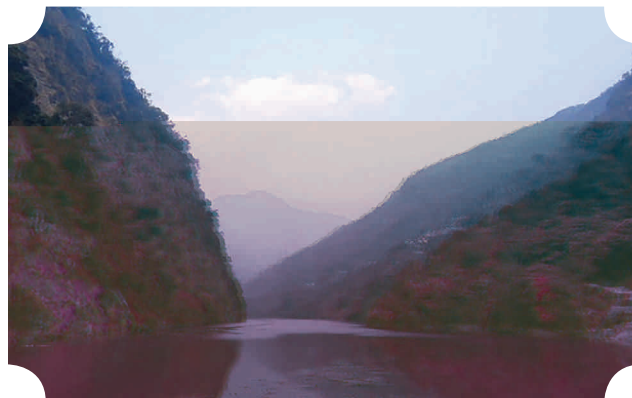


BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

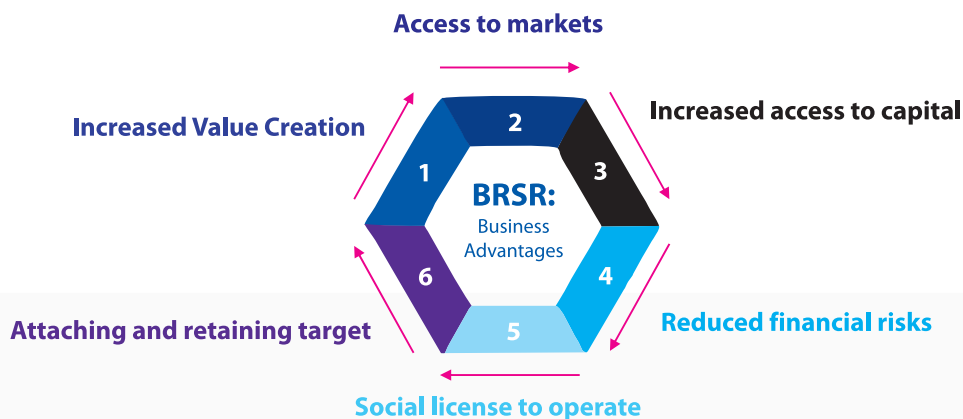


Tee a-V and Tee a-VI P ojec , Sikkim

Introduction to BRSR

Disclosures in the field of ESG have been a global trend in the last decade, holding companies accountable for their identification of Environmental, Social and Governance (ESG) risks and opportunities and their impact on income generation in annual disclosures.

In line with the global developments, the Securities and Exchange Board of India (SEBI), in its continued efforts to enhance disclosures on ESG standards, introduced new requirements for listed companies. The new requirement, named, Business Responsibility and Sustainability Report (BRSR), aims to establish link between financial performance and ESG performance.



SEBI has mandated that the BRSR will be applicable to the top 1,000 listed entities (by market capitalization) from FY2021-22 and onwards from FY2022-23.

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	23 States and 3 Union Territories
International (No. of Countries)	1 (Nepal)

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

Contribution of exports is negligible.

c. A brief on types of customers

NHPC Limited is a Mini-Ratna public enterprise undertaking and one of the largest hydroelectric generating companies in India. It is a member of the National Hydroelectric Power Corporation (NHPC) and is a subsidiary of the Discoms (DISCOMs). NHPC also provides consulting services on construction, operation, maintenance, renovation, and financing of hydroelectric projects to clients in India and abroad.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Pe manen (D)	3005	2718	90%	287	10%
2.	O he han Pe manen (E)	7	7	100%	0	0%
3.	To al em lo ee (D + E)	3012	2725	90%	287	10%
WORKERS						
4.	Pe manen (F)	1375	1174	85%	201	15%
5.	O he han Pe manen (G)	7288	6507	89%	781	11%
6.	To al o ke (F+G)	8663	7681	89%	982	11%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Pe manen (D)	102	98	96%	4	4%
2.	O he han Pe manen (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	102	98	96%	4	4%
DIFFERENTLY ABLED WORKERS						
4.	Pe manen (F)	11	8	73%	3	27%
5.	O he han Pe manen (G)	13	12	92%	1	8%
6.	Total differently abled workers (F + G)	24	20	83%	4	17%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Boa d of Di ec o	10	1	10%
Ke Managemen Pe onnel	1	1	100%

20. Turnover rate for permanent employees and workers (Disclose for past 3 years)

	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.51%	0.99%	1.46%	0.13%	0.33%	0.46%	0.19%	0.0%	0.19%
Permanent Workers	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	NHDC Limi ed	S b idia	51.08%	No
2	Lok ak Do n eam H d oelec ic Co o a ion Limi ed	S b idia	74.82%	No
3	B ndelkhand Sa U ja Limi ed	S b idia	86.94%	No
4	Lanco Tee a H d o Po e Limi ed	Wholl o ned S b idia	100%	No
5	Ra le H d oelec ic Po e Co o a ion Limi ed	S b idia	51.00%	No
6	Ja o e Co o a ion Limi ed	Wholl o ned S b idia	100%	No
7	NHPC Rene able Ene g Limi ed	Wholl o ned S b idia	100%	No
8	Chenab Valle Po e P ojec P i a e Limi ed	S b idia	52.74%	No
9	Na ional High Po e Te Labo a o P i a e Limi ed (NHPTL)	A ocia e	20.00%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
(ii) Turnover (in Rs.): ₹ 9,316.3 crore
(iii) Net worth (in Rs.): ₹ 35,407.9 crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress Policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communication	Yes, NHPC has a 'Centralized Public Grievance Redressal & Monitoring System' in place. The Contact details for an complainant are given in the link- https://www.nhpcindia.com/about-us/public/galle/1689568899.pdf	0	0	-	0	0	-
Employees (on the management's behalf)	Yes. The details of contact for the grievance are provided in the link below https://www.nhpcindia.com/welcome/page/145	43	0	There have been 43 complaints received from Regional & State Transport Agencies (RTA) for bonded in the record of consolidated grievance received through a non-employee of Electronic Cedit/In the Waiver / Bond.	112	0	There have been 112 complaints received from Regional & State Transport Agencies (RTA) for bonded in the record of consolidated grievance received through a non-employee of Electronic Cedit / In the Waiver / Bond.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress Policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholder	Yes. Shareholder can end his grievance through Complaint /RTA directly through email/letter. Further, shareholder can also lodge his grievance through SEBI SCORES portal. The details of contact information for his grievance are also provided in the link below. http://www.nhpcindia.com/welcome/page/145	864	2	There have been no identified from Regulator & Shareholder's Agent (RTA) for the investigation of the complaint of consolidated grievance received through a non-employee of the company. Waiver, Stock Exchange Complaint, SEBI Complaint.	1,085	2	There have been no identified from Regulator & Shareholder's Agent (RTA) for the investigation of the complaint of consolidated grievance received through a non-employee of the company. Waiver, Stock Exchange Complaint, SEBI Complaint.
Employee and stakeholder	Yes, NHPC has an 'Employee Grievance Redressal Cell' in place. The details of contact information are provided in the link below. http://www.nhpcindia.com/employee/grievance/galle/1689568899.pdf	9	1	-	21	5	-
Consumer	Yes, NHPC has a 'Centralized Public Grievance Redressal & Monitoring Scheme' in place. The details of contact information are given in the link - http://www.nhpcindia.com/employee/grievance/galle/1689568899.pdf	00	00	-	00	00	-
Value Chain Partner	Yes, In the past, it is being implemented in NHPC. Bidder may file his grievance regarding tender to Independent External Monitor (IEM), if any. The details of IEM are being provided in the document available on the following link: http://www.nhpcindia.com/employee/grievance/galle/1689568899.pdf The email for grievance is iem.nhpc@gmail.com	2	0	-	2	0	-

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

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

The detail of key material business conduct, its significance on business and possible impact of each issue along with action plan to minimize/mitigate its impact (risk/opportunity) are available on the Company's website (Materiality Analysis) under following link: <https://www.nhpcindia.com/asset/financial/galley/16875014380.pdf>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping business demonstrate the culture, policies and processes in place to address the NGRBC Principles and Core Elements.

The National Guideline for Responsible Business Conduct (NGRBC) has been adopted by the Ministry of Corporate Affairs and is incorporated in the P1-P9 as given below:

P1	Business should conduct and go on in a manner that is ethical, transparent and Accountable
P2	Business should do good and do no harm in a manner that is sustainable and safe
P3	Business should respect and promote the well-being of all employees, including those in the value chain
P4	Business should respect the interests of and be responsive to all stakeholders
P5	Business should respect and promote human rights
P6	Business should respect and make use of local laws and regulations in the environment
P7	Business, when engaging in influencing public and regulatory policies, should do so in a manner that is responsible and transparent
P8	Business should promote inclusive growth and development
P9	Business should engage in and do no harm to the community in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1.	a. Whether the entity's Policies/Principles cover each principle and its core elements of the NGRBC. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Have the Policies been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web link of the Policies, if available	Refer to Table 1 below								
2.	Whether the entity has implemented the Policies in accordance. (Yes/No)	Yes, NHPC has laid down procedures for all its Policies in the Integrated Management System (IMS) which is implemented nationally.								
3.	Do the enlisted Policies extend to the value chain? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
4.	Name of the national and international Code / certification /label / standard (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Tree) standard (e.g., SA 8000, OHSAS, ISO, BIS) adopted by the entity and mapped to each principle.	Refer to Table 2 below								
5.	Specific commitment, goal and a general benchmark identified timeline, if any.	<div>a. NHPC Limited' ESG goal is to generate a clean energy through renewable sources such as hydro, wind, and solar. In doing so, the company's agenda is aligned with the government's objective in the social and environmental sectors. Through its business operation, NHPC aims to reduce carbon footprint, and promote sustainability and economic development.</div> <div>b. NHPC Limited believes in sustainable growth via its commercial activities, placing the environment on the environment and society. Along with its declared environmental performance goal, NHPC Limited is dedicated to implementing a strategic measure. We have established an environmental policy and proceed to ensure the goal of a connection along with the efficient management of the originating from the business operation. NHPC Limited is focused on the management of the historical practice in accordance with the applicable Waste Management Rules of the Government.</div>								
6.	Performance of the entity against the specific commitment, goal and a general benchmark in case the same are not met.	<div>a. Reduction of 800 TCO₂ emission by 1 MU of hydroelectricity generation compared to coal-based electricity generation, based on UN IPCC median level of CO₂ emission from a 100% coal-based life-cycle basis.</div> <div>b. NHPC has established its Waste Connection Policy and Waste Management Policy aligning with its goal of a connection and electricity management. We are environmental performance on a local basis and also on a global level in our annual disclosure.</div>								
Governance, leadership and oversight										
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) <p>NHPC is happy to make her commitment socially and ecologically responsible. We are committed to be a well-governed model organization with an ecologically responsible, inclusive workplace. NHPC has been recognized by the Government of India as a focal organization for hydroelectricity generation across the country. Since inception of the organization in 1975, it has been consistently leading the industry in sustainable development and the national agenda and contribute to making India a better global economic in the world.</p> <p>NHPC has committed to integrating Environment, Social, and Governance (ESG) within the company's operating philosophy, and formulating, and long-term strategic vision to systematically identify opportunities, manage risks, and achieve the best of all stakeholders at NHPC. We think that aligning with the National Guideline on Responsible Business Conduct has led in long-term benefit for organization and it has integrated the Nine Principles in our operation. We would continue to be a responsible stakeholder in India's growth wheel through ethical, responsible, and sustainable business and ESG strategy.</p>									

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Detail of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ie).	<p>DIN: 08645380 Name: M . Rajendra Prasad Gopal Designation: Director (Finance) Telephone Number : (0129) 2278021 Email Id: rgopal@nhpc.nic.in</p> <p>Name: M . Sanja Dabai Designation: ED (Planning) Email Id: anja_dabai@nhpc.nic.in Telephone Number : (0129) 2254674</p>								
9.	Does the entity have a defined Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide detail.	<p>Yes, NHPC has a Committee on Corporate Social Responsibility (CSR) & Sustainability which is responsible for decision making on CSR & Sustainability related issues.</p> <p>The Committee comprises 6 members (as on March 31, 2023) who are the key members of ESG initiatives undertaken by NHPC.</p>								

10. Detail of Review of NGRBC by the Company :

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Ann all								
Compliance with all elements of the policy, and recitation of non-compliance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Ann all								
11. Have been introduced independent members / election of the board of directors by an external agency? (Yes / No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	NHPC constituted Independent members / audit and regulatory compliance, the approval of the board, i.e. be the policy and the legal and financial.																	

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										<p>A fee independent agency is established below:</p> <p>(a) CAG Audits:</p> <p>(i) Transaction Audit: The company has been audited in all its financial statements, including the balance sheet, profit and loss account, and cash flow statement, and the auditor has issued a certificate of compliance with the provisions of the Companies Act, 2013, and the Companies (Auditors) Regulations, 2003.</p> <p>(ii) Performance Audit: The main objective of a performance audit is to assess the efficiency and effectiveness of the company's operations and to identify areas for improvement. The audit is conducted by the CAG and the results are reported to the Board of Directors.</p> <p>(iii) Cost Audit: The Cost Audit is conducted by the CAG to assess the cost of production and to identify areas for cost reduction. The audit is conducted by the CAG and the results are reported to the Board of Directors.</p> <p>(b) The IMS Policy (i.e. ISO 9001:2015, ISO 14001:2015 & ISO 45001:2017) has been implemented and audited by the Independent Agency i.e. M/ AQC Middle East FZE, New Delhi. Accordingly, the Company has received the ISO 9001:2015, ISO 14001:2015 & ISO 45001:2017 certification from the AQC Middle East FZE, New Delhi.</p> <p>(c) The 'Review and Reporting of Operating Efficiency of Internal Financial Control of NHPC for the Year 2022-23' has been conducted by the independent agency M/ AMAA & Associates, Chartered Accountants, Delhi.</p>								

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

Questions	
The entity does not consider the principle material or significant (Ye /No)	No Applicable
The entity is not aware of the provisions of the law and implement the policies on prescribed principle (Ye /No)	

Questions	
The entity does not have her financial information and technical assistance available for the public (Yes/No)	No Applicable
Is it planned to be done in the near financial year (Yes/No)	
Any other details on (please specify)	

Table 1: Web link of the policies

Principle 1	Code of Business Conduct and Ethics	https://www.nhpcindia.com/asset/public/galle/16851556070.pdf
	Related Party Transaction Policy	https://www.nhpcindia.com/asset/public/galle/1683188346.pdf
	Whistle Blower Policy	https://www.nhpcindia.com/asset/public/galle/1683188102.pdf
	Fraud Prevention and Detection Policy	https://www.nhpcindia.com/asset/public/galle/1683188229.pdf
	Integration Pack	https://www.nhpcindia.com/welcome/page/299
	Guideline on Banning of Business Dealing	https://www.nhpcindia.com/asset/public/galle/1683188154.pdf
Principle 2	Conflict of Interest Policy	https://www.nhpcindia.com/asset/public/galle/16844978530.pdf
	Sustainable Procurement / Sourcing Policy	https://www.nhpcindia.com/asset/public/galle/16857057861.pdf
Principle 3	Gifts and Hospitality Policy and Procedure	https://www.nhpcindia.com/asset/public/galle/1689568899.pdf
	Safe Policy	https://www.nhpcindia.com/asset/public/galle/16857028460.pdf
Principle 4	CSR and Sustainable Development Policy	https://www.nhpcindia.com/asset/public/galle/1681895733.pdf
	Stakeholder Engagement Policy	https://www.nhpcindia.com/asset/public/galle/16857057860.pdf
Principle 5	Code of Business Conduct & Ethics (for Board members and senior management personnel)	https://www.nhpcindia.com/asset/public/galle/16851556070.pdf
	Gifts and Hospitality Policy and Procedure	https://www.nhpcindia.com/asset/public/galle/1689568899.pdf
Principle 6	Conflict of Interest Policy	https://www.nhpcindia.com/asset/public/galle/16844978530.pdf
	Concession of Energy Policy	https://www.nhpcindia.com/asset/public/galle/16855998400.pdf
	Waste Concession Policy	https://www.nhpcindia.com/asset/public/galle/16844974380.pdf
	Waste Management Policy	https://www.nhpcindia.com/asset/public/galle/16844974930.pdf
	Biodiversity Policy	https://www.nhpcindia.com/asset/public/galle/16844972780.pdf
Principle 7	Public Policy Advocacy Policy	https://www.nhpcindia.com/asset/public/galle/16854351810.pdf
Principle 8	CSR and Sustainable Development Policy	https://www.nhpcindia.com/asset/public/galle/1681895733.pdf
Principle 9	Fraud Prevention & Detection Policy	https://www.nhpcindia.com/asset/public/galle/1683188229.pdf
	IT & Cyber Security Policy	https://www.nhpcindia.com/asset/public/galle/16857087030.pdf

Table 2: National and international Codes/certifications/labels/standards

Quality Management System (ISO 9001:2015)	https://www.nhpcindia.com/assets/images/1683611130.pdf
Environment Management System (ISO 14001:2015)	https://www.nhpcindia.com/assets/images/1683611687.pdf
Occupational Health and Safety Policy (ISO 45001:2018)	https://www.nhpcindia.com/assets/images/1683611803.pdf

SECTION C: PRINCIPLE WISE DISCLOSURES

This section is aimed at helping in the demonstration of the performance in implementing the Principle and Core Elements in the process and decision. The information is given in the following manner: While the environmental indicators are expected to be disclosed by the company, the leadership indicators may be optional to disclose by the company which are of higher level in the process to be socially, environmentally and ethically sound.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Independent Director and Company Secretary (KMP) had attended the master class on building better Board organized by Indian Institute of Corporate Affairs (IICA). The master class covered a topic i.e. Role and Responsibilities of Director, Executive Board Governance, Policy & Policy, Executive of Board Committee, Sustainability and Climate Risk including ESG related topic and principle under the National Guideline on Responsible Business Conduct (NGRBC). The programme enhanced the knowledge about importance of ESG and how it affects a company's reputation, financial performance, and overall success.	44%
Key Managerial Personnel	1		100%
Employee other than BoD & KMP	201	Training on Technical/Management Development Programme / Behavioural / Health & Wellness Programme were conducted for employees. Impact: Improved Employee Engagement & Motivation and the work, enhancing the competence of employees, increased productivity of the company & Improvement in working a team	55%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Work	51	Safe / Behavioural / Health & Wellness Programme Impact: Improved Employee Engagement & Motivation to do their work, enhancing the competence of employee, increased productivity of the company & improvement in working as a Team.	30%

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

Monetary					
	NGRBC Principle	Name of the regulatory/			

	FY 2022 – 23	FY 2021 - 22	Details of improvements in environmental and social impacts
R&D	3.17%	0.00%	A e men / anal i of he en i onmen al and ocial im ac d e o he h d oelec ic ojec nde aken d ing FY 2022-23 i Po P ojec En i onmen al E al a ion of Rang HE P ojec Sikkim, a e men on ocio-economic of Se a-ll HE P ojec , J&K and S d of Land lide in he icini of nine commi ioned/ nde con c ion h d oelec ic ojec can be / hall be ili ed in minimi ing an ad e e im ac and o imi ing he bene . The de ail / o come of he R&D ac i i ie can be efe ed in P inci le 6.
CAPEX	100%	100%	The cap al e endi e inc ed on a io ac i i ie fo P ojec de elo men / con c ion con ib e di ec l & indi ec l in g ada ion of ocio-economic and en i onmen al a dec of he nea b a ea. l c ea e li elihood o ni ie d ing con c ion age and la e con ib e in igni can em lo men & ocio-economic ac i i ie d ing o a ion age of he ojec h o gh ind cede ec . Al o, majo ch nk o he ne of 40-50% of ojec co of a h d o ojec di ec l con ib e in he a e econom b a of fee o e , local a ea de elo men f nd, a e , a men o ad Ne P e en Val e, Com en a o A o e a ion, R&R co , Inf a c e de elo men (oad /b idge) e c.

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

Ye , NHPC ha oced e in lace fo ainable o cing. NHPC em ha i e o e abli h good ela ion hi i hi endo and incl de hem in i go h o . NHPC follo In e na ional Com e i i e Bidding (ICB) em fo elec ion of ali ed, com e en , and e fo ming agencie fo e ec ing he con c ion of h d o o e ojec . The echno-commecial bid a e e amined in line i h ICB ac ice , Cen al Vigilance Commi ion (CVC) g ideline , e c ibed no m / ini ia i e of Go . of India and a io o he endo ac ice like afe o king condi ion , im lemen a ion of labo la , en i onmen olicie , e c. Di ec ion of Go . of India nde P blic P oc emen (P efe ence o Make in India), o de 2017 i h la e amendmen i being com lied i h o omo e indigeno od c . NHPC o cial in e ac i h all agenc / agenc ' e e en a i e on eg la ba i in a an a en manne .

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

Mo of NHPC' endo and o lie a e e ed com anie ha ing ong ESG ac ice . Since NHPC ha e abli hed oced e fo ainable o cing, he efo e all he oc emen a e con ide ed a o ce ainable and afe. Ho e e , he e a e e ha i e in na e and o ced fom di e en o ce .

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

Thi i no app licable ince NHPC gene a e elec ici fom non-con m i e e of ene able o ce cha a e (h d o o e), ola and ind. Ho e e , he a e gene a ed d e o e of facili ie a edi o ed o a e e ailng no m .

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

No. NHPC gene a e elec ici fom non-con m i e e of ene able o ce cha a e (h d o o e), ind and ola . E ended P od ce Re on ibili (EPR) i no app licable fo NHPC' b ine ac i i ie .

Leadership Indicators

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

NIC Code	Name of Product/Service	% Of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicate in public domain (Yes/No) If yes, provide the web-link
No Applicable					

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

Name of Product / Service	Description of the risk / concern	Action Taken
No Applicable		

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

	Recycled or re-used input material to total material	
	FY 2022 - 23	FY 2021 - 22
No applicable. NHPC generate electricity from non-consumable of renewable source (hydro, wind and solar).		

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	No applicable. NHPC generate electricity from non-consumable of renewable source (hydro, wind and solar).					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
No applicable. NHPC generate electricity from non-consumable of renewable source (hydro, wind and solar).	

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

Essential Indicators

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

% Of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	2718	2718	100%	2718	100%	0	0%	2718	100%	2718	100%
Female	287	287	100%	287	100%	287	100%	0	0%	287	100%
To al	3005	3005	100%	3005	100%	287	100%	2718	100%	3005	100%
Other than Permanent employees											
Male	7	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
To al	7	0	0%	0	0%	0	0%	0	0%	0	0%

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

% Of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
Permanent Workers											
Male	1174	1174	100%	1174	100%	0	0%	1174	100%	1174	100%
Female	201	201	100%	201	100%	201	100%	0	0%	201	100%
To al	1375	1375	100%	1375	100%	201	100%	1174	100%	1375	100%
Other than Permanent Workers											
Male	6507	6507	100%	6507	100%	-	0%	-	0%	6507	100%
Female	781	781	100%	781	100%	781	100%	-	0%	781	100%
To al	7288	7288	100%	7281	100%	781	100%	-	0%	7288	100%

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Ye	100%	100%	Ye
G a i	100%	100%	Ye	100%	100%	Ye
ESI	0%	0%	0	0%	0%	0

3. Accessibility of workplaces

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

Ye ,all NHPCo ce a eacce ible odi e en l abledem p lo ee and o ke ,a e he eg la o e i emen .

8. Details of training given to employees and workers

		FY 2022-23					FY 2021-22			
Category	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2725	347	13%	779	29%	2720	336	12%	1736	64%
Female	287	40	14%	75	26%	289	24	8%	146	54%
Total	3012	387	13%	854	28%	3009	360	12%	1882	63%
Workers										
Male	7,681	123	2%	36	0%	7986	51	1%	52	1%
Female	982	20	2%	18	2%	1022	4	0%	4	0%
To a	8,663	143	2%	54	1%	9008	55	1%	56	1%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,725	2,725	100%	2720	2720	100%
Female	287	287	100%	289	289	100%
Total	3,012	3,012	100%	3009	3,349	100%
Workers						
Male	7,681	1,174	15%	7986	1479	19%
Female	982	201	20%	1022	241	24%
To al	8,663	1,375	16%	9008	1720	19%

10. Health and safety management system

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

Ye . NHPC ha an In eg a ed Managemen S em (IMS) hich al o add e e he e i emen of ISO 45001:2018 (Occ a ional Heal h and Safe Managemen S em). The IMS co e all he em lo ee and o ke of NHPC.

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

NHPC ha implemen ed a 'Ha a d Iden i ca ion, Ri k A e men (HIRA)' o ce hich in ol e iden i ca ion of ha a d , a e ing he i ka ocia ed i h each ha a d and de elo ing a i k con ol ac ion lan. The HIRA o ce co e all he em lo ee and o ke ha ing acce o o k lace and e fo ming a io ac i i ie like o ine and non- o ine, in o ce ing, main enance, ma e ial handling, o il chain, aining, medical, en i onmen , can een & r e gh ing. All he ec ional head a e e on ible fo en ing iden i ca ion, an i ca ion of Occ a ional Heal h & Safe (OH&S) i k , a o al, and moni o ing of i k con ol lan fo ac i i ie e fo med b all em lo ee , o ke , con ac o and i i o in he a ea of o k.

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

Ye , NHPC ha implemen ed HIRA (Ha a d Iden i ca ion, Ri k A e men) o ce and AISA (A ec -Im ac and Signi cance Anal i) Polic . HIRA o ce in ol e iden i ca ion of o en ial ha a d , a e ing hei o babili , and e ing con ol mea e o ed ce hei im ac . Wo ke a e enco aged o e o o k ela ed ha a d o de e ch i k .

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

Ye . All NHPC em lo ee and o ke ha e acce o non-occ a ional medical and heal hca e e ice .

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (Per one million man hours worked)	Employee	0.09	0.0
	Worker	0.63	0.21
Total recordable work-related injury	Employee	1	0
	Worker	21	6
No. of fatalities	Employee	2	0
	Worker	7	7
High consequence work-related injury or ill-health (including fatalities)	Employee	0	0
	Worker	0	1

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

NHPC is committed to ensure a safe workplace for all employees and contractors. Regular training is organized for the employees to ensure and eliminate any unsafe practices. To make a safe working environment, each employee is given a safety induction and a safety briefing. All legislative regulations including CEA (Central Electricity Act, 1957), Regulations, The Factories Act & Rules and NHPC Safety Management Guidelines are being followed at all workplaces.

A dedicated fire & disaster, NHPC has a Fire and Disaster Management Plan which includes conducting mock drills at regular intervals. Most of the employees are OHSAS-18001:2007/ ISO 45001:2018 (Occupational Health and Safety Management System) certified, ensuring a safe and sound working environment for all employees. NHPC is committed to the safety of its employees. It has developed one of its kind safe-work assessment scheme to monitor the safety of its employees. The data is recorded and analyzed to identify the areas where improvement is required.

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

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

14. Assessments for the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of NHPC Company Office, Power Station & Regional Office.
Working Conditions	100% of NHPC Company Office, Power Station & Regional Office.

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

The Company has no safety-related incidents at the workplace. Several corrective actions like Safety Control Procedure (SCP) are being implemented to address safety-related incidents from the area of health & safety practices and working conditions. In case of any such incident, a Committee is formed to investigate the root cause of the accident. The objective of the Committee, upon occurrence and recommendation by the Committee to avoid such incidents in future is decided in a Root Cause Analysis (RCA) report. All engineering & maintenance activities are carried out in a safe manner and proper safety measures are taken to avoid occurrence of accidents.

Leadership Indicators

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

Yes, all employees are covered under Group Personal Accident Insurance Scheme and Employees' Death and Linked Insurance Scheme (EDLI). In addition, House Building Advance (HBA), Motor Vehicle Advance (MVA), and high education advance for children of the deceased are provided. NHPC also has Employees' Family Economic Rehabilitation Scheme and Social Security Scheme.

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

For all contracts, a provision is being made in the end documents for deduction of Employees' Provident Fund, Employees' State Insurance, and all applicable taxes. Also, a pre-employment checking of Tax Deducted at Source (one-benefit and the other benefit Finance Department) is followed on the employees of a vendor, if deducted and deposited by the value chain partner.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY2021-22	FY 2022-23	FY2021-22
Employees	2	0	Nil	Nil
Workers	7	8	Nil	Nil

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

Yes. NHPC has introduced 'Scheme for Engagement of Retired Executive (Below Board Level) of NHPC, as Consultant'. As per the scheme, retired executives of NHPC Limited are engaged as consultants on a part-time basis for a period of 12 months. Specialized skill and specific domain knowledge acquired by them during their service is utilized. The executives are also involved in the ongoing activities, helping and creating a learning environment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	As per the documents received, NHPC Limited has received specific value chain partner's adherence to safety regulations, health and safety practices and working conditions. Performance is evaluated based on compliance with regulations regarding working conditions and health and safety practices.
Working Conditions	Although no action has been taken relating to Health and working conditions, occasional investigation of material value chain partner is being followed.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Since no significant risk/concern arising from occasional investigation of health and safety practices has been observed, no corrective action has been taken to address the risk.

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

Essential Indicators

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

The identification of the key stakeholder is based on their influence on the business and sustainability of NHPC. NHPC has mapped and identified internal and external stakeholders, including direct and indirect and marginalised stakeholders. The stakeholders include Shareholders, Investors, Directors, Employees, Local Communities, Suppliers, Contractors, Government and Media. To identify the marginalised and vulnerable stakeholders, the company (documented) of the overall context, community needs assessment, free consultation, and key personnel interviewing a local condensed.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key Topics and Concerns raised during such engagement
Shareholders	No	E-Mail, Newsletter, Advertisement, Quarterly meeting call, AGM, Evening presentation, investor meeting and website	Quarterly and need based interaction	Corporate Governance and Ethics Communication and improved Productivity Return on Investment Risk Management Innovation and Digitalization Focus on Sustainability and ESG
Investors (Other than shareholders)	No	E-mail, Stock Exchange Filing, Website of the Company	As required	Information and Shareholder interaction
Directors	No	Meeting, Email, Postal Purchase Agreements, Individual Meeting	Monthly	Quality and Regulatory availability of Power
Employees	No	Email, Meeting, Company Intranet, Employees Grievance Mechanism, social media, Training and Awareness Program	Monthly	Health and Safety Retention and Attrition Learning and Development Diversity and Inclusion
Local communities	Yes	CSR Program, Meeting with community, Grievance redressal mechanism	Monthly	Local community Development Employee engagement
Suppliers and Contractors	Yes	Supplier meeting, Contract documents and agreements, Workshop, Training, and awareness session	Monthly	Procurement of Quality Raw Material and Equipment Ethical business Practice Payment terms

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key Topics and Concerns raised during such engagement
Go e nmen	No	Call and mee ing i h Go e nmen o cial , MOU, Semina and in e ac ion i h a ocia ion and ind chambe .	Con in o	Ac and Polic Compliance Implemen a ion of Go . ini ia i e En i onmen al Compliance Reg la o Compliance
Media	No	Media b ie ng , P e Relea e , Coman Web i e, Social Media Pla fo m like Facebook, T i e, In ag am, Yo T be	Con in o	T an a enc and ele ance of info ma ion Ne b ine O o ni Financial and O e a ion al Pe fo mance

Leadership Indicators

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

The akeholde engagemen a oach a NHPC olici feedback on a eg la ba i hich allo he Coman o omo e he conce of ha ed og e and a ha ed o o e o f e fo ocie . The Coman ha in i ion al o ce e in place o engage igni can akeholde go o in od c i e dialog e and ga he in igh f l c i c i m, e ecia l on ma e co e ed b he NGRBC P inci e . Thi e e a a ef l in fo he Coman ' i ka e men and a eg b ilding o ce e .

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

Ye , akeholde con l a ion i ed o hel iden if and add e en i onmen al and ocia i e . In compliance o En i onmen al Im ac A e men (EIA) No i ca ion, 2006 b he Mini of En i onmen , Fo e , and Clima e Change (MoEF&CC), b lic con l a ion i cond c ed b conce ned S a e Poll ion Con ol Boa d a ojec i e and feedback of local eople on en i onmen and ocia conce n of ojec a e in i ed and delibe a ed in he oceeding . The in o ecei ed f om hem a e inco o a ed in her al EIA & EMP Re o and bmi ed o MOEF&CC fo a o al. Once en i onmen clea ance i g an ed, he EMP i implemen ed a he ojec i e and a compliance e o on en i onmen afeg a d mea e i al o bmi ed o he MOEF&CC.

NHPC Limi ed al o ha a dedica ed Co o a e En i onmen Polic hich al o o line he compliance of all Go e nmen nom and g ideline . A o ed EIA / EMP of he ojec ba ed on in ecei ed f om akeholde l ima el become he ke g iding fac o o decide on he ac i i e a he ojec i e.

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

Some in ance of engagemen o add e he conce n of lne able/ma ginali ed akeholde go o a e a follo :

Differently abled employees: NHPC endea o o ce a e a o k place hich i cond c i e o di e en l abled em o ee and em o ee i h ecia l need . l aim o make he e em o ee elf-con den h o gh an a a

of the environment, form and training facilities called for their benefit.

Girl / women and SC/ST communities: Near project location, NHPC provides cholera hi to SC/ST and girl children for education and facilitating local employment.

The project team also holds regular meetings with local communities to gather their feedback and concerns.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employee/workers covered (B)	% (B / A)	Total (C)	No of employees/workers covered (D)	% (D / C)
Employee						
Permanent	3005	0	0%	3339	0	0%
Other than Permanent	7	0	0%	0	0	0%
Total Employees	3012	0	0%	3339	0	0%
Workers						
Permanent	1375	0	0%	1753	0	0%
Other than Permanent	7288	0	0%	7288	0	0%
Total Workers	8663	0	0%	9041	0	0%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	2718	0	0%	2718	100%	3037	0	0%	3037	100%
Female	287	0	0%	287	100%	312	0	0%	312	100%
Other than Permanent										
Male	7	0	0%	7	100%	0	0	0%	0	0%
Female	0	0	0%	0	100%	0	0	0%	0	0%
Workers										
Permanent										
Male	1174	0	0%	1174	100%	1510	0	0%	1510	100%
Female	201	0	0%	201	100%	243	0	0%	243	100%
Other than Permanent										
Male	6507	6236	96%	271	4%	6507	6236	96%	271	4%
Female	781	772	99%	9	1%	781	772	99%	9	1%

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	9	7333170	1	0
Key Managerial Personnel	0	0	1	4345413
Employees other than BoD and KMP	2715	3024022	286	2786515
Workers	1174	2061792	201	1689134

*Out of 10 no. of BoD, 6 Directors were non-Executive Directors including 1 female, to whom no remuneration/ salary/ wages had been paid by the Company.

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

Yes. Company has a HR department responsible for ensuring adherence to Human Rights and addressing any related concerns of the business.

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

To address employee concerns and complaints relating to human rights and decent labour practices, a Grievance Redressal Mechanism has been established and mechanism has been initiated at NHPC Unit. To ensure effective grievance redressal, all Division Heads have been briefed.

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

Complaints	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1		0	1	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wage	0	0		0	0	
Other Human Rights related issues	0	0		0	0	

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

NHPC is dedicated to ensuring harassment in the workplace, sexual harassment, and harassment of employees for such behaviour. NHPC follows Guidelines of India regarding the Prevention of Sexual Harassment at Workplace. As per the guidelines, the employee has a provision for non-disclosure of identity of the complainant in case of filing of discrimination and harassment.

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

Yes, adherence to human rights is a part of all our business agreements and contracts.

9. Assessments for the year:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	100%
Forced or Involuntary Labor	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%

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

NHPC is in the process of drafting a Human Rights Policy which will be applicable to all employees and value chain partners. Implementation will be focused on adherence to applicable laws and upholding the dignity of human rights.

Leadership Indicators

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

NHPC is drafting a Human Rights Policy to address grievances/complaints related to Human Rights violation.

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

No human rights due diligence has been conducted. However, NHPC Limited ensures that the value chain partners are complying with the regulatory requirements as laid by the Government of India.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our office is easily accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at Workplace	100%
Child Labor	100%
Forced Labor / Involuntary Labor	100%
Wages	100%

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

Since there are no risks/concerns arising from assessment of value chain partners, no corrective action is required.

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

Essential Indicators

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total electricity consumption (A)	GJ (Gigajoule)	2,80,614.3	2,83,378.3
Total fuel consumption (B)	GJ (Gigajoule)	35,067.5	40,040.9
Energy consumption through other sources (C)	GJ (Gigajoule)	16,249.92	13,525.2
Total energy consumption (A+B+C)	GJ(Gigajoules)	3,31,931.0	3,36,944.5
Energy intensity (see note (To total energy consumption/ note in see C))	GJ/ R . C .	35.63	40.55

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

No

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

No, NHPC does not have any sites / facilities identified as designated consumers (DC) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022 - 23	FY 2021 - 22
Water withdrawal (in kiloliters)		
(i) Surface water	13,56,012.16	14,09,661.82
(ii) Groundwater	4,40,470.7	4,53,421.3
(iii) Third-party water	13,322.0	2,203.00
(iv) Seawater / desalinated water	0.0	0.0
(v) Other	0.0	0.0
Total volume of water withdrawal (i + ii + iii + iv + v)	18,09,804.9	18,65,286.17
Total volume of water consumption (In kiloliters)	14,06,250.54	16,64,510.9
Water intensity per rupee of turnover (Water consumed/ note R.c)	150.9	200.3

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

No

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

No, NHPC has not implemented 'Zero Liquid Discharge' mechanism in its operations.

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

Parameter	Please specify unit	FY 2022 - 23	FY 2021 - 22
NO	g/m3	663.84	711.80
SO	g/m3	156.74	123.27
Particulate matter (PM)	g/m3	612.26	654.85
Polycyclic aromatic hydrocarbons (POP)	-	0.0	0.0

Parameter	Please specify unit	FY 2022 - 23	FY 2021 - 22
Volatile organic compounds (VOC)	-	0.0	0.0
Heavy metals (HAP)	-	0.0	0.0
Other pollutants	-	0.0	0.0

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

No

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total Scope 1 emissions (Breakdown of the GHG in CO ₂ , CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃ , if available)	NHPC is engaged in electricity generation through Hydro and other renewable energy sources like Solar & Wind, which are clean & green sources of energy. Further, DG sets are being used for auxiliary and allied activities. No emissions negligible greenhouse gases. However, NHPC is internally deliberating on the scope of accounting its GHG emissions.		
Total Scope 2 emissions (Breakdown of the GHG in CO ₂ , CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃ , if available)			
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) the element metrics are elected by the entity			

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

No

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

NHPC's business activities of generating electricity from non-conventional sources of renewable energy (hydro, solar and wind) are Green House Gas (GHG) reduction activities.

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

Parameter	FY 2022 - 23	FY 2021 - 22
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	15,755.13	11,764.26
E-waste (B)	10,463.15	7,520.9
Bio-medical waste (C)	25,028.15	27,821.1
Construction and demolition waste (D)	23,557.0	28,240.0
Battery waste (E)	17,090.00	13,148.62
Radioactive waste (F)	0.00	0.00
Other hazardous waste. Please specify, if any. (G)	4,867.5	51,178.5
Other Non-hazardous waste generated (H). Please specify, if any. (Breakdown by composition i.e., by material element of the waste)	2,07,012.71	1,09,710.00
Total (A+B+C+D+E+F+G+H)	2,99,973.39	2,44,628.08
For each category of waste generated, detail the eco-friendly disposal of the waste (in metric tonnes) Category of waste		
(i) Recycled	23,540.12	20,084.00
(ii) Re-used	18,397.75	22,630.00
(iii) Other eco-friendly disposal	18,412.00	13,148.62

Parameter	FY 2022 - 23	FY 2021 - 22
Total	60,349.87	55,862.62
For each category of waste generated, overall waste disposed by the entity of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	60.87	396.81
(ii) Landfilling	1,07,703.28	94,693.29
(iii) Other disposal method	33,795.68	72,045.19
Total	1,41,559.82	1,67,135.28

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

No

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

NHPC has proper handling and disposal of mechanical waste for each category of waste including Solid waste, Hazardous waste and E-waste. In coordination and collaboration with the relevant stakeholders (SPCB, PCC, MoEF&CC, District Administration and Urban/local bodies), NHPC Limited ensures that all facilities abide by the environmental management plan. The solid waste generated from the office and colonies is collected and disposed by a contractor, the hazardous waste such as plastic, metal, glass, cardboard etc. are collected by a contractor and the remaining is disposed in landfills. We have also signed an agreement with Solid Waste Management Limited Nalagah Di Solan HP for disposal of hazardous waste as per the plan. E-waste is disposed through a dedicated handling unit.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)
1	No applicable. During the Reporting Year, No Project area in the area mentioned in Q1 above	NA	NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Durga HEP (500MW), District -Chamba, Himachal Pradesh. Project includes Clearance Stage. EC & FC awarded Project	SO1533(E)	14.09.2006	Yes	Yes	Final EIA EMP Report submitted to MoEF&CC on 14.09.2006

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

Yes, all plans of NHPC Limited are compliant with applicable environmental laws / regulations and guidelines.

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility / plant located in an area of water stress, provide the following information:

(i) Name of the area

(ii) Name of the operation

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

Parameter	FY 2022 - 23	FY 2021 - 22
Water withdrawal by source (in kiloliters)		
(i) Surface water	No applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Sea water / desalinated water		
(v) Other		
Total volume of water withdrawal (In kilolitres)		
Total volume of water consumption (In kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (operational) the element may be elected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) In surface water	No applicable	
- No effluent		
- With effluent treatment plant		
(ii) In Groundwater		
- No effluent		
- With effluent treatment plant		
(iii) In Sea water		
- No effluent		
- With effluent treatment plant		
(iv) In Sanitary landfill		
- No effluent		
- With effluent treatment plant		
(v) Other		
- No effluent		
- With effluent treatment plant		
Total water discharged (in kilolitres)		

Note: Indicate if an independent assessment / external audit has been carried out by an external agency? (Y/N) If 'Yes', name of the external agency.

No

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total Scope 3 emissions (Breakdown of the GHG in CO ₂ , CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NHPC is in the final deliberation on the scope of accounting for Scope 3 emissions.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (operational) the element may be elected by the entity			

Note: Indicate if an independent assessment / external audit has been carried out by an external agency? (Y/N) If 'Yes', name of the external agency.

No

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

Since NHPC does not have any operation/office in/around ecologically sensitive areas, there is no direct impact of the entity on biodiversity and hence, no remediation activities are undertaken.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Project Environment Impact Assessment of Rangit HE Project Sikkim using Remote Sensing and GIS Technology.	The Project Environmental Impact Assessment Report has been completed and the same has been submitted to the concerned authorities for approval. The project has been implemented in accordance with the Environmental Management Plan, Compensation & Afforestation Scheme, Catchment Area Treatment Plan, Reservoir Rim Treatment Plan, Shifting of Eligible Monuments, Free Flow Pollution, and Resettlement & Rehabilitation Plan.	The conclusion and recommendation are as under: (i) No malveria in snow cover found. (ii) The independent analysis of each sub-area head (SWS) has been done. Catchment Area Treatment Plan has been implemented for the project. All the SWS have high variation in land category but identified from her finding that the CAT Plan has been implemented in the area has been beneficial. (iii) When comparing with the census area of the area in the year 1994, the area found has the land-lide has not only increased in number but also the area of land-lide has been increased. The area of land-lide has been increased by 5.33% and the area of land-lide has been decreased by 92.52%.
2	Study of Land-lide in the vicinity of nine commissioned/under construction hydroelectric project of NHPC utilizing Remote Sensing & GIS Technology in association with IIRS, Dehra Dun, Space, Govt, Dehra Dun.	The study has been taken up on 09 Nov. Project Study of NHPC joint with IIRS Dehra Dun. The main objective is to analyze the consequences of the project on land-lide in the project area.	The scope of the study, defined by IIRS, Dehra Dun indicates that the consequences of the project on land-lide activities in the area.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Targeted Solution through emerging Geophysical Technology in Reiki Imaging & Ground Penetration Radar for minimization of Geological uncertainties in Hydrocarbon Project (24.07.18)	In exploration in hydroelectric project, the use of geophysical and imaging for confirmation of project in optimum time and cost-effective manner. To minimize the uncertainties in exploration, emerging geophysical technologies in Reiki Imaging and Ground Penetration Radar can be of immense help.	The project concluded that Reiki Imaging can be utilized effectively to ensure alignment of the feasible, in order to minimize geological uncertainties / risks. This will further help in better assessment of geological condition along the tunnel.
4	Innovation of Hydraulic Modelling of a Redundant Dam Hoisting System for one of the hafaga of Dhaliganga Power Station under technology upgradation / R&D in extension	This R&D project has been taken up at Dhaliganga Power Station.	Innovation of Hydraulic Modelling, a technology upgradation in extension of old one enhanced safety and improved performance of the gate hoist. It successfully demonstrated a Dhaliganga Power Station old machine for similar extension/application in the NHPC project.
5	Numerical and Geophysical modelling for elimination of deformation in hydroelectric project by ediment management through effective operation technique (07.03.2019).	This has been taken up at Tee-a-VIP project in association with CWPRS Pune.	From the analysis it can be concluded that deformation in Tee-a-VI is 90% of the designed ediment load even in case of gain diameter 0.25 mm and above.

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

NHPC has a Disaster & Crisis Management Plan (C&DMP). It is being implemented in all projects / operations. This plan describes the emergency response of the project and is applicable to deal with any disaster of emergency has could occur in the premises of the project area, including the residential colonies. C&DMP covers all possible crisis and disaster like earthquake, flood, fire, landslide, etc. and the emergency action to be taken in the emergency condition. C&DMP defines the function and responsibilities of all concerned, managerial, operational & supporting services, rescue services, medical services, etc. for fire and civil administration for effective management of the on-site emergency situation.

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

No. Evaluated.

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

The internal grievance mechanism of NHPC and the CSR team regularly interact with the community to identify, and resolve any problem, complaint, and grievance of the community members. The grievance can be handled on all occasions.

NHPC also has a 'Centralized Public Grievance Redressal & Monitoring System' which can be used by the local community for lodging grievance.

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

	FY 2022 - 23	FY 2021 - 22
Directly sourced from MSME / Small Producer	50.16% of total annual procurement of food crops and allied products ended by MSE.	43.99% of total procurement of food crops and allied products ended by MSE.
Sourced directly from within the district and neighboring districts	NHPC does not record the data of material sourced from and within the district and neighboring districts considering the volume of operation.	

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (INR Lakh)
1	UT of Jammu & Kashmir	Baramulla	₹ 498.84
2	Himachal Pradesh	Chamba	₹ 756.29
3	Sikkim	West Sikkim (Gangtok)	₹ 390.57
Total			₹ 1,645.70

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

Yes

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

Micro & Small Enterprises (MSE)

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

50.16% of total annual procurement of food crops and allied products ended by MSE.

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

S. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes or No)	Benefit shared (Yes or No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the authority	Corrective Action Taken
Not Applicable		

6. Details of beneficiaries of CSR projects

Details of CSR Projects available on the Company's website:

<https://www.nhpcindia.com/asset/images/blic/galle/16909740840.pdf>

Principle 9: Business should engage with and provide value to their customers in a responsible manner

Essential Indicators

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

Being in a B2B model, NHPC relies on the feedback from DISCOM. Hence, it does not receive complaints directly from consumers. A complaint/recommendation is received from the Regional and Regulatory bodies which the Power Sector is going to be taken up by the Consumer Affairs Officer (Central Electricity Regulatory Commission/ Appellate Tribunal for Electricity).

In addition, the e-mail 'Centralized Public Grievance Redressal & Monitoring System' linked with the Ministry of Power. The contact details for a complaint are given in the link nhpcindia.com/feedback/galle/1689568899.pdf.

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

	As a percentage to total turnover
Environmental and social parameters on the product	No Applicable as NHPC is in the business of producing electricity, hence there is no good or service carrying the information
Safe and reliable usage	
Recycling and/or safe disposal	

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

Power sector is regulated in India through Ministry of Power, Central Electricity Regulatory Commission and State Electricity Regulatory Commission under the Electricity Act, 2003 and amendments thereof. The Commission ensures compliance of the regulation in following manner: DISCOM from the consumer. No consumer complaint is received in respect of the following:

Name of project for R&R	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Dam project	0	0	-	0	0	-
Admission	0	0	-	0	0	-
Construction	0	0	-	0	0	-
Delivery of essential service	0	0	-	0	0	-
Reliability of Trade Practice	0	0	-	0	0	-
Unfair Trade Practice	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recall	(No Applicable)	
Forced recall		

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

Yes. NHPC has a well-defined IT & Cyber Security Policy to develop a robust cyber technology, enable protection of information and safeguard data and confidentiality of data. NHPC is certified with Information Security Management System (ISO 27001:2013) Policy for confidentiality, integrity, and availability of information as well as internal Policy and not available in public domain.

Vulnerability Assessment and Penetration Testing (VAPT) Assessment is carried out annually to identify gaps and rectify all the information and internal infrastructure periodically. A centralized end-point security of the organization has been implemented to protect the data again cyber threats. NHPC has a comprehensive Cyber Crisis Management Plan (CCMP) and a Risk Management Policy which provide

mitigation measures arising from the risk of cyber security breaches and in the IT Communication System. It is an internal document and not available in public domain.

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

NHPC has a well-defined IT & Cyber Security Policy in place. The electronic advertising, delivery of essential service, cyber security, and data privacy of customers. No penal has been imposed by any regulatory authority i.e., CERC, SERC and Appellate Tribunal for Electricity (APTEL) on any of its products / services.

Leadership Indicators

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

NHPC is a generation company and electricity is sold to DISCOM which will further be sold to consumers. It does not advertise its products and services. However, NHPC provides information about its activities through:

Website (<http://www.nhpcindia.com/>)

Social media platform

Facebook: <https://www.facebook.com/NHPCIndiaLimited>

Twitter: <https://twitter.com/nhpcindia>

Instagram: <https://www.instagram.com/nhpcindia>

Koo: <https://www.kooapp.com/profile/nhpcindia>

YouTube: <https://www.youtube.com/@NHPCLimited1>

Brochure and Booklet

Participation in Exhibition & Trade Fair

Organising and Sponsoring of Events

Company / Document / Film

Advertisement

Various compliance (including compliance applicable to allied company)

Media Interaction / Press Release / Press Conference

Information through Go to the / Portal / Website / Mobile App

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

NHPC follows a B2B operational model and is not directly involved in the distribution of electricity to consumers. However, it makes available its products and services regarding connection of energy in the following manner:

- Information is available to the electricity consumer from the company's website / notice in the media from time to time.
- Safe notice board is placed in electricity area in the company's area. Safe instruction / use of electricity is given to the consumer by NHPC's area office / office and it is also available to the consumer / project.
- Under the aegis of Aadi Ka Am Mahotsav, NHPC has conducted many activities / rallies / events which promote home like energy connection / safety etc. among the general public.

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

NHPC is in the line of supplying electricity to DISCOM from its area. However, in the case of a situation, Solar and Wind Power plant. Forecasted electricity in the area of the company's coming month, information is provided to the concerned area's Coordination Committee (OCC) meeting, which is conducted in the region. The entire generation and consumption is taken care of. Further, the electricity is scheduled to be supplied on a day-ahead basis and has a planned electricity supply from an area's plant known to the company on a day-ahead basis.

Also, NHPC does not disclose information to DISCOM regarding distribution/distribution. Schedule for generation in the region is decided by Regional Load Dispatch Centre (RLDC) in advance. Any change in declared generation schedule hence is decided and implemented from time to time by RLDC as per Indian Electricity Grid Code (IEGC).

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

Product information: NHPC does not disclose information to the consumer and cannot disclose information. Additionally, as charged by NHPC, the generation is governed by order of Central Electricity Regulatory Commission (CERC). At the time of determination of tariff for a particular period, details of Annual Fixed Charge (AFC) of the generation are published in daily newspapers including one in English and one in the local language and circulated.

Survey for consumer satisfaction: NHPC takes regular feedback from its beneficiaries which helps it to come in a more effective manner. Feedback received from the beneficiaries is a satisfaction. NHPC is also connected with beneficiaries through Regional Power Committee (RPC) which is a statutory body under Electricity Act 2003. This is a common form for regular interaction of beneficiaries with DISCOM and for solving outstanding issues. NHPC also conducts periodic customer meetings for beneficiaries with DISCOM for interaction and for solving outstanding issues, if any.

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

- Number of instances of data breaches along-with impact.** Nil
- Percentage of data breaches involving personally identifiable information of customers.** Nil
