

**Business Responsibility & Sustainability Report**

**SECTION A- GENERAL DISCLOSURES**

**I. Details of the listed entity**

1. Corporate Identity Number (CIN) of the Listed Entity L40101MH1995PLC084687
2. Name of the Listed Entity Reliance Power Limited
3. Year of incorporation 1995
4. Registered office address Reliance Centre, Ground Floor, 19, Walchand Hirachand Marg, Ballard Estate, Mumbai 400 001
5. Corporate address Reliance Centre, Ground Floor, 19, Walchand Hirachand Marg, Ballard Estate, Mumbai 400 001
6. E-mail reliancepower.investors@relianceada.com
7. Telephone +91 22 4303 1000
8. Website <https://www.reliancepower.co.in/>
9. Financial year for which reporting is being done 2022-23
10. Name of the Stock Exchange(s) where shares are listed BSE Limited (BSE)  
National Stock Exchange of India Limited (NSE)  
Rs 3735.21 Crore
11. Paid-up Capital
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report Smt Ramandeep Kaur  
Company Secretary cum Compliance Officer  
+91 22 4303 1000  
reliancepower.investors@relianceada.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) On a Consolidated Basis

**II. Products/services**

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

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

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

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

**III. Operations**

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

Location	Number of Plants	Number of Offices	Total
National	6	9	15
International	-	5	5

17. Markets served by the entity:

- a. Number of locations

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

- Nil

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

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

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**Business Responsibility & Sustainability Report****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	Sasan Power Limited	Subsidiary	100	Yes
2	Rosa Power Supply Company Limited	Subsidiary	70	Yes
3	Vidarbha Industries Power Limited	Subsidiary	100	Yes
4	Coastal Andhra Power Limited	Subsidiary	100	No
5	Maharashtra Energy Generation Limited	Subsidiary	100	No
6	Chitrangi Power Private Limited	Subsidiary	100	No
7	Reliance Geothermal Power Private Limited	Subsidiary	75	No
8	Siyom Hydro Power Private Limited	Subsidiary	100	No
9	Tato Hydro Power Private Limited	Subsidiary	100	No
10	Kalai Power Private Limited	Subsidiary	100	No
11	Urthing Sobhla Hydro Power Private Limited	Subsidiary	89	No
12	Reliance Coal Resources Private Limited	Subsidiary	100	No
13	Reliance CleanGen Limited	Subsidiary	100	Yes
14	Moher Power Limited	Subsidiary	100	No
15	Samalkot Power Limited	Subsidiary	100	No
16	Reliance Solar Resources Private Limited	Subsidiary	100	No
17	Reliance Wind Power Private Limited	Subsidiary	100	No
18	Reliance Green Power Private Limited	Subsidiary	100	No
19	Rajasthan Sun Technique Energy Private Limited	Subsidiary	100	Yes
20	Coastal Andhra Power Infrastructure Limited	Subsidiary	100	No
21	Reliance Prima Limited	Subsidiary	100	No
22	Atos Trading Private Limited	Subsidiary	100	No
23	Atos Mercantile Private Limited	Subsidiary	100	No
24	Reliance Natural Resources Limited	Subsidiary	100	No
25	Dhursar Solar Power Private Limited	Subsidiary	100	Yes
26	Teling Hydro Power Private Limited	Subsidiary	100	No
27	Shangling Hydro Power Private Limited	Subsidiary	100	No
28	Reliance Natural Resources (Singapore) Pte Ltd.	Subsidiary	100	No
29	Reliance Power Netherlands BV	Subsidiary	100	No
30	PT Heramba Coal Resources	Subsidiary	100	No
31	PT Avaneesh Coal Resources	Subsidiary	100	No
32	PT Brayan Bintang Tiga Energi	Subsidiary	100	No
33	PT Sriwijaya Bintang Tiga Energi	Subsidiary	100	No
34	PT Sumukha Coal Services	Subsidiary	100	No
35	Reliance Power Holding FZC UAE	Subsidiary	100	No
36	Reliance Chittagong Power Company Limited	Subsidiary	100	No

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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)
37	RPL Sun Power Private Limited	Associate	50	No
38	RPL Photon Private Limited	Associate	50	No
39	RPL Sun Technique Private Limited	Associate	50	No

### VI. CSR Details

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

Yes, however, as the Company has incurred losses and inadequate profits in the previous three financial years, there was no requirement for spending any amount for CSR for the year 2022-23. At the group level, the Company has carried out a number of CSR Initiatives. The details of the CSR Interventions carried out by the group are provided in the Management Discussion and Analysis Report forming part of this annual report.

(ii). Turnover (in ₹) – ₹788274 Lakhs

(iii). Net worth (in ₹) – ₹1159538 Lakhs

### 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
Investors (other than shareholders)	Yes The details of investor grievance redressal mechanism is provided in the Investor Information section of the Annual Report and also on the website of the Company <a href="http://www.reliancepower.co.in">www.reliancepower.co.in</a>	-	-		-	-	
Shareholders	Yes The details of shareholder grievance redressal mechanism is provided in the Investor Information section of the Annual Report and also on the website of the Company <a href="http://www.reliancepower.co.in">www.reliancepower.co.in</a> and the website of the RTA <a href="http://www.kfintech.com">www.kfintech.com</a>	-	-		-	-	
Employees and workers	Yes Employee Grievance Redressal Committee which handles the Grievances and whistle blower Mechanism - <a href="https://www.reliancepower.co.in/documents/2181716/2359750/Whistle_Blower_Vigil_Mechanism_Policy.pdf">https://www.reliancepower.co.in/documents/2181716/2359750/Whistle_Blower_Vigil_Mechanism_Policy.pdf</a>	-	-		-	-	
Customers	Yes <a href="https://www.reliancepower.co.in/web/reliance-power/feedback">https://www.reliancepower.co.in/web/reliance-power/feedback</a>	-	-		-	-	
Value Chain partners	Yes <a href="https://www.reliancepower.co.in/web/reliance-power/feedback">https://www.reliancepower.co.in/web/reliance-power/feedback</a>	-	-		-	-	

## Business Responsibility & Sustainability Report

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Emissions & waste disposal	Risk	Thermal Power Generation entails environmental emissions like Sox, NOx and CO2 and need to dispose off large amounts of ash.  Failure to comply with the norms could lead to negative impact and penalties.	The Company operates well within the approved parameters for emissions and continuously strives to improve upon the performance.	Negative
2	Labour Relations	Risk	Any incident at our projects or any industrial actions by the workers can lead to operational disruptions.	The Company engages with workers on a continuous basis to address any concerns and has a grievance redressal mechanism in place.	Negative
3	Regulatory issues	Risk / Opportunity	The power sector and the company's projects are heavily regulated in terms of operations and tariff recoveries. The Company is engaged with State and Central regulators for adjudication of various disputes with power procurers which could have both positive and negative implications on the Company's operations.	Various advocacy efforts through industry trade bodies and concerned agencies	Positive / Negative

## SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

## Policy and management processes

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## Business Responsibility & Sustainability Report

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)

To summarize, Reliance Power strives to live up to our responsibilities as corporate citizens and continues with our endeavour to bring about an all round transformation in the vicinity of all our project sites for the common good of the community as a whole. In this Business Responsibility and Sustainability Report ("BRSR") prepared in line with the mandates by the Securities and Exchange Board of India ("SEBI") containing enhanced ESG disclosures gives an insight into the Company's contribution to the environment, community and Society.

Chhaya Virani  
Chairperson, CSR Committee

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

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

The Composition of the committee is as under:

Name of Directors	DIN	Catogary	Role
Smt Chhaya Virani	06953556	Independent Director	Chairperson
Smt Manjari Ashok Kacker	06945359	Independent Director	Member
Shri Ashok Ramaswamy	00233663	Independent Director	Member
Shri. Vijay Kumar Sharma	02449088	Independent Director	Member

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

10. Details of Review of NGRBCs by the Company:

[illegible]

## Business Responsibility & Sustainability Report

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

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

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors	6	During the year, Board members and KMPs were apprised of various updates pertaining to business, regulatory, safety, ESG matters, etc. which provided insights on the topics under the nine Principles.	100
Key Managerial personnel			
Employees other than BoD and KMPs	182	Environment, Health & Safety, Energy Management & Integrated Management System, E-Waste Management and HR Policies.	100
Workers	328	Health & Safety, E-Waste & Medical Management	100

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

### Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL				
Settlement					
Compounding fee					

### Non-Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL			
Punishment				

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

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable		

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

Yes. The Company's Code of Conduct includes anti-corruption and anti-bribery guidelines. As per the policy, Employees should refrain from entering into agreements and practices that unreasonably restrict competition and restrain free trade such as price fixing and boycotting suppliers or customers. Any unfair pricing or any other commercial strategy with an intention to run a competitor out of business cannot be followed. Disparaging, misrepresenting, or harassing a competitor, stealing trade secrets, bribery, corruption and kickbacks are not allowed.

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

Category	(Current Financial Year)	(Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Category	Number (CY)	Remarks (CY)	Number (PY)	Remarks (PY)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Not Applicable

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

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

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	-	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes  
b. If yes, what percentage of inputs were sourced sustainably?-

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

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

In addition, we strive to design and construct sustainable projects which incorporate conservation measures, continuous monitoring of environment and use of resources that are environment friendly, adoption of green technologies and deployment of fuel efficient plants and machineries. Our aim is to make efficient use of natural



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resources, eliminating waste, recycling and reusing the material to the extent possible without compromising quality and safety. Our priority is to use locally available raw materials and engage local labour for construction and O&M activities.

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

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

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

No, the Extended Producer Responsibility (EPR) is not applicable on entity's activities, since the company is involved in generation of electricity.

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

#### Essential Indicators

1. a. Details of measures for the well-being of employees (Permanent Employees).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1288	1288	100	1288	100	-	-	1288	100	797	62
Female	17	17	100	17	100	17	100	-	-	14	82
Total	1305	1305	100	1305	100	17	100	1288	100	811	62
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

- b. Details of measures for the well-being of workers. (Permanent Workers).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers											
Male	6557	6557	100	6557	100	-	-	6557	100	-	-
Female	24	24	100	24	100	24	100	-	-	22	92
Total	6581	6581	100	6581	100	24	100	6557	100	22	92

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/ N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/ N.A.). (PY)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others – please specify	-	-	-	-	-	-

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

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

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

Yes. Reliance Power companies provide equal opportunities to all employees and applicants for employment without regard to their race, cast, religion, colour, ancestry, marital status, sex, age, nationality, disability. Employee policies are administered in a manner that ensures equal opportunity is provided to those eligible and decision are merit based in all matters. The Policy on equal employment opportunities may be accessed on the Company's website at the link: [https://www.reliancepower.co.in/documents/2181716/2364859/Policy\\_for\\_Equal\\_Employment\\_Opportunities.pdf](https://www.reliancepower.co.in/documents/2181716/2364859/Policy_for_Equal_Employment_Opportunities.pdf)

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

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

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

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

Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	%(D / C)
Total Permanent Employees	1305	-	-	1314	-	-
Male	1288	-	-	1295	-	-
Female	17	-	-	19	-	-
Total Permanent Workers	-	-	-	-	-	-

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Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	%(D / C)
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY2022-23					FY2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1288	1288	100	940	73	1295	1295	100	997	77
Female	17	17	100	13	76	19	19	100	15	78
<b>Total</b>	<b>1305</b>	<b>1305</b>	<b>100</b>	<b>953</b>	<b>73</b>	<b>1314</b>	<b>1314</b>	<b>100</b>	<b>1012</b>	<b>77</b>
Workers										
Male	6557	6557	100	4458	68	6758	6758	100	4933	73
Female	24	24	100	17	72	22	22	100	17	76
<b>Total</b>	<b>6581</b>	<b>6581</b>	<b>100</b>	<b>4475</b>	<b>68</b>	<b>6780</b>	<b>6780</b>	<b>100</b>	<b>4950</b>	<b>73</b>

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

Category	FY2022-23			FY2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1288	1159	89.98	1295	1170	90.35
Female	17	14	82.35	19	14	73.68
<b>Total</b>	<b>1305</b>	<b>1173</b>	<b>89.89</b>	<b>1314</b>	<b>1184</b>	<b>90.11</b>
<b>Workers</b>						
Male	6557	663	10.11	6758	645	9.54
Female	24	3	12.50	22	3	13.64
<b>Total</b>	<b>6581</b>	<b>666</b>	<b>10.12</b>	<b>6780</b>	<b>648</b>	<b>9.56</b>

All employees undergo annual performance and appraisal process. However, some employees are not eligible for the annual performance review based on their date of joining as per Company policy. Only about 10% of the workers are eligible for performance review and remaining workers are governed by Minimum wages of Centre/State.

#### Health and Safety Management System:

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

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

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

The Company has in place systematic risk management process to identify and control all the hazards in generation of Electricity, Operations and Maintenance and overhauling of the projects. It has processes to identify risks & hazards at pre-planning phase of work activity through Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA),

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

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

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

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

Yes. All employees are covered under company provided health insurance policies and workers are covered under ESIC

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

Safety Incident/Number	Category	FY2022-23	FY2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	0.3764	0.27
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	1	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	1	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

- Employee Training and Safety Drills: Comprehensive safety training is mandatory for all employees. Specialized training is imparted for unique hazards, as well as leadership training for managers and supervisors.
- Safety Incentive Program - By implementing an incentive-based reward program we encourage employees to work towards a safe work environment and reward them for a decrease in accidents or hazards.
- Use of Compliant Labels and Signs: Labels and signs are an effective way to quickly communicate important information and are placed at prominent positions.
- Regular Equipment Inspections: Quick checks are performed on daily basis before operating the equipment, and detailed weekly inspections are carried out as per checklist.

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

	FY2022-23			FY2021-22		
	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	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

## Business Responsibility & Sustainability Report

### 14. Assessments for the year:

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

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

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

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

### Essential Indicators

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

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

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

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

# Reliance Power Limited

## Business Responsibility & Sustainability Report

### 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	FY2022-23			FY2021-22		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
<b>Employees</b>						
Permanent	1305	1305	100	1314	1314	100
Other than permanent	-	-	-	-	-	-
Total Employees	1305	1305	100	1314	1314	100
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	6581	6581	100	6780	6780	100
<b>Total Workers</b>	<b>6581</b>	<b>6581</b>	<b>100</b>	<b>6780</b>	<b>6780</b>	<b>100</b>

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

Category	FY2022-23					FY2021-22				
	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.(E)	% (E /D)	No.(F)	% (F /D)
Employees										
Permanent	1305	-	-	1305	100	1314	-	-	1314	100
Male	1288	-	-	1288	100	1295	-	-	1295	100
Female	17	-	-	17	100	19	-	-	19	100
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	6581	6166	93.69	415	6.31	6780	6521	96.18	259	3.82
Male	6557	6144	93.70	413	6.30	6758	6500	96.18	258	3.82
Female	24	22	91.67	2	8.33	22	21	95.45	1	4.55

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	NA	2	NA
Key Managerial Personnel	2	₹ 72.00 LPA	-	-
Employees other than BoD and KMP	1286	₹ 10.00 LPA	17	₹ 5.96 LPA
Workers	6557	₹ 1.30 LPA	24	₹ 2.22 LPA

## Business Responsibility & Sustainability Report

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

Yes

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

We believe in equal opportunities for all and our policies ensure that equal opportunity is provided to all regardless of race, color, religion, sex or disability. We believe in providing a working environment which fosters mutual respect and trust amongst employees which is free from any harassment. We believe in Equal Employment Opportunity and Affirmative Action. An employee who has any human rights issue has to report it to the immediate supervisor and immediate supervisor has to respond or find the solution to the issue within a period of 15 days. If the matter is not settled or not acceptable to the employee, then the employee can directly contact the redressal committee either in person or via email. The committee then investigates on this matter and gives its report and decision on the matter.

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

	FY2022-23			FY2021-22		
	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	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

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

The employees can approach their line managers, grievance redressal committee or Director of the company if there is any adverse action against the complainant or if they fear any such action may be taken against them.

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

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

9. Assessments for the year:

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

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

Not Applicable

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## Business Responsibility & Sustainability Report

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

#### Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) in GJ	2,70,806	2,61,676
Total fuel consumption (B) in GJ	35,62,09,655	36,61,80,691
Energy consumption through other sources (C) in GJ	-	-
Total energy consumption (A+B+C) in GJ	35,64,80,461	36,64,42,367
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00452	0.00477

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

No, external assessment/evaluation/assurance has not been carried out.

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

Yes, Sasan Power Limited, Rosa Power Supply Company Limited and Vidarbha Industries Power Limited are designated consumers under PAT scheme of GoI. Target provided by BEE are achieved by plants at Sasan and Rosa and yet to be completed by Vidarbha since it is not operating since January 2019. PAT is not applicable for other plants.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	6,94,61,672	7,00,81,259
(ii) Groundwater	99,115	89,433
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>6,95,60,787</b>	<b>7,01,70,692</b>
Total volume of water consumption (in kilolitres)	6,95,45,195	7,01,81,383
Water intensity per rupee of turnover (Water consumed / turnover)	0.000882	0.000913

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

No

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

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

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	MT	44,615	44,326
SOx	MT	1,55,983	1,66,161
Particulate matter (PM)	MT	7,386	7,949
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify (Mercury)	MT	1.6	1.6



**Business Responsibility & Sustainability Report**

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

Yes, the AQ assessment has been carried out by NABL accredited labs (AETRLPL, Environ-Tech Lab Pvt Ltd., M/s Virat Global Lab Pvt. Ltd and Ecomen Lab Pvt Ltd)

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	3,05,25,298	3,12,68,270
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	60,931	58,877
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO <sub>2</sub> e / rupee of turnover	0.000388	0.000408

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

No

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

Company has developed a supercritical technology based thermal power plant at Sasan. The project is registered under CDM mechanism. 45 MW wind project, 40 MW solar PV project and 100 MW solar thermal project of Reliance Power Ltd. are Renewable Energy projects and the same are registered for Clean Development mechanism with UNFCCC.

Extensive Plantation/ Bio-Reclamation has been done and collectively planted around 20,000 saplings/plants in current financial year.

Apart from the plantations each location has taken specific energy reducing modification projects which in turn contributes to reduce GHG emissions all throughout their life.

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

Parameter	FY2022-23	FY2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	58	113
E-waste(B)	26	9
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	51	18
Radioactive waste (F)	-	-
Other Hazardous waste.Please specify, if any. (G)	395	492
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	14,91,27,541	15,03,46,789
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>14,91,28,071</b>	<b>15,03,47,421</b>

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

Category of waste	FY2022-23	FY2021-22
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations	14,31,76,895	14,36,70,782
Total	14,31,76,895	14,36,70,782

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

Category of waste	FY2022-23	FY2021-22
(i) Recycled		
(ii) Re-used		
(iii) Other disposal operations	59,51,176	66,76,639
Total	59,51,176	66,76,639

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

No

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

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

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

Not applicable

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

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

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

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

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

### Essential Indicators

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

Two

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

S. NO	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Association of Power Producers	National
2	Confederation of Indian Industries	National

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

S. No.	Name of authority	Brief of the case	Corrective action taken
Not applicable			

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Rosa Power Supply Co Ltd	NA	NA	Social Impact Assessments (SIA) of Projects was not undertaken in the current Financial Year. However, it was undertaken for CSR Projects by the Independent External Agency i.e. Voyants Solution (Agency based in Gurgaon) in 2017-2018.	NA	NA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Sasan Power Limited (Plant)	Madhya Pradesh	Singrauli	1,379	100	Completed in FY 2018
2	Moher & Moher Amlohri Ext Open Cast Coal Mines-R&R Ongoing process for Moher Village	Madhya Pradesh	Singrauli	1,171	83	47,43,186

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

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

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

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

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

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

### 3. Complaint register in CM Helpline/UTTAR-A :

There is a provision of CM Helpline/UTTAR-A where complaints can be registered

4. Additionally, public consultation and grievance redressal camps are organized at quarterly basis in the villages where representatives of department like CSR, Land/Legal, Environment, Safety, Security etc jointly meet with community members in the camp where grievances are registered and redressed.

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5. Frequent meetings (monthly or quarterly) organized with Local Communities and Partner Agencies i.e. NGO for dialogues and monitoring & evaluation of the ongoing & proposed initiatives.

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	5.98%	3.87%
Sourced directly from within the district and neighbouring districts	8.88%	5.73%

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

### Essential Indicators

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

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

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

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

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Not applicable. Company's end project is electricity generation					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Category	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Reliance Power Limited ISMS framework is certified for ISO27001:2013 and its objective is to maintain confidentiality, integrity and availability of information assets to ensure business continuity and minimize damage by preventing and minimizing the impact of security incidents to protect the organizations informational assets against all internal, external, deliberated or accidental threats.

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.

Not applicable