

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT-2021-22

### OVERVIEW

The top 1,000 listed companies in India are required to furnish initiatives taken by them from an Environmental, Social and Governance (ESG) perspective, in the format as specified by the Securities and Exchange Board of India (SEBI) in Business Responsibility Report (BRR).

As a Good Corporate Governance practice, THDC India Limited, has adopted the new reporting template as recommended by SEBI to report Business Responsibility and Sustainability practices. THDCIL has set the right processes and systems across functions and has prioritised the key metrics based on BRSR that are relevant and useful to measure their sustainability score, so as to gather, compile and report on the relevant indicators.

THDCIL is driven by solution centric approach and powered by knowledge. Our endeavour is to bring the right balance of the head-heart-hand to our work. It is our belief that age-old problems need new-age thinking and rigorous hard work, with empathy at the core. And that's what THDCIL deliver for its stakeholders.

Our carbon footprint has a negative impact on the environment in multiple ways: It is the main cause of human-induced climate change, it contributes to urban air pollution, it leads to toxic acid rain, it adds to coastal and ocean acidification, and it worsens the melting of glaciers and polar ice. Reaching sustainable emissions in the future can be viewed as a need to systematically reduce the carbon intensity of energy production. Capital markets are starting to reward companies making systematic investments in climate change and sustainability efforts by pushing their stock prices higher. Investors are increasingly using non-financial disclosures to make investment decisions, which in turn is the reason many companies have moved towards integrated financial reports.

The Business Responsibility & Sustainability Report-2021-22 of THDCIL showcases the interdependence of the Company's business activities with the environment and community.

#### SECTION - A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1.	Corporate Identity Number(CIN) of the Entity	U45203UR1988GOI009822
2.	Name of the Listed Entity	THDC INDIA LIMITED (not Listed till date)
3.	Year of incorporation	1988
4.	Registered office address	THDC India Limited, Bhagirathi Bhawan, Bhagirathipuram, Top Terrace, Tehri Garhwal-249 001 (Uttarakhand)
5.	Corporate address	THDC India Limited, Ganga Bhawan, Bypass Road, Pragatipuram, Rishikesh-249201 (Uttarakhand)
6.	E-mail	cmd@thdc.co.in
7.	Telephone	0135-2473311
8.	Website	www.thdc.co.in
9.	Financial year for which reporting is being done	2021-22
10.	Name of the Stock Exchange(s) where shares are listed	NA
11.	Paid-up Capital	₹ 3665.88 Cr. (as on 31.03.2022)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri. B.K. Garg, AGM (Plg.), THDC India Limited, NCR Office, Plot No. 20, Sector 14, Kaushambi, Ghaziabad-201010 (U.P) (email- bkgarg@thdc.co.in, Tel - 0120 - 2776491)

**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) :**

Consolidated



## 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.	Power Generation	Generation and Sale of Electricity from Hydro, Wind and Solar Power Plants	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	3510	100

## III. OPERATIONS

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

Location	Number of plants / Under Construction / Development Projects	Number of offices	Total
National	14	11 (other than project offices)	25
International	Nil	Nil	Nil

### 17. Markets served by the entity:

THDCIL is engaged in generation of electricity. Electricity is supplied to States Distribution Companies (DISCOMs).

#### a. Number of locations:

Locations	Number
National (No. of States)	11
International (No. of Countries)	Nil

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

NIL

#### c. A brief on types of customers—Electricity is supplied to Nine States of Northern Region, Gujarat and Kerala.

## IV. EMPLOYEES

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
<b>EMPLOYEES</b>						

1	Permanent (D)	813	762	93.73%	51	6.27%
2	Other than Permanent (E)	14	9	64.29%	5	35.71
3	<b>Total employees (D + E)</b>	<b>827</b>	<b>771</b>	<b>93.23%</b>	<b>56</b>	<b>6.77%</b>

#### WORKERS

4	Permanent (F)	831	775	93.26%	56	6.74%
5	Other than Permanent (G)	5990	5737	95.78%	170	2.84%
6	<b>Total workers (F + G)</b>	<b>6821</b>	<b>6512</b>	<b>95.47%</b>	<b>226</b>	<b>3.31%</b>

#### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	09	08	88.89%	01	11.11%
2	Other than Permanent (E)	Not Available				
3	<b>Total differently abled employees (D + E)</b>	<b>09</b>	<b>08</b>		<b>01</b>	
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	18	15	83.33%	03	16.67%
5.	Other than permanent (G)	Not Available				
6.	<b>Total differently abled workers (F + G)</b>	<b>18</b>	<b>15</b>	<b>83.33%</b>	<b>03</b>	<b>16.67%</b>

### 19. Participation / Inclusion / Representation of women :

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	2	Nil	Nil
Key Management Personnel	3	1	33.33%



**20. Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

		FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	Retired	42	1	<b>43</b>	22	0	<b>22</b>	15	1	<b>16</b>
	Resigned	5	-	<b>5</b>	5	1	<b>6</b>	8	3	<b>11</b>
	Retired	40	1	<b>41</b>	59	7	<b>66</b>	35	7	<b>42</b>
	Resigned	2	-	<b>2</b>	0	0	<b>0</b>	0	0	<b>0</b>

**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.	NTPC Limited	Holding Company	74.49	Yes
2.	TUSCO Limited	Joint Venture	74.00	No

**VI. CSR DETAILS****22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes)****(ii) Turnover (in ₹):-** (Total Revenue)- ₹ 1921.49 Cr.**(iii) Net worth (in ₹):-** ₹ 10306.15 Cr.**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 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
		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
Communities	Yes www.thdc.co.in	Nil	Nil	-	04	04	-
Investors (other than shareholders)	Yes https://scores.gov.in/admin/Chk_login.html	NA	NA	-	NA	NA	-
Shareholders	Yes https://scores.gov.in/admin/Chk_login.html	NIL	NIL	-	NIL	NIL	-
Employees and workers	Yes www.thdc.co.in	01	NIL	-	NIL	NIL	-
Customers	Through Annual Feedback form and one to one meeting with DISCOMs	NIL	NIL	NIL	NIL	NIL	-
Value Chain Partner	Through interaction with contractors & Suppliers	NIL	NIL	NIL	NIL	NIL	-





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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Disposal of Ash	Opportunity	Opportunity Now, fly ash is being used in cement industries and other construction material manufacturing industries as a main raw material.	Fly ash is a by-product of Thermal Power Plant. Therefore, opportunity to its 100% utilization in manufacturing industries can be realized as a revenue potential. During the operation of Khurja Plant about 56.8 million cum ash is expected to be produced in 25 years. Since the project is in construction phase and with regard to the present status of market demand in the F.Y. 2024-25 an EOI was invited by THDCIL. According to the preliminary assessment, around 24 Lac MT plus per annum requirement has been envisaged from the two industries.	As per the market current trend considering the fly ash rate as ₹ 500 per MT (which may vary at the time of actual sale), the tentative financial implication comes to the tune of ₹ 120 Cr. per annum.
2	Instability/ Improper disposal of muck and non availability of space in dump yard	Risk	Based on previous/ working experience	Providing stabilization measures, dumping of muck in planned manner and utilization of space in optimum way as per contract conditions and technical specifications.	Delay in construction resulting increase in completion cost of project.

## SECTION- B: MANAGEMENT AND PROCESS DISCLOSURES

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

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<b>Policy and management processes</b>									
1a	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	N
1b	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	N
1c	Web Link of the Policies, if available	*	*	Not on Web	*	*	*	Not on Web	*	-
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	N
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Please refer Table-1 below								
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee's standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.									



6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	All the statutory guidelines are complied with. Responsibilities are fixed as per Table-1.
	<b>Governance, leadership and oversight</b>	
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)	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	NA
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.	CSR and sustainability Committee which is operating at Board level is also reviewing sustainability issues
10	Details of Review of NGRBCs by the Company:	
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>
		<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>
		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	Satisfactory. Performance is measured by way of submission of compliance report.
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y Y Y Y Y Y Y Y Y As and when required.
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No

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 Principles material to its business (Yes/No)	THDCIL does not have any policy for Principle-9. The policy seems not to be required. Detailed description placed at Table-1 below.
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)	

\* **Environment Policy is available on:**  
<https://thdc.co.in/content/environment-policy>

\* **R&R Policy is available on:**  
<https://thdc.co.in/content/rr-policy>

\* **CSR & Sustainability Policy is available on:**  
[https://thdc.co.in/sites/default/files/CSR\\_Policy2021.pdf](https://thdc.co.in/sites/default/files/CSR_Policy2021.pdf)

\* **CSR Communication strategy of THDCIL is available on:**  
[https://thdc.co.in/sites/default/files/CSR\\_CommStrategy.pdf](https://thdc.co.in/sites/default/files/CSR_CommStrategy.pdf)

\* **Vision, Mission and values of THDCIL are available on:**  
<https://thdc.co.in/content/visionmissionvalues>

\* **Corporate Ethics Policy is available on:**  
[https://thdc.co.in/sites/default/files/Corporate\\_Ethics\\_Policy.pdf](https://thdc.co.in/sites/default/files/Corporate_Ethics_Policy.pdf)

\* **Whistle Blower Policy is available on:**  
<https://thdc.co.in/sites/default/files/WhistleBlowerPolicy.pdf>

\* **Code of Business Conduct and Ethics is available on:**  
<https://thdc.co.in/sites/default/files/CodeBusinessConduct&Ethics.pdf>




**Table -1**

Principle No.	Description	Policy / Policies	Director(s) Responsible
Principle 1 (P1)	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and Accountable.	<ul style="list-style-type: none"> <li>Vision, Mission and Values</li> <li>Conduct Discipline and Appeal Rules</li> <li>Standing orders for workmen</li> <li>Corporate Ethics Policy</li> <li>Code of Business Conduct and Ethics</li> <li>CDA Rules</li> <li>Whistle Blower Policy</li> <li>Integrity Pact</li> <li>Record Management Manual of THDCIL</li> <li>Training Policy for Directors of THDCIL.</li> </ul>	Director (Finance) Director (Personnel) Director (Technical)
Principle 2 (P2)	Businesses should provide goods and services in a manner that is sustainable and safe.	Safety Policy CSR & Sustainability Policy ISO 45001:2018	Director (Technical)
Principle 3 (P3)	Businesses should respect and promote the well-being of all employees, including those in their value chains.	HR Policies Placement and transfer Policy	Director (Personnel)
Principle 4 (P4)	Businesses should respect the interests of and be responsive towards all its stakeholders.	R & R Policy Vision & Mission	Director (Technical)
Principle 5 (P5)	Businesses should respect and promote human rights.	Vision, Mission & Values HR Policies	Director (Personnel)
Principle 6 (P6)	Business should respect and make efforts to protect and restore the environment.	Environment Policy ISO 14001:2015 (EMS)	Director (Technical)
Principle 7 (P7)	Businesses, when engaged in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Core Value</li> </ul>	Director (Technical) Director (Personnel) Director (Finance)
Principle 8 (P8)	Businesses should promote inclusive growth and equitable development.	CSR & Sustainability Policy CSR Communication Strategy	Director (Technical)
Principle 9 (P9)	Businesses should engage with and provide value to their consumers in a responsible manner.	All the core elements identified under Principle-9 are duly followed by THDCIL through its commercial procedures. However, THDCIL feels that a separate policy on Principle 9 is not required because: <ul style="list-style-type: none"> <li>THDCIL supplies electricity to the beneficiaries (bulk customers), majority of which are owned by respective State Government.</li> <li>Allocation of Power is made by Ministry of Power, Govt. of India based on certain policies and guidelines.</li> <li>Power Tariff for Hydro Power Projects of THDCIL is determined by Central Electricity Regulatory Commission (CERC) engaging all stakeholders.</li> <li>Tariff for Renewable Energy Projects is decided as per the mutual agreement between THDCIL and individual beneficiary State.</li> <li>Issues, if any, are discussed and resolved at common forums like Northern Regional Power Committee (NRPC), where Bulk Customers and generators are members.</li> <li>Separate feedback is obtained from customers (beneficiaries) to understand their needs and expectations.</li> </ul>	

### SECTION - C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.





**PRINCIPLE 1**

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

**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	02	<ul style="list-style-type: none"> <li>Leadership Management &amp; Wellness</li> <li>Familiarization Program for Independent Directors</li> </ul>	57.13%
Key Managerial Personnel	01	<ul style="list-style-type: none"> <li>MDP on Industry 4.0</li> <li>Women Development Training</li> <li>Transformational Leadership</li> </ul>	33.33%
Employees other than BoD and KMPs	14	<ul style="list-style-type: none"> <li>Visioning the future Organizational effectiveness</li> <li>Visionary Leadership</li> <li>Vigilance Administration for vigilance officer</li> <li>Preventive vigilance for non-vigilance officers</li> <li>Certified trainers' program on POSH</li> <li>Public procurement thru GeM portal</li> <li>Improving personal &amp; professional Excellence</li> <li>Leadership Management &amp; Wellness</li> <li>Symposium on RTI Act</li> <li>Preventive vigilance</li> <li>EDP-The career journey to personal effectiveness &amp; leadership</li> <li>Leadership excellence</li> <li>Provision &amp; principle of Natural Justice</li> <li>Standing order &amp; disciplinary proceedings</li> </ul>	19.21%
Workers	03	<ul style="list-style-type: none"> <li>Ethics &amp; Values</li> </ul>	10.22%

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





3. **No. 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.**

-NA

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.**

The Corporation does not have any specific and notified anti-corruption or anti-bribery Policy. However, all the employees are governed by Prevention of Corruption Act, 1988 and Central Vigilance Commission Act, 2003.

The employees of the Organization are bound by the enforceable policies with the Code of Conduct of the organization. Codes of conduct are the set of specific rules designed to outline specific practices and behaviors that are to be encouraged or prohibited. Code of Conduct also lays down guidelines and procedures to be used to determine whether violations of the code occurred and what penalties would be imposed for specific infractions.

The brief of attributes of the laid down code of conduct in form of various rules/policies/codes/regulations are as under:

**(A) Vision, Mission and Values**

Every employee should strive to accomplish Company's Vision & Mission in a professional manner. It is the duty of employees to serve with respect, concern, courtesy, and responsiveness in carrying out the Organization's mission. Employee should strive for personal and professional excellence and encourage the professional development of others. The Vision and Mission of the Corporation are being diligently pursued and endeavor is being made to realize the same through utmost devotion to duty.

**(B) Conduct, Discipline and Appeal Rules**

These rules are called the THDCIL's Conduct, Discipline, and Appeal Rules, 1990. These rules are applied to all employees of the Company including those on deputation/contract service except in casual employment or paid from contingencies and governed by the Standing Orders of the Company under Industrial Employment (Standing Orders) Act, 1946.

The purpose of this rule is to enhance ethical and transparent process in managing the affairs of the Company, and thus to sustain the trust and confidence reposed in the Officers by the stakeholders of the Company. Officers are expected to understand, adhere to, comply with, and uphold the laid down provisions of this code & standards in their day-to-day functioning. The principles prescribed in this Code are general in nature and lay down broad standards of compliance and ethics.

**(C) Standing Orders for Workmen**

This act is to require employers in industrial establishments to formally define conditions of employment under them in the form of Standing orders after certifying authority. It applies to every industrial establishment wherein 100 (reduced to 50 by the Central Government in respect of the establishments for which it is the Appropriate Government) or more workmen are employed. The purpose of having Standing Orders is to regulate industrial relations. These Orders regulate the conditions of employment, grievances, misconduct etc. of the workers employed in industrial undertakings.

**(D) Corporate Ethics Policy**

THDCIL upholds the importance of a fair and transparent

approach. It is done by adopting the highest standards of professionalism, honesty, integrity, and ethical behavior in all its business processes and transactions. THDCIL is committed to follow the principles of fair practice and business ethics and adopted the Corporate Ethics Policy, which lays down the principles and standards that govern the actions of the Company and the employees.

This Ethics Policy statement shall apply to members of the Board of Directors, employees including those on deputation/lien except those in casual employment, contracting agencies, consultants, suppliers associated in business relationship and other stakeholders. All concerned are expected to observe the highest standards of ethical conduct, consistent with the values of integrity, impartiality and discretion. In the performance of duties, employees are expected to act with exclusive loyalty to THDCIL, and to its objectives, purposes and principles.

**(E) Code of Business Conduct and Ethics**

The Codes of Business Conduct & Ethics are for Board Members and Senior Management of THDC India Limited. The purpose of this Code is to enhance ethical and transparent process in managing the affairs of the Company. This Code for Board Members and Senior Management has been framed specially in compliance of the provisions of Clause 49 of the Listing Agreement with Stock Exchanges, whenever applicable, and as per the Guidelines of DPE.

This code is intended to serve as a basis for ethical decision-making in the conduct of professional work. It may also serve as a basis for judging the merit of a formal complaint pertaining to violation of professional ethical standards.

**(F) Whistle Blower Policy**

For ensuring higher level of transparency by CPSEs, the Government decided to make "Guidelines on Corporate Governance for CPSEs" mandatory and applicable to all CPSEs.

As per the Guidelines, Whistle Blower Policy states that "The Company may establish a mechanism for employees to report to the management, concerns about unethical behavior, actual or suspected fraud, or violation of the company's General Guidelines on conduct or ethics policy. This mechanism could also provide for adequate safeguards against victimization of employees who avail of the mechanism and also provide for direct access to the Chairman of the Audit Committee in exceptional cases. Once established, the existence of the mechanism may be appropriately communicated within the organization."

This policy is formulated to facilitate highest possible standards of ethical, moral, and legal business conduct in the Company.

**The objective of the Policy is to**

- provide opportunity to employees to access in good faith, to the Management or in exceptional cases, to the Chairman of the Audit Committee, in case they observe unethical and improper practices or any other wrongful conduct in the Company.
- provide necessary safeguards for protection of employees from victimization, for whistle blowing in good faith.
- prohibit managerial personnel from taking any adverse personnel action against those employees.





**(G) Integrity pact**

THDCIL in its endeavor to eradicate/ mitigate corruption has adhered to utilizing or leveraging various packages as effective tools in THDCIL administration. In order to achieve these goals, THDCIL has implemented Integrity Pact in line with the requirement of Central Vigilance Commission. It has established mutual contractual rights and obligations to reduce the high cost and effects of corruption. The Pact essentially envisages an agreement between the prospective vendors/bidders and the buyer committing the persons/officials of both the parties, not to exercise any corrupt influence on any aspect of the contract.

Only those vendors/bidders who have entered into such an Integrity Pact with the buyer would be competent to participate in the bidding. In other words, entering into this Pact would be a preliminary qualification. The Integrity Pact in respect of a particular contract would be effective from the stage of invitation of bids till the complete execution of the contract.

The Integrity Pact envisages a panel of Independent External Monitors (IEMs) approved for the organization. The IEM is to review independently and objectively, whether and to what extent parties have complied with their obligations under the Pact.

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (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:**

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

-Not Applicable

**PRINCIPLE 2**

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

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

**R&D Expenditures against approved R&D Plan & Budget (FY 2021-22)**

Sl. No.	Particulars of the Project	Expenditure incurred during F.Y. 2021-22 (₹ in Lakh)	Impact of the study	Outcome of the study
1.	Condition Monitoring of EM equipment of Tehri & KHEP. (For FY 2020-21)	22.88	Periodic condition monitoring and health assessment of critical electro-mechanical equipment to detect early signs of deterioration, malfunctioning and inception faults and thus ensure reliability and stability of the projects.	The recommendations given by M/s CPRI has been implemented at site.





2.	Operation and maintenance of a 18-station seismological network deployed in the region around Tehri dam and 13-station strong motion network installed in Tehri dam & Koteshwar dam.	182.67	Collection of long term data on micro earthquake activity of the region around Tehri dam before, during and after impounding of water in Tehri reservoir.	Study under progress
3.	Consultancy for improvement in real time inflow forecasting system for Tehri Dam reservoir.	48.28	Observation of real time meteorological and hydrological data and transmission of the same to earth station established at Tehri for further processing of data for forecasting the inflow for Tehri reservoir.	Study under progress
4.	Analysis and mitigation of oscillations in Hydro Generator fed Transmission lines.	7.50	The study will identify the oscillations with reasons incurred in generating units of Tehri HPP and Koteshwar HPP and develop solutions for damping out the oscillations.	Study under progress
5.	Study of structural integrity of submerged Intake structures with variation in Tehri reservoir water head with a particular reference to construction and lift joints.	14.94	Study under progress	Study under progress
6.	Other miscellaneous works	3.59	—	
	<b>Total</b>	<b>279.86</b>		

**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?**

Almost all the procurements are made through sustainable sourcing methods viz GeM Portal, e-Tendering etc.

**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.**

**(a) Plastics (including packaging)**-A solid waste management plant has been established in Rishikesh. The segregated inorganic waste collected from all houses, Guest Houses, and offices in THDCIL premises is being utilized by making the Plastic Bales. There are two sheds constructed for this purpose, one for plastic baling machine (compactor) and other for segregation of plastic material from other type of inorganic waste like broken glasses, lather material and Metallic material. Similar practices are followed at other project locations.

**(b) E-waste:** THDCIL have very minimal E-Waste. The E-Waste is disposed as per Govt. Norms.

**(c) Hazardous waste:** No hazardous waste.

**(d) Other waste:** Same as point (a) above. Similar practices are followed at other project locations

**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.**

-Not Applicable

**PRINCIPLE 3**

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

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

Category	% of employees covered by									
	Total (A)	Health insurance		Accident insurance		Paternity Benefits		Maternity benefits		Day Care facilities
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)



Permanent employees											
Male	762	NA	NA	762	100%	NA	NA	05	0.65%	NA	NA
Female	51	NA	NA	51	100%	NIL	NIL	NA	NA	NA	NA
Total	813	NA	NA	813	100%	NIL	NIL	05	0.65%	NA	NA
Other than Permanent employees											
Male	9	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	14	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Paternity Benefits		Maternity 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	775	NA	NA	775	100%	NA	NA	02	0.25%	NA	NA
Female	56	NA	NA	56	100%	NIL	NIL	NA	NA	NA	NA
Total	831	NA	NA	831	100%	NIL	NIL	02	0.25%	NA	NA
Other than Permanent workers											
Male	5737	1205	21%	NA	NA	NA	NA	NA	NA	NA	NA
Female	170	87	51%	NA	NA	NA	NA	NA	NA	NA	NA
Total	5990	1292	22%	NA	NA	NA	NA	NA	NA	NA	NA

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	NA	NA	NA	NA	NA
1) GSLI:	84.9%	91.86%	Yes	86.22%	92.17 %	Yes
A). Maturity						
B). Accidental Claim	15.08%	8.13%	Yes	13.78%	7.83%	Yes
2) In lieu of GSLI						
A) GI Scheme for new employee						
B) Accidental Insurance for new employee						

**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.

In compliance of implementation of United Nations Convention on the Rights of Persons with Disabilities, the Corporation has provided easy accessibility by way of erecting ramps in most buildings of the Corporation. The Company has been making all efforts towards creation of barrier free environment for differently abled by following the guidelines laid down under Sugamya Bharat Abhiyan. The Company has been nominating employees belonging to Physically Handicapped category to attend special training programmes. The Company has nominated Liaison Officers to identify the issues pertaining to differently abled employees and implementation of various welfare activities for them. The Company has Equal Opportunity Policy and is implemented in letter and spirit.



**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, [https://thdc.co.in/sites/default/files/EQUAL\\_OPportunity\\_POLICY\\_0.pdf](https://thdc.co.in/sites/default/files/EQUAL_OPportunity_POLICY_0.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100% (5 Employees)	100%	100% (2 Employees)	100%
Female	NIL	NIL	Nil	Nil
<b>Total</b>	100% (5 Employees)	100%	100% (2 Employees)	100%

**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.**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	-
Permanent Employees	Yes
Other than Permanent Employees	-

**7. A brief write up on mechanism available to receive and redress grievances**

**PROCEDURE FOR GRIEVANCE REDRESSAL:**

**Stage I:** Aggrieved employee may present his grievance in writing (Form No.1) to his Controlling Officer (not below the rank of Deputy Manager) within 15 days from the date the said grievance arose. The grievance shall be entered in the grievance register maintained for the purpose in the office of the Controlling Officer. An acknowledgment indicating the number of the grievance will be issued to the employee. The controlling officer will make necessary enquiries and give a reply (Form no. II) to the employee within 30 days from the date of receipt of the grievance. The grievance of routine nature should not normally take more than 15 days for making the reply to the employee.

**Stage II:** If the aggrieved employee is not satisfied with the reply made to him by the Controlling Officer, he may present his grievance to his HOD/ General manager (in Form No.1) indicating the original grievance number given by the Controlling Officer, within 10 working days of the receipt of the reply at stage-1. At his stage, Form No.1 will be addressed to his General Manager/Head of Project in case of Unit/Project and HOD in case of Corporate Office (as notified by Corporate HR Deptt.). On receipt of the grievance, GM/HOP/HOD will process the case further, give a personnel hearing to the employee concerned and make reply (Form No. II) in the matter, within a reasonable time. Normally, grievance at stage-II should not take more than 30 days to give a reply to the employee.

**Stage III:** If the employee is still not satisfied with the reply he got at stage-II, he may present his grievance to the Chairman-GRC (Form No.1) indicating the original grievance number within seven days of receipt of reply at stage-II, stating the reasons why he is not satisfied with the reply received at Stage-II.

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

Category	FY 2021-22(Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	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	813	256	31.48%	842	303	35.98%
Male	762	246	32.28%	793	303	38.20%
Female	51	10	19.61%	49	0	0%
Total Permanent Workers	831	786	94.58%	894	786	87.91%
Male	775	736	94.96%	837	786	93.9%
Female	56	50	89.29%	57	0	0%



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

Category	FY 2021-22 (Current Financial Year)					FY 2020-21 (Previous Financial Year)				
	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	762	166	21.78%	66	8.66%	793	152	19.17%	238	30.01%
Female	51	51	100%	3	5.88%	49	39	79.59%	45	91.83%
Total	813	217	26.69%	69	8.48%	842	191	22.68%	283	33.61%
Workers										
Male	775	147	18.96%	48	6.19%	837	188	22.46%	04	0.48%
Female	56	06	10.71%	0	-	57	36	63.16%	0	NIL
Total	831	153	18.41%	48	5.78%	894	224	25.06%	04	0.45%

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	813	813	100%	793	793	100%
Female	762	762	100%	49	49	100%
<b>Total</b>	<b>51</b>	<b>51</b>	<b>100%</b>	<b>842</b>	<b>842</b>	<b>100%</b>
<b>Workers</b>						
Male	831	831	100%	837	837	100%
Female	775	775	100%	57	57	100%
<b>Total</b>	<b>56</b>	<b>56</b>	<b>100%</b>	<b>894</b>	<b>894</b>	<b>100%</b>

## 10. Health and safety management system:

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

Yes, there is an established occupational health & Safety Management System in place in THDCIL. This system is providing coverage through Designated Officer(s) & Qualified Safety officers, Site Engineers and Management Information System.

- 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 workrelated hazards and assessment of risks are being identified through Safety Inspections /site visits by Site Engineers/Qualified Safety Officers and also by higher Officials time-to-time as per the need of hour.

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

-Yes

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

-Yes







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

Safety Incident/Number	Category	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	01	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
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.

THDCIL is an OHSAS-45001:2018 Management System certified company and is committed to ensure Health and Safety of its Employees, Contractors, Sub contractors and community by strict adherence to the norms of Occupational Health and Safety. Following measures adopted in THDCIL are worth highlighting here:

- **Site Inspection:** - Regular Site Inspections by the Safety Officers of concerned Projects.
- **Safety Health and Environment Manual:-** Circulation of "Safety Health and Environment(SHE)" Manual to all the Projects. This manual is also accessible by all the employees of THDCIL at THDCIL's website(thdc.co.in).
- **Implementation of Legal Requirements:-** Ensuring implementation of all legal and other requirements viz. Factory Act-1948, BoCW Act-1996 and CEA Regulation-2011 etc. at the projects.
- **Safety Committee:-** Formation of Safety Committees in the projects to promote co-operation between workers and management in maintaining proper safety and health at work places and periodical review of the measures taken for that.
- **Safety Awareness Program:-** Organizing Safety Awareness Programs for workers from time to time at the projects.
- **Mock Drills:-** Organizing mock drills for analyzing the action & response time to mitigate the emergency situations.

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

	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

#### 14. Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Yes, External Audit through Third Party (M/s National Safety Council, Uttarakhand)
Working Conditions	Checked the working conditions through External Safety Audits and Internal Safety Audits every year through external Safety Auditor, Safety Officers and Site Engineer's continuously to check the working condition at the respective work places.

#### 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.

- OHS Awareness Programmes to had been /are being organised time to time impart training to Employees & Officers of Plants and under Construction Projects in respect of Fire Safety, PPE's, In plant Safety awareness etc. THDCIL Safety Officers are imparting training/awareness on different topics of Safety Awareness Programme from time to time to all workers on construction sites & Power House Plant. Besides Safety awareness through Mock drill programme had been /are being organised regularly.
- Safety Audit is being done by Govt. External Agency every year.
- Internal Safety Audits are being done by THDCIL Qualified Safety Officers.



- In case of happening of any accident/incident all statutory/ legal requirements are being fulfilled by THDCIL.
- Safety inspections, Visits and Tool Box Talks are being done by THDCIL employees/officers on daily basis.
- In compliance to provisions laid under Act & Rules monthly and quarterly OH&S Safety Committee Meetings are being conducted with workers and Management. OH&S related significant risks & concerns arising from assessments of health & safety practices and working conditions are being discussed & rectified from time to time.

#### PRINCIPLE 4:

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

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

We define our stakeholders as individuals and groups who are impacted by our activities, or those who can have an impact on our future development. Due to the diverse interests of each stakeholder group, which varies in each of our area of operation, we adapt our approach, communication channels and engagement activities as appropriate. Through this tailored approach, we continuously seek to understand our stakeholders' expectations and demands and reflect these in our sustainability strategy, report and overall business activities. Stakeholder engagement takes into account the varying perspectives, priorities and limitations of different stakeholders.

To ensure proper identification, Stakeholders Identification is kept as an integral part of THDCIL's CSR Communication Strategy. Communication strengthens trust between the Organization and its Stakeholders. Communication is critical to keep all the Stakeholders well informed, especially the employees so as to ensure that not only all the business processes are in tune with the globally accepted ethical systems and Sustainable Management practices, but also their engagement with the external Stakeholders is based on these values.

##### 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
Government and Statutory bodies / NTPC	No	<ul style="list-style-type: none"> <li>❖ Signing of MoU</li> <li>❖ Correspondence</li> <li>❖ Annual Report</li> <li>❖ Meetings</li> <li>❖ Presentations</li> <li>❖ Website Visits</li> </ul>	<ul style="list-style-type: none"> <li>❖ Annually</li> <li>❖ Round the year</li> <li>❖ Annually</li> <li>❖ As and when required</li> <li>❖ As and when required</li> <li>❖ As and when required</li> </ul>	Being PSU, equity is held by NTPC and Govt. of UP. All project approvals and clearances. Performance MoU and other statutory requirements for running the business.
Employees	No	<ul style="list-style-type: none"> <li>❖ Publication of Magazines</li> <li>❖ Grievance Redressal Mechanism</li> <li>❖ Circulars and Office Orders</li> <li>❖ Communal Programmes</li> <li>❖ Feedbacks</li> <li>❖ Suggestion Mela</li> </ul>	<ul style="list-style-type: none"> <li>❖ Quarterly, Annually, Half-yearly</li> <li>❖ Round the Year</li> <li>❖ Round the Year</li> <li>❖ Round the Year</li> <li>❖ Round the Year</li> <li>❖ Annually</li> </ul>	Employees are engaged in day to day activities and periodical dialogues are held to understand their needs and expectations.
Customers	No	<ul style="list-style-type: none"> <li>❖ Signing of PPAs</li> <li>❖ Feedback survey</li> <li>❖ Meetings</li> <li>❖ Correspondence</li> </ul>	<ul style="list-style-type: none"> <li>❖ Well before commissioning of any Project</li> <li>❖ Annually</li> <li>❖ As and when required</li> <li>❖ Round the Year</li> </ul>	THDCIL takes prompt measures and offers assistance to its valuable Customers by synchronising its activities with other concerned Organizations/ Agencies
Suppliers & Contractors	No	<ul style="list-style-type: none"> <li>❖ Tenders</li> <li>❖ Open Bid Discussions</li> <li>❖ Policy and Procedures</li> <li>❖ Meetings</li> <li>❖ Joint Discussions</li> </ul>	<ul style="list-style-type: none"> <li>❖ As and when required</li> <li>❖ With every award</li> <li>❖ Round the year</li> <li>❖ Regular basis</li> <li>❖ Regular basis</li> </ul>	THDCIL believes that Contractors, Suppliers, Consultants and their employees are key Stakeholders in Project Implementation. Concerns of the Contractors/Suppliers/Consultants are regularly being addressed.





Project Affected Persons/ Local and Indigenous communities	<b>Yes</b>	<ul style="list-style-type: none"> <li>❖ CSR Programmes</li> <li>❖ Meetings</li> <li>❖ Grievance Redresseal</li> <li>❖ Magazines</li> <li>❖ Pamphlets/Website Disclosures</li> <li>❖ Public Information Centres</li> </ul>	<ul style="list-style-type: none"> <li>❖ Round the Year</li> <li>❖ As and when required</li> <li>❖ Round the Year</li> <li>❖ Quarterly, Annually, Half-yearly</li> <li>❖ Round the Year</li> <li>❖ Opened at project sites-Operational Plants</li> </ul>	<p>THDCIL has a mission “<b>To undertake Rehabilitation and Resettlement of Project Affected Persons with human face</b>”.</p> <p>THDCIL is committed towards social upliftment of Rehabilitates. THDCIL is spending approx. 90% of its CSR Fund in Project Affected Region.</p>
Media	<b>No</b>	<ul style="list-style-type: none"> <li>❖ Press Briefings</li> <li>❖ Invitations to events</li> </ul>	<ul style="list-style-type: none"> <li>❖ Round the Year</li> <li>❖ Round the Year</li> </ul>	THDCIL has formulated structured communications tools and established a separate Communication Department at Corporate Level for interaction with media (both print and electronic media)
Society at a large	<b>No</b>	<ul style="list-style-type: none"> <li>❖ Press News</li> <li>❖ Notice</li> <li>❖ Publicity</li> <li>❖ CSR Programmes</li> <li>❖ Display on website</li> <li>❖ Facebook and Twitter Page</li> </ul>	<ul style="list-style-type: none"> <li>❖ Round the year</li> <li>❖ Round the year</li> <li>❖ Round the year</li> <li>❖ Round the year</li> <li>❖ Round the year</li> <li>❖ Round the year</li> </ul>	Being a public limited company, it is our responsibility to engage society as our stakeholder.

## PRINCIPLE 5

**Businesses should respect and promote human rights.**

**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 2021-22 Current Financial Year			FY2020-21 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	813	39	4.79%	842	25	2.97%
Other than permanent	14	-	-	6	-	-
<b>Total Employees</b>	<b>827</b>	<b>39</b>	<b>4.79%</b>	<b>848</b>	<b>25</b>	<b>2.95%</b>
<b>Workers</b>						
Permanent	831	15	1.8%	894	-	-
Other than permanent	5990	33	0.55%	4030	-	-
<b>Total Employees</b>	<b>6821</b>	<b>48</b>	<b>0.70%</b>	<b>4924</b>	<b>-</b>	<b>-</b>

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

Category	FY 2021-22 Current Financial Year					FY2020-21 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		Previous Financial Year	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	813			813	100%	842	-	-	842	100%
Male	762			762	100%	49	-	-	49	100%
Female	51			51	100%	793	-	-	793	100%



Other than Permanent	14			14	100%	6	-	-	6	100%
Male	9			9	100%	4	-	-	4	100%
Female	5			5	100%	2	-	-	2	100%
<b>Workers</b>										
Permanent	831			831	100%	894	-	-	894	100%
Male	775			775	100%	837	-	-	837	100%
Female	56			56	100%	57	-	-	57	100%
Other than Permanent	5990	5990	100%			4030	4030	100%	-	-
Male	5820	5820	100%			3819	3819	100%	-	-
Female	170	170	100%			211	211	100%	-	-

### 3. Details of remuneration/salary/wages

Amount in ₹

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	5565366	-	-
Key Managerial Personnel*	02	-	01	2248409
Employees other than BoD and KMP	877	2947809	43	2446911
Workers	779	1842802	52	1666520

\*Median remuneration of 2 Male KMPs is included in Board of Directors.

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

- No

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

There is no specific mechanism to redress grievances related to human rights however, company has a mechanism of redressal of public grievances which enumerates the steps that are required to be taken to ensure that the internal public grievance redressal machinery is in order for prompt redressal of grievances of citizens. Wide publicity of the grievance mechanism available in the Corporation is made and the name, designation and address of Director of Public Grievances are given on the official website under Grievances menu.

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

	FY 2021-22 Current Financial Year			FY2020-21 Previous Financial Year		
	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	01	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL





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

Internal Complaints Committee (ICC) is working to protect the interest of the complainant in case of harassment. Moreover THDCIL complies with Article 12 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

- Yes

## 9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No external/third party audit has been carried out. Although there is a robust mechanism of internal audits which are conducted on regular basis.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

-Any issues related to wages identified in the internal inspection are flagged to higher authorities for speedy resolution.

## PRINCIPLE 6

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

### 1. Details of total energy consumption (in MU) and energy intensity, in the following format.

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	Remarks
Total electricity consumption (A)	26.75 MU	26.56MU	Includes Corporate Office and Plants / Projects above
Total fuel consumption (B)	68,649.47 Ltr	81,445 Ltr.	
Energy consumption through other sources (C)	6.79 MU	7.97 MU	
Total energy consumption (A + C)	33.54 MU	34.54 MU	100 MW
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.142 kwh/₹	0.162 kwh/₹	Corporate Office

### 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. However, THDCIL has taken Energy Efficiency Measures like replacement of old ACs with 5 star rated ACs, installation of LED lights, installation of solar street lights, Solar Geysers, Roof top solar etc. at Corporate Office and all major project locations.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1425320	1457550
(ii) Groundwater	94850	98550
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others (WTP & STP Plant)	2880	2880
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	1523050	1558980
<b>Total volume of water consumption (in kilolitres)</b>	1520170	1556100
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-





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

-No

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

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	µg/m <sup>3</sup>	Presently, THDCIL is generating power through renewable sources viz. Hydro, Wind and Solar. Therefore, emissions are negligible in THDCIL's business.	
Sox	µg/m <sup>3</sup>		
Particulate Matter (PM)	µg/m <sup>3</sup>		
Persistent Organic Pollutants (POP)	µg/m <sup>3</sup>		
Volatile Organic Compounds(VOC)	µg/m <sup>3</sup>		
Hazardous Air Pollutants (HAP)	µg/m <sup>3</sup>		

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric ton of CO <sub>2</sub> equivalent	Presently, THDCIL is generating power through renewable sources viz. Hydro, Wind and Solar. Therefore, emissions are negligible in THDCIL's business.	
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric ton of CO <sub>2</sub> equivalent		
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) –the relevant metric may be selected by the entity			

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

-NA

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Waste generated (in metric ton)</b>		
Plasticwaste (A)	0.467	1.81
E-waste (B)	0.722	0.254
Bio-medicalwaste (C)	0.572	1.3915
Construction and demolition waste (D)	852000	679200
Battery waste (E)	4.7	3.4
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. (Burnt Oil, used tyres, lubricants, transformer oils etc.) (G)	8.45 MT	59.837
Other Non-hazardous waste generated (office / plant non-saleable scrap) (H).	0.73 MT	8.894
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>852015.64</b>	<b>679275.5865</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or Other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	1.46





(ii) Re-used	595241.73	88853.9
(iii) Other recovery operations	21.767	6.42
<b>Total</b>	<b>595263.497</b>	<b>88861.78</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.257	0.5
(ii) Landfilling	256800.31	590401.6715
(iii) Other disposal operations	0.825	0.944
<b>Total</b>	<b>256801.39</b>	<b>590403.1155</b>

**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.**

The waste management practices followed at Corporate Office/ Township, Rishikesh is as under:

**1. Door to Door collection of organic and dry garbage in colony**

One tempo carrier runs on all colony and office roads from 07:30 AM to 11:30 AM in all week days for collection of organic and inorganic garbage. A separation / partition space exists for organic garbage, inorganic garbage and mix garbage space in the Tempo carrier.

**2. Segregation of dry and organic garbage from mix garbage at Bio-gas plant**

After collection of garbage from all houses and offices in THDCIL premises, tempo carrier gets unloaded on the platform of Bio-gas plant where two labours segregate the organic garbage and inorganic garbage from the garbage mix obtained from all sources. Organic garbage is processed in the Bio-gas plant to produce the Bio-cooking gas which is supplied to the local Aahar canteen.

**3. Plastic waste disposal at solid waste management plant**

A solid waste management plant has been established on 07.07.2019 under the guidance of solid waste management consultant. The segregated inorganic waste collected from all houses, Guest Houses, and offices in THDCIL premises is being utilized by making the Plastic Bales. There are two sheds constructed for this purpose, one for plastic baling machine (compactor) and other for segregation of plastic material from other type of inorganic waste like broken glasses, lather material and Metallic material.

**4. Disposal of unused Inorganic waste**

After segregation of organic waste and usable plastic waste from total garbage collected, the remaining waste material is disposed off in the ground behind old storage area. This waste is buried under the ground so that no bad smell is spread in the nearby area. The pits are covered with earth after complete filling with un-useful garbage.

Similar practices are followed at project locations.

**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) If no, the reasons thereof and Corrective action taken, if any.
1.	Vishnugad Pipalkoti HEP, Pipalkoti with Dam site at Helong and Power House site at Hat village, Chamoli District	Under Construction HEP (444 MW)	Vishnugad Pipalkoti HEP does not fall inside the ecologically sensitive areas but is located within 10 KM radius of Kedarnath Wild Life Sanctuary, therefore necessary clearance has been obtained and conditions complied.

**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 Weblink
VPHEP (444 MW)	EIA Notification 2006 and its various amendments	Nov-2020	Yes	EIA study is in Progress	parivesh.nic.in
Bokang Baling (200 MW)		Sep-2020	Yes		



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, the entity compliant with the applicable environmental law/ regulations/ guidelines in India.

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

## PRINCIPLE 7

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

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

THDCIL is member of two associations.

- 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	All India Management Association (AIMA)	National
2	Standing Conference of Public Enterprises (SCOPE)	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.

-NA

## PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

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

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
NIL					

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.N.	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	Khurja Super Thermal Power Project	UP	Bulandshahar	76 families of Nagla Rukanpur Village as per Abadi Recorded in Revenue Records have been shifted.	NA	76 families of Nagla Rukanpur Were paid against their property totalling to ₹ 5.69 Cr. as per valuation made by UPPWD/ Dist Admn.
2	Vishnugad Pipalkoti Hydro Electric Project	Uttarakhand	Chamoli	559	94%	3.26 Cr.

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

Feed back form is available in public domain that can be easily accessible at <https://www.thdc.co.in/content/feedback-form>. All the queries are being resolved in compliance to Communication strategies finalized by THDCIL and same can be referred at <https://www.thdc.co.in/content/communication-strategy>.

In addition, THDC has set up a Grievance Redress Cell (GRC) for Project affected Persons at the project level. All the grievances registered are being put for the resolution of GRC during its meeting organized from time to time as per the requirement.





#### VPHEP: GRIEVANCE REDRESSAL CELL.

- THDC has set up a Grievance Redress Cell (GRC) at the project level. The cell is headed by a Gazetted Officer. The other members of the cell are representative of PAPs (one from each directly affected village), Head of Project level Social Department. THDC as member secretary, and representative of NGO.
- All the grievances registered are being put for the resolution of GRC during its meeting to be organized from time to time as per the requirement.

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

	<b>FY 2021-22 (Current Financial Year)</b>	<b>FY 2020-21 (Previous Financial Year)</b>
Directly sourced from MSMEs/ small producers	66.39%	61.38%
Sourced directly from within the district and neighbouring districts	NA	

### PRINCIPLE 9

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

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

Complained and feedback are received annually from beneficiaries on standard feedback format through mail.

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

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	THDCIL is producing electricity and is supplying to distribution companies of respective States. Therefore, not applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2020-21 (Current Financial Year)		Remarks	FY 2019-20 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL					
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:

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary recalls	<b>NA</b>	
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.

THDCIL has IT & Cyber security guidelines available in employee section of its website. THDCIL does not have framework / policy on Cybersecurity and Risk related to Data privacy.

The software application having data of its employees and contractors are audited by CERT-in empaneled agencies and vulnerabilities reported by the auditors are closed.

#### 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.

-NA

