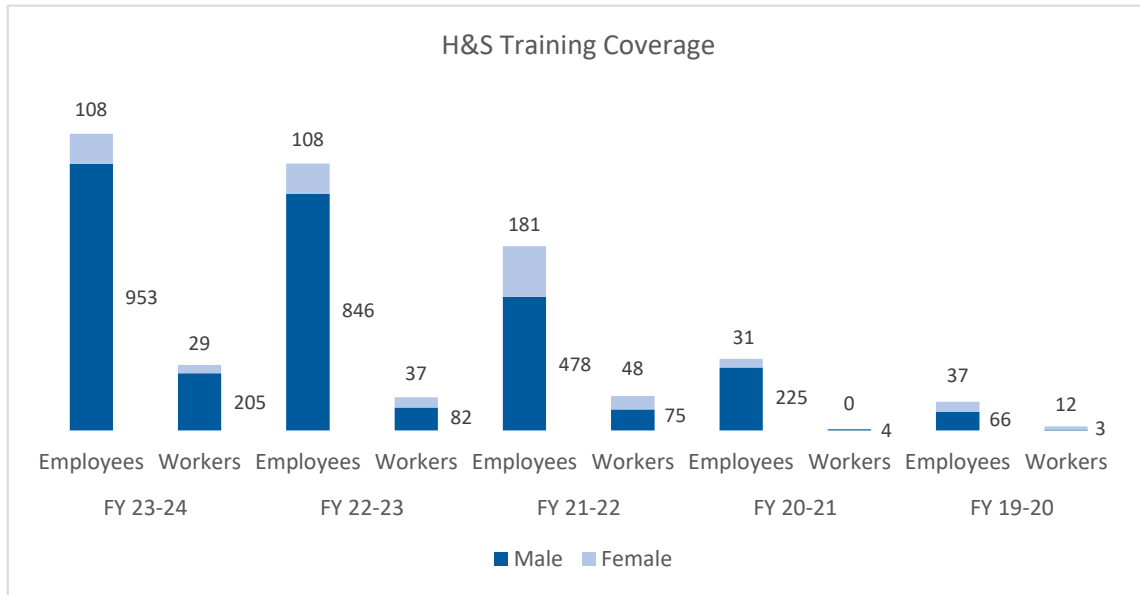
7.6 Occupational Health & Safety

 <p>ISO 45001:2018 OHS Management System</p>	 <p>19 No. of Trainings on Health & Safety measures</p>
 <p>ZERO Safety-related incidents</p>	 <p>100% coverage Training on Health & Safety measures</p>

SJVN has developed a robust Occupational Health and Safety (OHS) management system, certified to ISO 45001:2018, underscoring its dedication to creating a safe and supportive work environment for all employees and workers. This comprehensive system encompasses various initiatives aimed at promoting health and safety, including regular training sessions, wellness programs, and the provision of Personal Protective Equipment (PPE). Through continuous monitoring and adherence to industry standards, SJVN strives to enhance workplace safety and ensure compliance with relevant regulations, fostering a culture of well-being and operational excellence across all its operations.

The OHS framework encompasses a robust policy, detailed procedures for hazard identification, risk assessment, and an organized incident reporting and management system. This system is further strengthened by effective control measures aimed at mitigating potential risks and hazards. To effectively identify and manage work-related hazards and risks, SJVN employs a variety of analytical tools, including the Hazard Identification and Risk Analysis (HIRA) format, incident and accident data analysis, Job Safety Analysis (JSA), and Near Miss Reporting. These tools facilitate continuous monitoring and evaluation of workplace hazards, allowing for timely intervention and risk management tailored to specific work activities.

SJVN implements a comprehensive range of measures to ensure the health and safety of its employees and workers. The organization conducts regular training sessions, toolbox talks, and capacity-building programs focused on health and safety practices, including essential fire drills, to enhance awareness and preparedness among the staff. Additionally, routine drills addressing critical health topics such as CPR, personal health, maternal health, and work-life balance are carried out at all sites, reinforcing the importance of safety and wellness. In the reporting year, SJVN provided comprehensive health and safety training to 100% of its permanent employees and workers, ensuring a well-prepared and informed workforce.

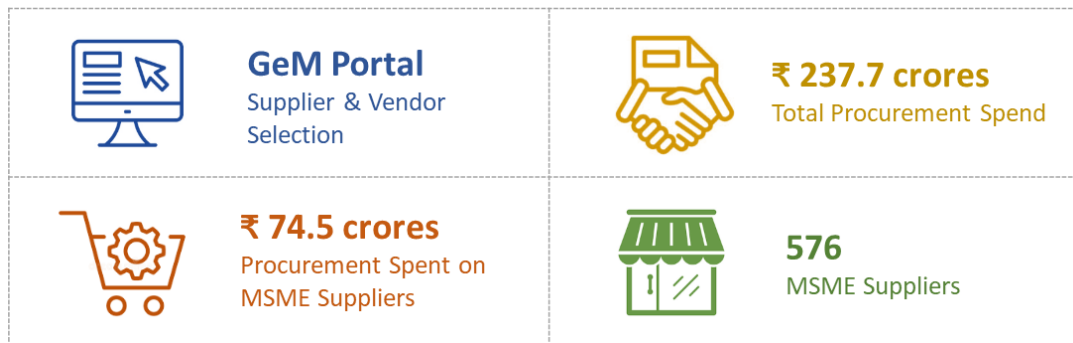


The company prioritizes equipment safety and machine maintenance, consistently enforces safety protocols, and facilitates regular health check-ups and camps for workers and their families. Personal Protective Equipment (PPE) is provided to ensure safety during operations, while periodic audits by internal and external auditors, along with daily and monthly safety inspections, monitor compliance with Occupational Health and Safety (OHS) procedures. Additionally, SJVN has upgraded its automatic fire detection systems and initiated various healthcare projects to promote employee well-being. The company strictly adheres to relevant OHS laws, regulations, and industry standards to maintain a safe working environment and fulfill legal obligations.

At SJVN's site locations, a Safety Working Committee, comprising representatives from the workforce, oversees the implementation and review of OHS policies and procedures, ensuring compliance through both internal and external audits at site locations. The Committee convenes quarterly to assess challenges and explore viable solutions for maintaining a hazard-free environment. Additionally, workers are encouraged to voice any safety concerns or queries during Toolbox Talks and other training sessions, fostering open communication and collaboration in the pursuit of a safe working environment. This proactive approach underscores SJVN's commitment to prioritizing safety and enhancing the well-being of its employees.

During the financial year, SJVN maintained an exemplary safety record, with no reported incidents related to workplace safety. This achievement reflects the organization's unwavering commitment to fostering a culture of safety and effectively implementing its Occupational Health and Safety (OHS) management system.

7.7 Responsible Procurement



SJVN follows a rigorous and structured approach to supplier and vendor selection through the Government e-Marketplace (GeM) Portal. Suppliers are chosen based on their ability to meet stringent technical qualifications and demonstrate proven capabilities. In addition, they must fully comply with all regulatory norms and possess relevant certifications to ensure the highest standards of quality and reliability. Competitive pricing is a key factor, but the company also prioritizes suppliers that integrate sustainability and corporate social responsibility into their business practices. This commitment reflects the company's dedication to fostering partnerships that not only meet operational needs but also align with its broader goals of environmental stewardship, ethical governance, and social impact.

To maintain open communication and foster transparency, all vendors have direct access to the purchase or procurement team representatives via telephone or email to register any complaints or issues. Alternatively, they can raise concerns through the GeM portal, where each case is thoroughly reviewed and addressed within a defined timeframe. This ensures that any vendor grievances are handled promptly and that SJVN's commitment to fair and timely resolution is upheld.

SJVN's total procurement spend stands at an impressive ₹ 237.7 crore, showcasing the company's significant investment in sourcing and supply chain operations. The company is deeply committed to supporting smaller enterprises, with 576 Micro, Small, and Medium Enterprises (MSMEs) suppliers playing a vital role in the company's procurement ecosystem. SJVN has allocated ₹ 74.5 crore to MSME suppliers, reflecting its commitment to fostering inclusive economic growth and supporting the development of smaller businesses. Additionally, SJVN prioritizes procuring from locally based suppliers, further strengthening community ties and contributing to regional development. By supporting local and MSME suppliers, SJVN enhances its supply chain resilience while upholding its commitment to sustainability, responsible business practices, and social impact.

7.8 Community Welfare



At SJVN, community welfare is a cornerstone of its sustainability strategy, reflecting a deep commitment to creating a positive impact on the lives of those it serves. The company recognizes that its success is closely linked to the well-being of the communities in which it operates and is dedicated to driving inclusive growth and sustainable development. SJVN's CSR and Sustainability initiatives are aligned with the focus areas outlined in Schedule VII of the Companies Act, 2013, emphasizing a holistic approach to community development. These programs prioritize healthcare and hygiene, education and skill development, and the empowerment of vulnerable sections of society. SJVN actively works to promote gender equality, enhance infrastructure and community development, and support the preservation of culture, heritage, and sports. In line with its mission to build resilient communities, the company also focuses on sustainable development initiatives, slum area development, and providing timely assistance during natural disasters. Through these efforts, SJVN aims to foster meaningful change and create a lasting legacy of progress and prosperity for the communities it serves.

CSR VISION

To make people and earth partners in our growth

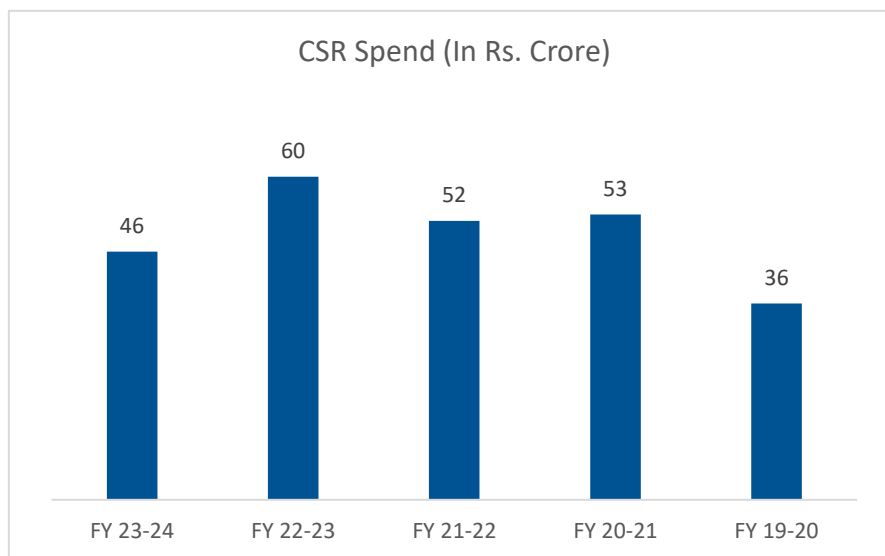
CSR MISSION

SJVN is pledged to fulfil its social and environment commitments; because we know that our growth is meaningful when we share it with society

SJVN has consistently led the way as a responsible corporate citizen, demonstrating its commitment to Corporate Social Responsibility (CSR) through various impactful initiatives for its stakeholders and the broader community. The company has developed and implemented a comprehensive CSR and Sustainability Policy that prioritizes stakeholder concerns and integrates sustainability into its core

business practices. SJVN's approach goes beyond mere compliance, aiming to create lasting social value and drive positive change in the communities it serves. By aligning its business objectives with sustainable development goals, SJVN continues to set new benchmarks in responsible corporate conduct and community engagement.

SJVN conducts a comprehensive Social Impact Assessment (SIA) prior to the execution of any project, to ensure that the anticipated socio-economic benefits significantly outweigh the potential social costs and adverse impacts. Project authorities hold public consultation meetings with stakeholders to inform local communities about the developmental facilities that will be established, including improvements in health, education, sanitation, drinking water, access roads, and other community assets. These consultations not only raise awareness but also engage the community in discussions about how these developments will enhance their quality of life and contribute to overall societal benefits. By prioritizing stakeholder involvement, SJVN fosters transparency and collaboration, ensuring that projects are aligned with community needs and aspirations.



In the financial year 2023-24, SJVN invested a total of ₹ 46.0 crore in CSR activities, exceeding its statutory obligation by ₹ 11.4 crore. This proactive approach reflects SJVN's dedication to creating meaningful and lasting contributions to society beyond regulatory requirements. The highest CSR expenditure was recorded in FY 22-23 at ₹ 60.0 crore, demonstrating a peak in SJVN's efforts towards social responsibility during this period. Despite the recent decline, the overall spending pattern reflects SJVN's strong focus on CSR initiatives, with significant contributions made year after year to support community welfare, environmental sustainability, and other social causes.

CSR INITIATIVES UNDERTAKEN IN FY 23-24

01

Healthcare Projects



Rs. 2086.2 lakhs

➤ Mobile Medical Unit (MMUs) in project areas and CHQ through Helpage and other agencies

Purpose - To provide medical facilities at the doorstep of poor and needy people of project area

Partners - HelpAge India, Piramal Swasthya Mgt. & Research Institute, Dhanush Foundation, Bihar GP, Chipura, Bihar etc.

No. of Beneficiaries - 171997



Mobile Medical Unit (MMUs) in project areas and CHQ through HelpAge India



MMUs through Piramal Swasthya Management and Research Institute (PMSRI)



MMUs through Dhanush Foundation



Health Camps and awareness sessions through Mobile Medical Units

➤ Specialized and multi specialized health camps, etc.

Purpose - (i) To distribute Aids and Assistive devices to locals of project areas (ii) To provide medical facilities to people of Aspirational Distt. Chamba at their doorstep etc.

Partners - ALIMCO, HelpAge India Open Hands NGO, Srijan Sansthan etc.

No. of Beneficiaries - More than 12214



Eye check-up cum cataract surgery camps in project affected areas

➤ Dental Clinic and Physiotherapy Centre etc.

Purpose - To facilitate local people of project area

Partners - SJVN Foundation

No. of Beneficiaries - More than 3796



Dental clinic to the people of project affected areas

➤ Welfare projects for setting up of health institutes, healthcare / hygiene and sanitation projects

Purpose - (i) To compensate TB patients by providing Nutrition Kits (ii) Facilitated medical screening of children

Partners - Distt. Red Cross Society, Shimla, Sai Nursing Institute, Goa, Jan Sewa Samiti, Jaisinghpur, Usha Mahajan, Kangra

No. of Beneficiaries - Community at Large

➤ Maternal health including support under existing women and child welfare schemes, other nutrition programs etc.

Purpose - To provide nutrition ingredients to pregnant women under BPL category of project area villages

Partners - SJVN Foundation

No. of Beneficiaries - More than 143

➤ National theme-based CSR Activities: Healthcare and Nutrition Projects and any other project in Aspirational district Chamba (HP)

Purpose - To provide healthcare facilities and nutrition ingredients to needy people of remote area of district Chamba

Partners - Dy. Commissioner/ District Planing Officer of Aspirational district Chamba

No. of Beneficiaries - Community at Large



SJVN organized 03 multi specialized health camps in the remote areas of District Chamba viz. Pangi, Bharmour and Holi



Healthcare services provided in Aspirational district, Chamba

➤ **Maintenance of toilets constructed under Swachh Vidyalaya Abhiyan (SVA)**

Purpose - To provide hygienic sanitation facilities in schools

Partners - SJVN Foundation/ Hydro Power Development Corporation, Arunachal Pradesh Ltd., Itanagar

No. of Beneficiaries - Community at Large



Construction of toilets at Govt. Sr. Sec. School,
Pujarli-4, Distt. Shimla, H.P.

➤ **Construction of new toilets including toilets for Divyangjans, installation of bio-toilets at public places like schools, hospitals, markets, etc.**

Purpose - To facilitate the local people by providing basic toilet facilities in public places

Partners - SJVN Foundation / Local administration/ Municipal Council, Rampur/Gram Panchayats etc.

No. of Beneficiaries - Community at Large



Construction of Public toilet at Chaudhary Adda
(Old bus stand), Rampur, H.P.



Construction of Toilet in village Brow, Gram
Panchayat Brow, Tehsil Nirmand, Distt. Kullu (H.P.)

- Activities related to implementation of Swachhta Action Plan, Swachhta-Hi-Sewa, cleanliness drives, distribution of cleanliness related items, awareness campaign, Solid Waste Treatment Plant etc.

Purpose - To make the people of society aware about Swachhta by carrying out various Swachhta Awareness campaign cleanliness drives etc.

Partners - SJVN Foundation/ CSK Agricultural University, Palampur/MC, Shimla/ Red Cross, Society, Shimla

No. of Beneficiaries - Community at Large



Swachhta Pakhwada-2024

1

Ek Tareekh
Ek Ghanta



Naitwar Market in Uttarkashi,
Uttarakhand



DPS School and project colony
Jhakri, Shimla, H.P.

During the Swachhta Hi Sewa Campaign, cleanliness drives on 'Ek Tareekh, Ek Ghanta' conducted 04 sites on 01.10.2023 involving local PRIs, Mahila mandals, school students, local administration, and employees of SJVN.



Haridas Baba ki Kutiya,
VIII. Bechanpurwa, Chausa, Buxar, Bihar



Bayal Bus stand in Nirmand,
Kullu and RHPS Colony, Shimla, H.P.

Swachhta Hi Seva-2023

➤ Projects on water conservation, safe drinking water supply schemes, etc.

Purpose - To provide drinking water facilities in Project / local area villages/panchayat etc.

Partners - HP Jal Shakti Vibhag, Anni, Distt. Kullu (HP)

No. of Beneficiaries - Community at Large



Financial support for Lift Water Supply Scheme to Project Affected Areas in Dist. Kullu, H.P.



Financial support for Lift Irrigation Scheme to village Nirath, Distt. Shimla, H.P.

➤ Irrigation scheme for food/ nutrition, supply etc.

Purpose - To provide irrigation facilities in Project/local area villages/districts etc.

Partners - HP Jal Shakti Vibhag, Rampur Bsr., Distt., Shimla (HP)

No. of Beneficiaries - Community at Large

➤ Support to development of old aged Home for mental and physical health care of old aged people

Purpose - To provide shelter to senior citizens/old aged people of society

Partners - Vishranti, Palampur

No. of Beneficiaries - Community at Large



Rs. 493.3 lakhs

➤ Nomination of project affected youths in Govt ITIs and Polytechnic

Purpose - To enhance technical skills for making the local youths of project /local areas villages/ Panchayats capable for employment

Partners - Director (Technical Education, GoHP)

No. of Beneficiaries - 76



Sponsoring Project affected youths in Govt. ITIs



Development of Govt. ITIs as Centres for Excellence

➤ Providing scholarship to students under SJVN Silver Jubilee merit scholarship Scheme and other scholarship schemes of SJVN

Purpose - To promote the meritorious students for enhancing their educational skills for competitive examination

Partners - SJVN Foundation, HIMCON, Shimla and Elementary Education Deptt., Distt. Kinnaur & Spiti (HP)

No. of Beneficiaries - More than 70



SJVN Silver Jubilee Merit Scholarship Scheme

- **Skill development programs / Start-ups in association with CIDC, HIMCON and other agencies etc.**

Purpose - To make the local youths of project/local area capable for earning their livelihood in professional life through short term skill trainings

Partners - RCED, Chd. GLOBAL Network, Shimla etc.

No. of Beneficiaries - More than 235

- **Financial support to Education Projects like special school at Dhalli, Sankalp, Udaan etc.**

Purpose - To strengthen the educational institutions and to encourage special children/ others towards higher education by providing better educational facilities

Partners - Director (ESOMSA), Shimla, Director (Technical Education, GoHP /HP State Council for Child Welfare, Shimla, UDDAN (NGO), New Shimla and Sankalp, New Delhi, Saraswati Vidhya Mandir, Jangla, Shimla & Govt. Schools of Project/ local area

No. of Beneficiaries - Community at Large

- **Financial support for agro/farm-based trainings, implementing horticulture-based livelihood project etc.**

Purpose - To provide agro/farm-based trainings to project area farmers for doubling their income

Partners - Agriculture deptt. GoUK, Krishi Vigyan Kendra, Bihar, Krishi Vigyan Kendra Jalaun (UP) and NABARD & HARP

No. of Beneficiaries - Community at Large



**Implementation of horticulture-based livelihood project in
Distt. Kinnaur (HP) under NJHPS Project Affected Area**

➤ **National theme-based CSR Activities: Educational Projects and any other project in Aspirational district Chamba (HP)**

Purpose - To provide infrastructural facilities to educational institutes to children of remote area students of district Chamba

Partners - Dy. Commissioner/ District Planning Officer of Aspirational district Chamba

No. of Beneficiaries - Community at Large

04

Empowerment of vulnerable section of society



Rs. 115.6 lakhs

➤ Creation of assets for the senior citizens, children and other sections of society

Purpose - To provide basic amenities to senior citizens and children

Partners - MC, Shimla/ SJVN Foundation

No. of Beneficiaries - Community at Large



Construction of School-cum-Home for special children at Dhalli, Shimla



Construction of Senior Citizen Home at Palampur (H.P.)

➤ MC Shimla works/ Mtc. of Parks (including benches and other community assets) etc.

Purpose - To facilitate senior citizens and children of society

Partners - MC, Shimla/ SJVN Foundation

No. of Beneficiaries - Community at Large

- Women empowerment related programs / activities for mahila madals, school / college girls etc.

Purpose - To strengthen the Mahila Mandals/ Yuvak Mandals of Project area

Partners - SJVN Foundation

No. of Beneficiaries - Community at Large



Strengthening of Mahila Mandals and preservation of the tribal culture of Kinnaur District (HP)

05

Sustainable Development



Rs. 272.2 lakhs

- Support for construction of Gau Sadans in and around project areas as per the scheme, other welfare measures for animals, etc.

Purpose - To prevent the life of stray animal and improve health by providing fodders etc.

Partners - SJVN Foundation

No. of Beneficiaries - Community at Large



Support for Construction of Gau Sadan in and around project areas

- Energy Conservation program initiated by BEE, MOP for School Children

Purpose - To make awareness among the students towards energy conservation by organising painting competitions

Partners - SJVN Foundation

No. of Beneficiaries - More than 157500 students from 2852 schools from 12 districts of HP



Awareness on Energy Conservation - State Level School Painting Competition

- Installation of Solar Power Plant/ Lights, High Mast Lights/ E. Carts/Recycling of paper waste, etc. in project / local areas

Purpose - To facilitate the project/ local area villages/ Panchayats

Partners - HIMURJA/ through GeM/ Gram Panchayats/ Deen Bandhu Seva Mandal, Mandi / DFO, Anni/ SR Associates, Solan/ Other agencies

No. of Beneficiaries - Community at Large



Installation of Roof top Hybrid Solar Power Plant at Deen Bandhu Sewa Mandal Bharnal Distt. Mandi (H.P.)



Installation of High Mast Light at Chipura Gram Panchayat, Smapatchak, Patna, Bihar

06

Preservation and Promotion of Culture, heritage and iconic places



Rs. 1130.1 lakhs

- [Development of Cultural Heritage Sites in HP \(Sapni Fort, Sangla \(NJHPS\), Chitkul Devi Temple \(NJHPS\), Shri Parshuram Temple, Nirmand \(RHPS\) and Kalka-Shimla Railway Heritage \(CHQ\)](#)

Purpose - To protect national heritage, art & cultural including restoration of building and sites of historical importance and work of art and development of traditional arts and handicrafts etc.

Partners - Local administration/ Gram Panchayats/PRIs, Village Development Advisory Committee (VDAC)/ CBOs/ etc.

No. of Beneficiaries - Community at Large



Development of Shree Parshuram Temple Complex, Nirmand

- [Support to other cultural heritage places in and around project / local areas etc.](#)

Purpose - To protect national heritage, art & cultural including restoration of building and sites of historical importance and work of art and development of traditional arts and handicrafts etc.

Partners - SJVN Foundation/ Gram Panchayats/Registered Trust/Society/ Temple Committees etc.

No. of Beneficiaries - Community at Large



Various works related to renovation of Sidh Baba Balak Nath Temple, Jakhu, Shimla



Library-cum-Archaeological site Khari Gompaat Jangi

➤ Development of Shree Badrinath Town as Spiritual Smart Hill Town and development of Shree Kedarnath complex pilgrim accommodation

Purpose - To protect national heritage, art & cultural including restoration of building and sites of historical importance and work of art and development of traditional arts and handicrafts etc.

Partners - Shri Kedarnath Utthan Charitable Trust (UK)

No. of Beneficiaries - Community at Large



Construction and re-development of Sh. Badrinath Dham (Sheshtra Lake) town as spiritual Smart Hill Town



Development of Kedarnath Town (Pilgrim accommodation block) through Shri Kedarnath Utthan Charitable Trust (SKUCT)

➤ **Preservation and promotion of culture, support to other cultural events**

Purpose - To protect national heritage, art & cultural including restoration of building and sites of historical importance and work of art and development of traditional arts and handicrafts etc.

Partners - Local administration/ Gram Panchayats/ registered Club/ Society etc.

No. of Beneficiaries - Community at Large



**Financial Assistance for organizing
International Lavi Fair at Rampur Distt
Shimla HP**



**Financial support for organizing summer
festival in Shimla, H.P**

07

Measures for the benefits of the armed forces veterans, war widows and their dependents



Rs. 7.5 lakhs

➤ Projects on measures for the benefits of the armed forces veterans, war widows and their dependents etc.

Purpose - To make the kiths and kins of war widows capable for earning their livelihood in professional life through short term trainings

Partners - HIMCON, Shimla

No. of Beneficiaries - More than 75



Skill Development training to Kins and Dependents of Army Personnel in Himachal Pradesh

08

Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports



Rs. 34.1 lakhs

➤ Projects on promotion of rural sports, through training, strengthening of yuvak mandals etc.

Purpose - To promote rural sports, strengthening of yuvak mandals, support for nationally recognized sports etc.

Partners - Local administration/ Gram Panchayats/ registered Club/ Society/ Schools, etc.

No. of Beneficiaries - Community at Large



Construction of Badminton Court in Govt Primary Sec. School Lehri Sarel, Distt. Bilaspur (HP)



Other sports activities financially supported by SJVN in project areas

09

Rural development projects-Infrastructural development and Communities
Assets Creation



Rs. 428.8 lakhs

➤ Construction of community assets in and around project area, CHQ and other project areas

Purpose - To provide infrastructural facilities in Project Affected Panchayats/ areas/districts based on societal felt need

Partners - Local administration/ Gram Panchayats/PRIs, Village Development Advisory Committee (VDAC)/ Mahila/ Yuvak Mandals/ CBOs/ NGOs, etc.

No. of Beneficiaries - Community at Large



Construction of Hostel-cum-meditation centre at Rin Gchen Zangpo, Endowment Society, Ponda Distt. Kinnaur



Renovation of Community Hall at Village Majhewali in Gram Panchayat, Funja Tehsil Rampur Distt. Shimla H.P.



Construction of roof on open space in front of Community Centre, Bayal, Gram Panchayat Gadej, Tehsil Nirmand, Distt. Kullu, (H.P)



Construction of Schools in 17 Govt. Primary Schools in District Chamba

10

Slum Area development



Rs. 4.6 lakhs

➤ Projects on slum area development

Purpose - To uplift the people of slum area

Partners - ARROHAN, New Delhi and Sarv Samaj, NGO, New Delhi

No. of Beneficiaries - More than 88



Skill Development training to local youth and young women of slum areas

11

Disaster Management including relief, rehabilitation and reconstruction activities



Rs. 23.5 lakhs

- [Assistance to the victims of natural disasters/ calamities/ contributions towards national Disaster Relief Funds/ COVID-19 etc.](#)

Purpose - To provide relief measures during natural disasters in project area villages/ local area/districts etc.

Partners - Local administration/ SJVN Foundation

No. of Beneficiaries - Community at Large



Relief during flash flood in Rathgaon, Tharali, Uttarkhand



Diversion of Nallah to original course and protection work at village Bainol as safety/relief measure of cloudburst

GOVERNANCE

Corporate governance at SJVN is integral to upholding the principles of ethical business practices, transparency, and accountability. As a leading player in the energy sector, SJVN recognizes that robust governance structures are essential for maintaining stakeholder trust and ensuring sustainable growth. The corporate governance framework is designed to uphold the highest standards of integrity and responsibility, guiding the company in its operations and strategic decision-making. This framework encompasses a well-defined structure of the Board of Directors, comprehensive policies, and rigorous compliance mechanisms, all aimed at promoting effective oversight and fostering a culture of ethical conduct. By prioritizing good governance, SJVN aims to achieve operational excellence while creating long-term value for shareholders, employees, and the communities it serves.

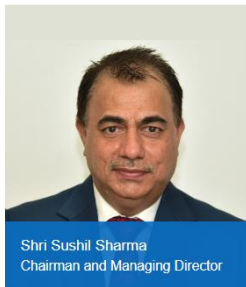
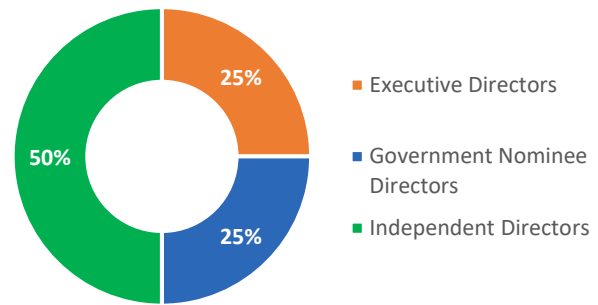
8.1 Board of Directors

8.1.1 Board Composition and Diversity

The Board of Directors is integral to the governance of the company, delivering strategic leadership and comprehensive oversight essential for driving sustainable growth. Comprising members with a diverse range of expertise and backgrounds, the Board is well-equipped to ensure accountability and effective risk management while aligning operational strategies with the company's long-term vision. This thoughtful composition enhances the Board's decision-making capabilities by integrating varied perspectives and insights, fostering innovation, and addressing the complex challenges faced by the company.

SJVN has implemented a Board Diversity Policy that emphasizes the importance of fostering a diverse and inclusive board, reflecting a variety of perspectives, experiences, and backgrounds to enhance effective governance and strategic decision-making aligned with the company's values and objectives. It can be accessed on the company's website in the following policy statement: https://sjvnindia.com/UploadFiles/Page/307892197_PageDocument_Policy%20Statement%20on%20Nomination,%20Remuneration,%20Succession%20and%20Diversity%20of%20Board.pdf

The Board of Directors has an optimum combination of Executive, Non-Executive, and Independent Directors. The strength of the Board is Eight (8) Directors, consisting of Two (2) Executive and Functional Directors including Chairman & Managing Director, Two (2) Government Nominee Directors representing Government of India and Government of Himachal Pradesh respectively, and Four (4) Independent Directors. This diverse composition fosters a holistic approach to decision-making and strategic planning, ensuring a wide range of perspectives and expertise.



Shri Sushil Sharma
Chairman and Managing Director

Shri Sushil Sharma has been entrusted with additional charge of the post of Chairman and Managing Director and Director (Personnel) of the Company w.e.f. 01.05.2024. He was appointed as Director (Projects) w.e.f. 01.08.2020.

Sh. Sharma did his B.E. (Mechanical) from VNIT, Nagpur. He has more than 30 years of rich and varied experience in various organisations including SJVN. He started his career in H.P. State Technical Education Service in 1990. He joined SJVN in January, 1994 as Astd. Engineer and worked in various Departments / Projects and rose to the level of General Manager (Mechanical).



Mr. Akhileshwar Singh
Director (Finance)

Mr. Akhileshwar Singh has been appointed as Director (Finance) w.e.f. 6th January 2020 (A/N). He holds Master of Business Administration (Finance) from Patna University. He has more than 30 years of experience in various organizations including SJVN. He started his career in the year 1987 with Hindustan Paper Corporation Ltd. He joined SJVN in 1993 as Sr. Officer (Finance) and worked in various departments and projects and rose to the level of Chief General Manager (Finance).



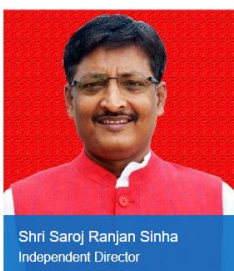
Shri Mohammad Afzal has been appointed as Nominee Director of Government of India on the Board of SJVN Limited w.e.f. 12th July 2024. Shri Afzal is an Indian Engineering Service Officer and is presently serving as Joint Secretary (Hydro) in the Ministry of Power. He is B.Sc. (Engg) in the field of Electrical Engg. (First with Hons.) from AMU, Aligarh and M.E. (First with Hons.) in Power System Engg. from the then University of Roorkee (Now, Indian Institute of Technology, Roorkee).



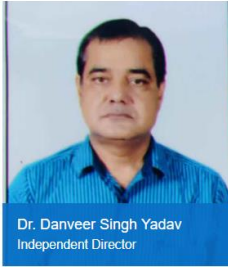
Shri Arindam Chaudhary has been appointed as Nominee Director of Government of Himachal Pradesh on the Board of SJVN Limited w.e.f. 12th July 2024. Sh. Chaudhary is an Indian Administrative Service Officer of 2014 Batch. He has Graduated in Computer Science Birla Institute of Technology and Science, Pilani. In addition, he has acquired training and experience in diverse areas of Governance and Management from various prestigious educational and administrative Institutions of the country.



Dr. Udeeta Tyagi has been appointed as Part-Time Non-Official Independent Director on the Board of SJVN Limited w.e.f. 8th November 2021. Dr. Tyagi holds a Master's degree and Doctorate (2009) in Chemistry. She has over 17 years' teaching experience in chemistry in various institutions. However, her areas of service and experience extend far beyond her professional qualifications. She happens to be a distinguished social worker in the fields of Waste Management, Skill Development, Women Empowerment, Youth Empowerment, Primary Education, Cleanliness and Beautification of Cities, etc.



Shri Saroj Ranjan Sinha, has been appointed as Part-Time Non-Official Independent Director on the Board of SJVN Limited w.e.f. 8th November 2021. Shri Sinha is a Graduate from IEC University, Himachal Pradesh. He is a renowned and respected Public Activist and Social Worker from the State of Bihar who has led and participated in a number of campaigns for a Public Cause. His areas of service include Farmers Welfare and Agricultural Development, empowerment of Farmers to name a few. He has nearly 32 years' experience in Social and Public Service.



Dr. Danveer Singh Yadav has been appointed as Part-Time Non-Official Independent Director on the Board of SJVN Limited w.e.f. 09th November 2021.

Dr. Yadav is presently serving as a Principal/Professor at SM College, Chandausi (Distt. Sambhal), Uttar Pradesh. Formerly, he served as Professor at KGK PG College, Moradabad. He holds a Master's Degree (1990) and Doctorate in Chemistry (1994) from Allahabad University. He has over 26 years of teaching experience in the Department of Chemistry.



Shri Shashikant Jagannath Wani has been appointed as the Independent Director on the Board of SJVN Limited w.e.f. 13th March 2023.

Shri Wani holds Diploma in Homeopathy & Biochemistry from State Council of Homeopathy, Madhya Pradesh. He is Education institute director with over 20 years of experience at Shri Sainath Education Society & Shri Sadguru Vidya Vikas Sanstha. In his current role as a Chairman & Director at Shri Sainath Education Society, he is responsible for overseeing the day-to-day operations of the institute, developing and implementing strategic plans, managing budgets, and ensuring academic excellence.

8.1.2 Board Expertise

The Board of Directors at SJVN Limited plays a critical role in ensuring effective governance through a steadfast commitment to integrity, accountability, and transparency. As a Government Company defined under Section 2(45) of the Companies Act, 2013, SJVN follows a structured nomination process for its Directors, guided by the Ministry of Power and the Department of Public Sector Enterprises within the Ministry of Finance, Government of India. Recognizing the importance of diverse expertise in achieving its strategic objectives, the Board, during its 315th meeting on March 15, 2024, approved specific criteria for identifying the core skills, expertise, and competencies essential for its members. This framework not only enhances the Board's decision-making capabilities but also ensures that its composition aligns with the company's operational needs and sustainability goals. The following table outlines the key areas of expertise and competencies that underpin the Board's effectiveness in guiding SJVN toward sustainable growth and development:



Energy & Power Sector



Technical/Engineering



Administration/Management



Finance



Human Resource



Environment



Legal



Information Technology



Academic & Research



Social Works & Public Relations

8.1.3 Board Training

The company conducts comprehensive training programs for its new Board members, encompassing Functional, Government, Nominee, and Independent Directors. These programs are designed to provide an in-depth understanding of the company's business model and its associated risk profile, equipping Directors with the knowledge necessary to navigate the complexities of the organization. Additionally, the training outlines the specific responsibilities of each Director and offers guidance on effectively fulfilling these duties. By fostering a clear understanding of their roles and the broader operational landscape, the company ensures that Board members are well-prepared to make

informed decisions and contribute meaningfully to the governance and strategic direction of the organization.

Additional information regarding the training of directors can be accessed in the Director's Training Document available on the company's website:

https://sjvnindia.com/UploadFiles/Page/815865338_PageDocument_DIRECTOR%E2%80%99S%20TRAINING%20DOCUMENT.pdf

8.2 Committees of the Board

The Board Committees are instrumental in supporting our responsibilities by offering critical insights, strengthening governance frameworks, and delivering consistent updates to the Board of Directors. Each committee, led by its designated head and primarily composed of Independent Directors, is dedicated to addressing key areas of focus, ensuring effective oversight and decision-making.

8.2.1 Audit Committee

The Audit Committee's scope of work is to support the Board of Directors in fulfilling its oversight duties related to the financial reporting process, internal control systems, and the audit process. The Committee is empowered to investigate any activity within its terms of reference, request information from any employee, and seek external legal or professional advice as needed. Additionally, the Audit Committee is responsible for carrying out all functions and obligations as prescribed under the applicable legislations and guidelines. Through these responsibilities, the Audit Committee ensures the integrity and transparency of the company's financial and governance practices.

Dr. Danveer Singh Yadav	Independent Director - Chairman
Dr. Udeeta Tyagi	Independent Director - Member
Sh. Saroj Ranjan Sinha	Independent Director - Member
Dr. Shashikant Jagannath Wani	Independent Director - Member

8.2.2 Nomination and Remuneration Committee

SJVN being a Central Public Sector Enterprise, the appointment, tenure and remuneration of Directors are determined by the President of India. The Nomination & Remuneration Committee's scope of work includes reviewing and making recommendations on all human resource matters requiring Board approval. Additionally, the Committee is responsible for fulfilling its duties as prescribed under

applicable legislations and guidelines governing Government Companies, ensuring compliance and effective management of HR-related decisions.

Dr. Udeeta Tyagi	Independent Director - Chairperson
Dr. Danveer Singh Yadav	Independent Director - Member
Dr. Shashikant Jagannath Wani	Independent Director - Member

8.2.3 Stakeholders Relationship Committee

The Stakeholders Relationship Committee is tasked with addressing and resolving grievances raised by the company's security holders. In addition, the Committee is responsible for carrying out all duties and functions as outlined in the relevant legislations and guidelines, ensuring compliance and fostering positive relationships with stakeholders.

Sh. Saroj Ranjan Sinha	Independent Director - Chairman
Dr. Danveer Singh Yadav	Independent Director - Member
Dr. Shashikant Jagannath Wani	Independent Director - Member

8.2.4 CSR, SD and R&D Committee

The Committee was established by the Board to formulate and implement SJVN's CSR Policy in accordance with the DPE Guidelines and the Companies Act, 2013. In addition to its core responsibilities, the Committee has been entrusted with overseeing Sustainable Development and Research & Development initiatives, as outlined in the annual Memorandums of Understanding with the Ministry of Power.

Dr. Shashikant Jagannath Wani	Independent Director - Chairman
Sh. Saroj Ranjan Sinha	Independent Director - Member
Dr. Udeeta Tyagi	Independent Director - Member

8.2.5 Risk Management Committee

The Risk Management Committee is responsible for developing, monitoring, reviewing, and updating the company's Risk Management Framework, including the Risk Management Policy and Risk Plans. Additionally, the Committee is tasked with performing all duties and responsibilities as outlined in

applicable legislations and guidelines, ensuring a proactive approach to identifying, assessing, and mitigating risks across the organization.

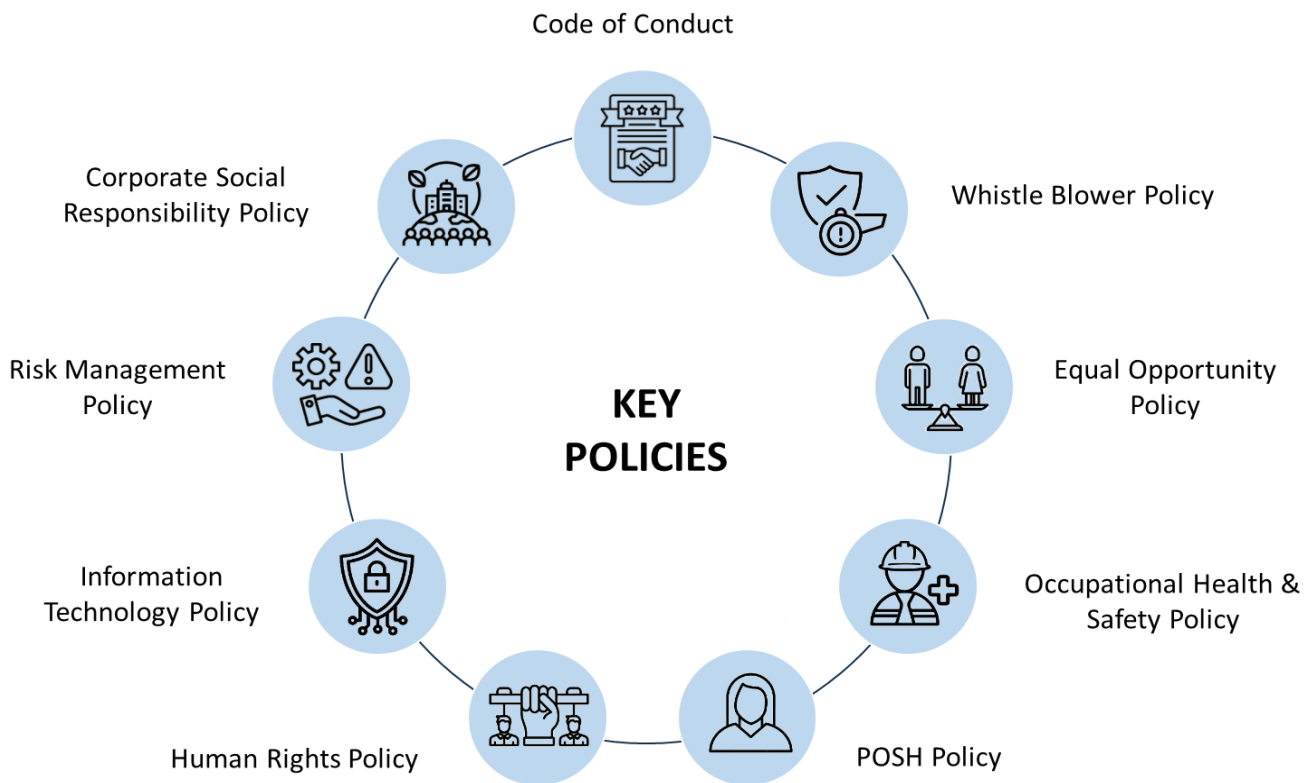
Sh. Saroj Ranjan Sinha	Independent Director - Chairman
Dr. Danveer Singh Yadav	Independent Director - Member
Dr. Udeeta Tyagi	Independent Director - Member

8.3 ESG Governance and Board Oversight

The CSR, Sustainable Development, and R&D Committee at SJVN plays a vital role in steering the company's sustainability and innovation initiatives. Beyond its core responsibility of overseeing Corporate Social Responsibility (CSR) activities, the committee has been entrusted with the strategic oversight of Sustainable Development and Research & Development (R&D) efforts. These responsibilities align with the goals outlined in the annual Memorandums of Understanding with the Ministry of Power. By integrating these focus areas, the committee ensures that SJVN's sustainability initiatives align with its commitment to social and environmental responsibility while also driving innovation and progress within the energy sector, contributing to long-term growth and value creation.

8.4 Key Policies

SJVN’s principles and policies are a testament to our unwavering commitment to core values that govern our day-to-day operations. Upholding the highest standards of personal and professional integrity, we strictly adhere to all applicable laws and regulations. SJVN is dedicated to creating a professional, inclusive, and respectful work environment, free from discrimination of any kind. To support this, we have implemented comprehensive policies that all employees are required to follow. These policies are designed to not only meet but exceed governmental standards, ensuring excellence in all aspects of our operations. The policies of the company can be accessed through <https://sjvn.nic.in/corporate-governance/60>



8.5 Risk Management

8.5.1 Management Approach

SJVN became the first Central Public Sector Enterprise (CPSE) to achieve ISO 31000:2018 certification for its Risk Management System in November 2022. The company has since enhanced and implemented a comprehensive Risk Management Framework in alignment with ISO 31000:2018 standards. This framework includes an extensive Risk Management Policy, along with detailed plans and procedures for risk identification, assessment, mitigation, review, reporting, and preventive actions. It also emphasizes continuous improvement through regular training and awareness programs, ensuring a proactive and resilient approach to managing risks across the organization.

The Risk Management policy has been duly disclosed on the Company website and may be accessed at Investor Relation Section on SJVN website www.sjvn.nic.in or by clicking on the link below – https://sjvnindia.com/UploadFiles/Page/654702564_PageDocument_Risk%20management%20Policy.pdf

8.5.2 Risk Governance

At SJVN, the Board-constituted Risk Management Committee plays a pivotal role in safeguarding the organization against potential risks. The committee is responsible for framing, monitoring, reviewing, and continuously updating SJVN's Risk Management Framework to address emerging challenges and uncertainties. This includes overseeing the development and implementation of the Risk Management Policy and Risk Plans, ensuring they are strategically aligned with SJVN's objectives and responsive to the evolving risk landscape. Through this comprehensive approach, the committee aims to strengthen the organization's resilience and adaptability, promoting sustainable growth and value creation for all stakeholders.

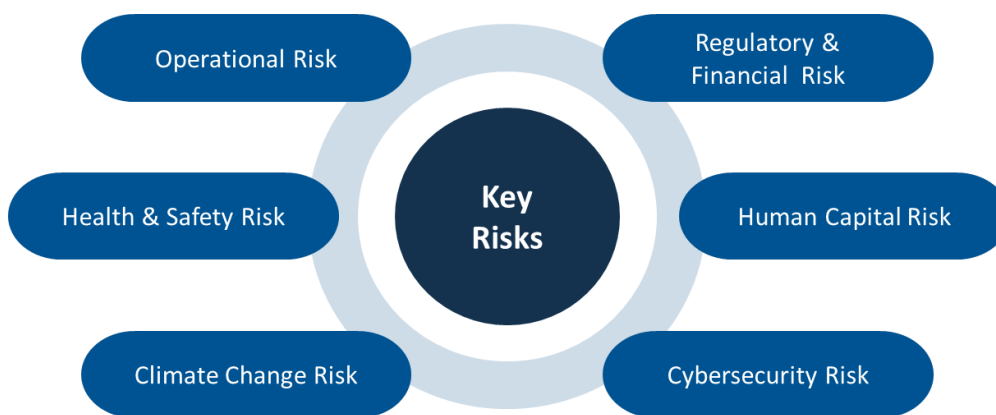
8.5.3 Risk Management Framework

SJVN has implemented a Risk Management Framework in accordance with ISO 31000:2018, which includes the following key components:



8.5.4 Key Risks and Mitigating Actions

Effective risk management is crucial to our ability to achieve positive outcomes and sustain long-term success. While we remain optimistic about our future prospects, we recognize the inherent risks and uncertainties present in our industry and operational landscape. These include potential challenges such as regulatory shifts, economic fluctuations, geopolitical instability, and technological disruptions. By continuously monitoring and proactively addressing these risks, we aim to not only mitigate their impact but also seize emerging opportunities. Outlined below are some of the key risks we continuously assess:



1. Operational Risk

Risk Description: It encompasses potential equipment malfunctions, natural disasters, and stringent regulatory requirements that could disrupt its hydroelectric and renewable energy operations. These risks may lead to significant project delays, cost escalations, and safety concerns, ultimately affecting the company's operational efficiency, financial stability, and reputation in the energy sector.

Mitigation Actions:

- Diversified energy portfolio to broaden the risk profile and minimize reliance on a single energy source
- Regular inspection, maintenance, and upgrades of equipment and infrastructure
- Well-defined Crisis and Disaster Management Plan
- Risk assessments and scenario analysis to identify potential operational risks and create effective contingency plans

- Engagement with local communities and stakeholders to address environmental and social concerns

2. Regulatory & Financial Risk

Risk Description: The organization faces regulatory risk from potential changes in government policies and environmental regulations that could affect project approvals and compliance costs, while financial risk stems from fluctuations in energy prices, interest rates, and currency exchange rates, threatening revenue stability and project viability.

Mitigation Actions:

- Involved in multiple national industry associations and engages with various prominent fora to drive appropriate policy advocacy and influence in the hydro and renewable energy sector, through necessary amendments, schemes, and programs
- Actively monitoring policy changes and ensuring strict adherence to environmental and safety regulations through regular audits, training, and continuous oversight
- Several projects are certified under ISO 14001:2015 for Environmental Management Systems, ensuring regulatory compliance and mitigating non-compliance penalties
- Utilizing financial instruments to hedge against fluctuations in energy prices, interest rates, and currency exchange rates, thereby stabilizing cash flows
- Maintaining adequate financial reserves to manage unexpected financial challenges ensure liquidity
- Robust financial analysis and risk assessments to forecast potential impacts and develop strategic responses

3. Health & Safety Risk

Risk Description: It include potential accidents and injuries associated with construction and operational activities in hydroelectric and renewable energy projects. These risks may arise from equipment failures, inadequate safety protocols, or environmental hazards

Mitigation Actions:

- Regular training programs for employees on safety protocols, emergency response, and equipment handling
- Periodic audits by internal and external auditors
- Daily and monthly safety inspections and inspector visits to monitor OHS procedures at project sites, mobile health vans, project hospitals, and health awareness campaigns

- Usage of tools such as Hazard Identification and Risk Analysis (HIRA) format, Incident and Accident Data analysis, Job Safety Analysis (JSA), etc. to continuously monitor and review workplace related hazards and risks
- Mandatory use of appropriate personal protective equipment to safeguard employees from workplace hazards

4. Human Capital Risk

Risk Description: This risk involves skill shortages, high attrition rates, and the need for ongoing training, which can affect operational efficiency and project execution.

Mitigation Actions:

- Recruitment strategies to attract skilled professionals and fill critical roles, ensuring the right talent is onboarded to meet project needs
- Investment in Training and Development Programs to upskill employees, enhance their competencies, and align their skills with evolving industry demands
- Performance evaluation system to recognize and reward employee achievements
- Employee Retention strategies including competitive compensation, career growth opportunities, and employee engagement activities to reduce attrition rates
- Promoting diversity and inclusion at workplace to create a supportive work environment

5. Cybersecurity Risk

Risk Description: It involves potential threats to its digital infrastructure, data breaches, cyberattacks, and vulnerabilities in its digital infrastructure, which could disrupt critical operations and compromise sensitive information. These risks pose significant challenges to SJVN's financial stability, operational continuity, and reputation.

Mitigation Actions:

- Investments in robust cybersecurity infrastructure, including firewalls, intrusion detection systems, and encryption technologies, to protect sensitive data and critical systems
- Strict access controls and data protection policies to limit unauthorized access to sensitive information and safeguard digital assets
- Periodic training sessions to educate employees on cybersecurity best practices, threat detection, and safe data handling to reduce human error



6. Climate Change Risk

Risk Description: Climate change risk for SJVN involves increasing vulnerability to extreme weather events, changing water availability, and shifting environmental conditions that can disrupt hydroelectric and renewable energy operations. These risks could impact project timelines, energy production, and overall financial performance.

Mitigation Actions:

Please refer to the comprehensive details provided in the [Climate Change](#) section.

8.6 Crisis and Disaster Management Plan

SJVN's 'Crisis & Disaster Management Plan (CDMP)' is designed with the vision to significantly reduce losses by enhancing the capacity of both administrative and on-ground teams to effectively manage and respond to any crisis situations that may occur within the power plant. The plan focuses on strengthening preparedness, response, and recovery measures to ensure operational resilience and minimize disruptions.

8.6.1 Components of CDMP

To effectively manage disaster or emergency situations, an organizational chart will be created to designate roles and responsibilities to various project personnel, clearly defining their specific tasks during an emergency.

Aspect	Description
Planning	<ul style="list-style-type: none"> ➤ Identify and mitigate risks such as vehicle collisions and flooding ➤ Implement preventive maintenance for machinery, equipment, and vehicles ➤ Enforce traffic regulations on project haul roads to reduce accidents
Response Team	<p>Project Manager: Coordinates overall operations and decision-making</p> <p>Personnel Officer: Manages communication and resources</p> <p>Foreman: Oversees safety protocols and operational activities</p> <p>Essential Workers: Maintain critical services during emergencies</p>

- **Planning**

Effective planning for emergency situations involves proactively identifying potential risks and implementing strategies to prevent them. Key emergency scenarios include vehicle collisions and the risk of flooding within project areas. To mitigate these risks, a comprehensive Preventive Maintenance Schedule will be established for all project machinery, equipment, and transport vehicles, adhering to the maintenance guidelines outlined in manufacturers' user manuals. Furthermore, strict enforcement of traffic regulations on project haul roads—both within the lease area and beyond—is essential to minimize the likelihood of accidents. Emergencies typically arise from incidents that escalate into abnormal conditions; however, there is usually a critical window of opportunity—ranging from a few seconds to minutes—during which timely interventions can effectively prevent these incidents from evolving into

full-scale emergencies. By prioritizing these preventive measures, the organization can enhance its readiness and resilience in the face of potential emergencies.

- **Implementation**

To ensure a swift and effective response during emergencies, a dedicated team of key personnel will be designated to carry out specific responsibilities and will remain available on call, even during holidays and off-duty hours. This team includes the **Project Manager**, who will coordinate overall operations and make critical decisions; the **Personnel Officer**, responsible for managing human resources and facilitating communication among team members; the **Foreman**, who oversees operational activities and ensures adherence to safety protocols; and **Essential Workers**, a group of skilled employees vital for maintaining essential services and operations during an emergency. Together, this team reinforces the organization's commitment to safety and preparedness in the face of potential emergencies.

8.6.2 Benefits of CDMP

Key Benefits of SJVN's Crisis & Disaster Management Plan (CDMP):

1. **Safety Assurance:** The CDMP safeguards employees, stakeholders, and the community by identifying risks and preventing incidents.
2. **Faster Response:** Clear roles and responsibilities lead to better coordination and quicker action during emergencies.
3. **Business Continuity:** The plan ensures that essential operations continue, maintaining reputation and financial stability.
4. **Staff Preparedness:** Regular training and drills cultivate a culture of safety, empowering employees to handle emergencies effectively.
5. **Stakeholder Confidence:** Compliance with regulations and effective crisis management enhances trust and reduces legal risks.
6. **Efficient Resource Allocation:** The plan optimises the deployment of personnel and resources, enhancing the organisation's operational resilience.

8.7 Business Ethics



8.7.1 Code of Conduct and Ethical Standards

Aspect	Description
Code of Conduct	Ensures compliance with the Companies Act, 2013 and SEBI (LODR) Regulations Promotes integrity and transparency in business conduct
Conduct, Discipline & Appeal Rules	Governs permanent employees, including Whole-time Directors; exempt for part-time Directors and those under the Industrial Employment Act
Training for Board Members	Training on corporate governance, transparency, and ethical decision-making, improving overall Board effectiveness

The Board of Directors has implemented a comprehensive Code of Conduct for its members and senior management team in lines with the requirements of Companies Act, 2013 and SEBI (LODR) Regulations. This code is designed to promote ethical behaviour, integrity, and transparency in the management of the company's affairs, ensuring that all actions align with the highest standards of corporate governance. By upholding these principles, the company aims to build a culture of trust, accountability, and credibility with its stakeholders, investors, and business partners, reinforcing its commitment to long-term, sustainable growth. This commitment to ethical conduct not only guides decision-making within the organization but also serves as a foundation for fostering strong and lasting relationships with all those associated with the company.

The Company has established Conduct, Discipline & Appeal Rules ("CDA Rules") that regulate the behavior of all permanent employees, including Whole-time Directors. These rules set clear standards for conduct, ensuring that employees adhere to the company's ethical guidelines. However, part-time Directors and those covered by the Standing Orders under the Industrial Employment (Standing Orders) Act, 1946, are not subject to these rules.

The company actively conducts training programs for its new Board members, including Functional, Government, Nominee, and Independent Directors, aimed at fostering a deep understanding of key

governance principles essential for effective leadership. These comprehensive sessions cover Corporate Governance frameworks, emphasizing the importance of transparency, accountability, and ethical decision-making. Participants also receive training on the Model Code of Business Ethics and Conduct applicable to their roles, ensuring they are well-versed in the ethical standards that guide their actions. By equipping new Board members with this critical knowledge, the company reinforces its commitment to integrity and compliance, empowering Directors to contribute meaningfully to the Board's discussions and decisions while enhancing overall governance effectiveness.

The Code of Conduct has been made publicly available on the company's website and can be accessed in the Investor Relations section at www.sjvn.nic.in or by clicking on the link below – https://sjvnindia.com/UploadFiles/Page/726295901_PageDocument_code%20of%20conduct%20for%20board%20members%20and%20senior%20management_13.06.2024.pdf

8.7.2 Anti-Corruption and Anti-Bribery

The company has earned the prestigious recognition of becoming the first public sector unit (PSU) in the power sector to achieve the Anti-Bribery Management System Certification from the Bureau of Indian Standards. This certification was awarded following the successful implementation of ISO 37001:2016 standards, underscoring the company's commitment to maintaining the highest ethical standards and combating bribery in all aspects of its operations. Achieving the ISO 37001:2016 certification is a significant milestone in the company's journey toward fostering a transparent and accountable organizational culture. This globally recognized standard provides a robust framework for identifying, preventing, and addressing bribery risks, thereby enhancing the company's credibility and trustworthiness among stakeholders, investors, and partners. By adopting these stringent measures, the company not only meets but exceeds industry benchmarks for anti-bribery practices, setting a high standard within the power sector and among public sector units.

The company's proactive stance on anti-bribery reflects its commitment to good governance, ethical leadership, and corporate responsibility. This approach goes beyond compliance, integrating ethical practices into daily operations and long-term planning. To reinforce this commitment, the company conducts regular training sessions on anti-corruption and anti-bribery for its employees at all levels, ensuring they are well-informed about identifying and addressing unethical practices. By fostering a culture of integrity and zero tolerance for corruption, the company empowers its workforce to act with transparency and accountability in all aspects of their roles.

During the reporting period, no incidents or cases of bribery, corruption, or conflicts of interest were reported or registered. This outcome underscores the effectiveness of the company's strong ethical standards and robust internal controls in promoting transparency and integrity across all its operations.

8.7.3 Whistle Blower Protection

SJVN has implemented a robust Whistle Blower Policy that empowers directors and employees to confidentially report concerns regarding unethical behaviour, suspected fraud, or violations of the company's code of conduct and ethics policy. This policy ensures comprehensive protection against retaliation for those who utilize the reporting mechanism, with safeguards in place to prevent any victimization of the individuals involved. In exceptional cases, it also provides direct access to the Chairman of the Audit Committee for escalated concerns. The identity of the complainant/whistle-blower is kept strictly confidential, reinforcing a culture of transparency, ethical practices, and strong corporate governance across the organization.

During the financial year 2023-24, no whistle-blower cases were reported, reflecting the company's strong commitment to transparency and ethical governance. This demonstrates the effectiveness of our Whistle Blower Policy and the trust employees place in our internal processes. The absence of cases underscores the integrity of our operations and adherence to high ethical standards.

The Whistle-blower Policy has been made publicly available on the company's website and can be accessed in the Investor Relations section at www.sjvn.nic.in or by clicking on the link below – https://sjvnindia.com/UploadFiles/Page/77161120_PageDocument_Whistle_Blower_2023.pdf

8.7.4 Anti-Competitive Practices and Fair Competition

SJVN is committed to maintaining a level playing field in all its business operations by adhering to principles of fair competition and ethical market practices. The company strictly prohibits any form of anti-competitive behavior, including collusion, price-fixing, market allocation, or other practices that could distort or limit competition in the industry. SJVN's policies are designed to ensure compliance with national and international competition laws, promoting a business environment where innovation and efficiency are driven by merit and transparency.

SJVN actively encourages a culture where all stakeholders, including employees, partners, and suppliers, understand the importance of ethical competition. Regular training and awareness programs are conducted to educate the workforce on anti-competitive practices, ensuring that everyone is aware of the legal and ethical boundaries within which the company operates. By fostering these values, SJVN not only aims to uphold its reputation as a responsible business leader but also seeks to set industry benchmarks for fair competition and integrity in the marketplace. This commitment reflects SJVN's broader vision of contributing to sustainable development and creating value for its stakeholders through ethical and transparent business conduct.

8.8 Privacy Protection

At SJVN, the company has implemented a comprehensive internal IT Policy that addresses key aspects of IT usage to ensure security, efficiency, and accountability across the organization. This policy is divided into three main sections:

- **IT Policy for End Users**, which provides guidelines for responsible and secure use of IT resources by employees;
- **IT Policy for IT Departments**, which outlines the roles and responsibilities of IT personnel in managing the technology infrastructure;
- **Asset Control Policy**, which governs the procurement, maintenance, and disposal of IT assets to safeguard company resources.

Together, these sections create a robust framework that promotes best practices in IT management, reinforcing the company's dedication to protecting its digital landscape. By adhering to this comprehensive policy, SJVN not only supports its commitment to operational excellence and data security but also actively mitigates potential cyber threats. As a testament to these efforts, the company has reported zero incidents of cyber-attacks or data breaches during the financial year, highlighting its proactive approach to cybersecurity and the effectiveness of its IT governance practices. This strong track record underscores SJVN's focus on maintaining the highest standards of information security to safeguard sensitive data and ensure business continuity.

The IT policy can be accessed by clicking the on the link <https://sjvn.nic.in/privacy-policy/85>

GRI INDEX

GRI Standard	Disclosure	Reference
GRI 2: General Disclosures 2021	2-1 Organizational details	About SJVN Limited
	2-2 Entities included in the organization's sustainability reporting	Key Portfolio
	2-3 Reporting period, frequency and contact point	Scope & Boundary
	2-4 Restatements of information	AR 23-24
	2-5 External assurance	No external assurance done
	2-6 Activities, value chain and other business relationships	Stakeholder Engagement
	2-7 Employees	Human Capital
	2-8 Workers who are not employees	
	2-9 Governance structure and composition	Board Composition and Diversity
	2-10 Nomination and selection of the highest governance body	AR 23-24
	2-11 Chair of the highest governance body	Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors
	2-13 Delegation of responsibility for managing impacts	Committees of the Board
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance and Board Oversight
	2-15 Conflicts of interest	BRSR Principle 1 – Essential Indicator – Q6
	2-16 Communication of critical concerns	BRSR Section A – Q25
	2-17 Collective knowledge of the highest governance body	Board Expertise
	2-18 Evaluation of the performance of the highest governance body	Board Expertise
	2-19 Remuneration policies	AR 23-24
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	BRSR Principle 5 – Essential Indicator – Q3
	2-22 Statement on sustainable development strategy	ESG Impact Plan
	2-23 Policy commitments	Key Policies
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	Key Risks and Mitigating Actions
	2-26 Mechanisms for seeking advice and raising concerns	Employee Grievance
	2-27 Compliance with laws and regulations	Board of Directors
	2-28 Membership associations	Memberships and Associations

	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	BRSR Principle 3 – Essential Indicator – Q7
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment Approach
	3-2 List of material topics	Identified Material Issues
	3-3 Management of material topics	Materiality in Focus
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity
	101-2 Management of biodiversity impacts	
	101-3 Access and benefit-sharing	
	101-4 Identification of biodiversity impacts	
	101-5 Locations with biodiversity impacts	
	101-6 Direct drivers of biodiversity loss	
	101-7 Changes to the state of biodiversity	
	101-8 Ecosystem services	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 23-24
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	BRSR Principle 3 – Essential Indicator – Q2
	201-4 Financial assistance received from government	AR 23-24
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR Principle 5 – Essential Indicator – Q2
	202-2 Proportion of senior management hired from the local community	Not mapped for FY 24, data collation in process
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not mapped for FY 24, data collation in process
	203-2 Significant indirect economic impacts	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Procurement
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Anti-Bribery
	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	(No such incidents)

GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Competitive Practices and Fair Competition
GRI 207: Tax 2019	207-1 Approach to tax	AR 23-24
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	Not Applicable as operations are only restricted to India.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	BRSR Principle 2 – Leadership Indicator – Q3, Q4 and Q5
	301-2 Recycled input materials used	
	301-3 Reclaimed products and their packaging materials	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management
	302-2 Energy consumption outside of the organization	Energy Management Anything else beyond the mentioned is outside the company premises, and beyond the boundary of the report
		302-3 Energy intensity
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
303-2 Management of water discharge-related impacts		
303-3 Water withdrawal		BRSR Principle 6 – Essential Indicator – Q3, Q4
303-4 Water discharge		Water Stewardship
303-5 Water consumption		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions Management
	305-2 Energy indirect (Scope 2) GHG emissions	Not mapped for FY 24, data collation in process
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	Emissions Management
	305-5 Reduction of GHG emissions	
	305-6 Emissions of ozone-depleting substances (ODS)	Not mapped for FY 24, data collation in process
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	BRSR Principle 6 – Essential Indicator – Q9
	306-5 Waste directed to disposal	

GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	BRSR Principle 2 – Essential Indicator – Q2 Principle 6 – Leadership Indicator – Q7
	308-2 Negative environmental impacts in the supply chain and actions taken	(No such incidents)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Acquisition and Retention
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital
	401-3 Parental leave	Employee Benefits
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	In case of any operational changes like relocation, closure, or new project sites the employees will be notified well in advance
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	BRSR Principle 3 – Essential Indicator – Q9
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diverse Workforce Composition
	405-2 Ratio of basic salary and remuneration of women to men	Gender Pay Gap
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	(No such incidents)
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	BRSR Principle 3 – Essential Indicator – Q7

GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labour Management
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	(No such incidents)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Welfare
	413-2 Operations with significant actual and potential negative impacts on local communities	(No such negative impacts)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	BRSR Principle 5 – Leadership Indicator – Q4
	414-2 Negative social impacts in the supply chain and actions taken	(No such incidents)
GRI 415: Public Policy 2016	415-1 Political contributions	Not applicable
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	BRSR Principle 9 – Essential Indicator – Q4
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	(No such incidents)
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	BRSR Principle 9 – Essential Indicator – Q2 Leadership Indicator – Q2, Q4
	417-2 Incidents of non-compliance concerning product and service information and labelling	(No such incidents)
	417-3 Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	(No such incidents)