

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (2023-24)



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT-2023-24

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-249001(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 : 2023-24
10. Name of the Stock Exchange(s) where shares are listed : N.A.
11. Paid-up Capital : ₹3665.88 Cr. (as on 31.03.2024)
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. A.K. Ghildiyal, CGM (MPS/Corp. Plg.), THDC India Limited, Ganga Bhawan, Bypass Road, Pragatipuram, Rishikesh-249201 (Uttarakhand), (Email-akghildiyal@thdc.co.in)
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

1. 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

2. 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, Consultancy and Coal Mining	3510	100

III. Operations

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

Location	Number of plants / Under Construction / Development Projects	Remarks
National	10	THDCIL have 06 operational plants, 02 nos. hydro projects under construction, 01 no. Thermal Project under construction, 01 no. Coal Mining.
International	Nil	---

2. 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 Govt.)	12
National (No. of States Private DISCOMs)	03
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, Madhya Pradesh, Gujarat and Kerala.

IV. Employees

1. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	898	835	92.98	63	7.02
2	Other than Permanent (E)	197	174	88.32	23	11.68
3	Total employees (D + E)	1095	1009	92.14	86	7.85
WORKERS						
4	Permanent (F)	883	820	92.86	63	7.13
5	Other than Permanent (G)	8	8	100	0	0
6	Total workers (F + G)	891	828	92.93	63	7.07

b. Differently abled Employees and workers:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	10	9	90	1	10
2	Other than Permanent (E)	2	2	100	0	0
3	Total differently abled employees (D + E)	12	11	91.67	1	8.34
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	25	22	88	3	12
5	Other than permanent (G)	Not Available				
6	Total differently abled workers (F + G)	25	22	88	3	12

2. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	%(B / A)
Board of Directors	8	1	12.5%
Key Managerial Personnel	3	1	33.33%

3. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

		FY 2023-24 (Turnover rate in the current FY)			FY 2022-23 (Turnover rate in the previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	Retired	52	0	52	47	2	49	42	1	43
	Resigned	21	1	22	7	1	8	5	0	5
Permanent Workers	Retired	29	0	29	36	2	38	40	1	41
	Resigned	2	0	2	1	0	1	2	0	2

V. Holding, Subsidiary and Associate Companies (including joint ventures)

1. (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
3.	TREDCO Rajasthan Limited	Joint Venture	74.00	No
4.	THDCIL- UJVNL Energy Company Limited	Joint Venture	74.00	No

VI. CSR Details

(i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: (Yes)

(ii) Turnover (in ₹): (Total revenue) ₹2012.09 Cr.

(iii) Net Worth (in ₹): ₹10546.68 Cr.

VII. Transparency and Disclosures Compliances

1. 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 2023-24 Current Financial Year)			(FY 2022-23 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 Corporate S&E (CSR) (https://www.thdc.co.in/content/feedback-form)	Nil	Nil	-	Nil	Nil	-
	VPHEP: And redressed through committee on Quarterly basis	01	Nil	-	01	-	-

Investors (other than shareholders)	Yes https://scores.gov.in/admin/Chk_login.html	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes https://scores.gov.in/admin/Chk_login.html	Nil	Nil	-	Nil	Nil	Nil
Employees and workers	Yes www.thdc.co.in	Nil	Nil	-	02	01	-
Customers	Through Annual Feedback and one to one meeting with DISCOMs	Nil	Nil	-	Nil	Nil	Nil

2. 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. THDCIL is exploring alternate technologies and avenues for utilisation of Fly ash in various construction activities/ industries such as bricks, concrete pavement etc. to minimize storage in ash dyke.	As per the market current trend the fly ash rate may vary at the time of actual sale.
2	Legitimate expectation of PAFs/ locals	Risk	Based on working experience	<ul style="list-style-type: none"> Constant communication and consultation/ interaction to build trust by interfacing with PAFs for resolution of issues. Seeking intervention of Distt. Admin. to maintain law & order. High pursuance or motivation to PAFs to shifting. Payment of special package on one instalment. 	Delay in construction of project 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
	Policy and management processes									
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) 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 Responsibility are fixed as per Table 1.										
Governance, leadership and oversight																					
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)																				
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.										During the year, CSR Committee reviewed the sustainability issues.										
10.	Details of Review of NGRBCs by the Company:																				
	Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee										Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
			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.										As and when required								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		Y	Y	Y	Y	Y	Y	Y	Y	N	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 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-CD-policy28.05.13.pdf>
- **CSR Communication strategy of THDCIL is available on:**
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
- **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"> Vision, Mission and Values Conduct Discipline and Appeal Rules Standing orders for workmen Corporate Ethics Policy Code of Business Conduct and Ethics CDA Rules Whistle Blower Policy Integrity Pact Record Management Manual of THDCIL Training Policy for Directors of THDCIL 	Director (Finance) Director (Technical) Director (Personnel)
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.	Code of Conduct Core Value	Director (Technical) Director (Personnel) Director (Finance)

Principle No	Description	Policy / Policies	Director(s) Responsible
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"> THDCIL supplies electricity to the beneficiaries (bulk customers), majority of which are owned by respective State Government. Allocation of Power is made by Ministry of Power, Govt. of India based on certain policies and guidelines. Power Tariff for Hydro Power Projects of THDCIL is determined by Central Electricity Regulatory Commission (CERC) engaging all stakeholders. Tariff for Renewable Energy Projects is decided as per the mutual agreement between THDCIL and individual beneficiary State. Issues, if any, are discussed and resolved at common forums like Northern Regional Power Committee (NRPC), where Bulk Customers and generators are members. Separate feedback is obtained from customers (beneficiaries) to understand their needs and expectations. 	

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	1	Orientation program for functional directors of CPSE's	50%
Key Managerial Personnel	Nil	Nil	Nil
Employees other than BoD and KMPs	10	<ul style="list-style-type: none"> TRAINING OF TRAINERS -CAPACITY BUILDING PROGRAM ON “ETHICS & GOVERNANCE, PUBLIC PROCUREMENT SYSTEM &PROCEDURE, ROLE OF IO/PO IN INQUIRY -as a PRECURSOR to VAW 2023 Covering 55 No Executives (E-7/E-8 Executives). TALK ON- “SAY NO TO CORRUPTION: COMMIT TO THE NATION “Covering 59 No Executives CAPACITY BUILDING PROGRAM -PROCUREMENT MANAGEMENT Covering 43 No Executives 	43.31%

Employees other than BoD and KMPs	10	<ul style="list-style-type: none"> CAPACITY BUILDING PROGRAM ON “ETHICS & GOVERNANCE PUBLIC PROCUREMENT SYSTEM & PROCEDURE OF THE ORGANISATION OF IO/PO IN CONDUCTING INQUIRY” - VAW 2023 Covering 52 No Executives (E-2 to E-6) ANTI BRIBERY MANAGEMENT SYSTEM Covering 116 No Executives ADVOCACY EVENT Covering 40 No Executives TRAINING PROGRAM ON VIGILANCE ADMINISTRATION FOR VIGILANCE OFFICERS 17 No Executives RTI AND PREVENTIVE VIGILANCE FOR ORGANIZATIONAL TRANSPARENCY- 02 No Executives WORKSHOP ON PREVENTIVE VIGILANCE -02 No Executives PREVENTIVE VIGILANCE, E-PROCUREMENT AND KEY TO GOOD GOVERNANCE 03 No Executives Total employees covered = 389 No	43.31%
Workers	02	<ul style="list-style-type: none"> TRAINING PROGRAM ON VIGILANCE ADMINISTRATION FOR VIGILANCE OFFICIALS- 02 No Workers ANTI BRIBERY MANAGEMENT SYSTEM Covering 03 No Workers Total employees covered= 05 No	0.56%

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 behaviours 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:

Vision: "An integrated global energy entity delivering sustainable solutions to meet India's net-zero ambitions"

Mission:

- Making available clean and affordable energy from diverse sources.
- Explore emerging energy technologies and deliver sustainable solutions of scale to enable smooth transition.
- Building organizational capabilities to embrace change through enablement and development of people.
- Conforming to the highest ethical standards and integrity in business activities.
- Acting in a socially responsible manner, committed to the cause of environment and people.
- Adopting best practices and state-of-the-art technology for higher productivity and efficiency.
- Promoting creativity and innovation for optimal utilization of resources.

Values:

Core Values

ASPIRE :

A: Accountability

S: Sustainability

P: Passion

I: Innovation

R: Respect

E: Ethics

(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 behaviour, 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 2023-24 (Current Financial Year)	FY 2022-23 (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 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	—	Nil	—
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	—	Nil	—

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

Not Applicable

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

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

R&D Expenditures against approved R&D Plan & Budget (FY 2023-24)

S. No.	Particulars of the Project	Expenditure incurred during F.Y. 2023-24 (₹ in Lakh)	Impact of the study	Outcome of the study
1.	Modelling Micro-Plastic Movement through soil Matrix: A step towards Plastic waste management.	7.22	The project was awarded to IIT Roorkee (IITR) & National Institute of Hydrology (NIH) vide LoA No. THDC/RKSH/R&D/F-2072/1031 dt. 21.09.2023. Since the study is still going on, the impact cannot be envisaged at this stage.	Awaited on completion of Study in 2027
2.	Developing a phage-based strategy against antimicrobial resistance (AMR) bacteria using the Ganges water	95.304	The project was awarded to IIT Roorkee (IITR) vide LoA No. THDC/RKSH/R&D/F-2064/1022 dt. 18.09.2023. Since the study is still going on, the impact cannot be envisaged at this stage.	Awaited on completion of Study in 2026
3.	Enzyme engineering for the development of biofilters for plasticizers bioremediation in household water and STPs	95.304	The project was awarded to IIT Roorkee (IITR) vide LoA No. THDC/RKSH/R&D/F-2063/1021 dt. 18.09.2023. Since the study is still going on, the impact cannot be envisaged at this stage.	Awaited on completion of Study in 2026

4.	Co-production of green hydrogen and bio-char from bio-mass	51.3	The project was awarded to IIT Roorkee (IITR) vide LoA No. THDC/RKSH/R&D/F-2065/1023 dt. 18.09.2023. Since the study is still going on, the impact cannot be envisaged at this stage.	Awaited on completion of Study in 2026
5.	Carbon dioxide conversion to value added products using photo-electro chemical cell- Detailed project proposal	44.55	The project was awarded to IIT Roorkee (IITR) vide LoA No. THDC/RKSH/R&D/F-2067/1025 dt. 18.09.2023. Since the study is still going on, the impact cannot be envisaged at this stage.	Awaited on completion of Study in 2026.
6.	Development of Innovative Sewage Treatment Technology with Minimum Energy Requirement	23.67	The project was awarded to IIT Roorkee (IITR) & National Institute of Hydrology (NIH) vide LoA No. THDC/RKSH/R&D/F-2071/1030 dt. 21.09.2023. Since the study is still going on, the impact cannot be envisaged at this stage.	Awaited on completion of Study in 2027.
7.	Innovative approach towards achieving energy self-sufficiency at municipal wastewater treatment plants thru hydrothermal pre-treatment of sewage sludge and OFMSW	31.71	The project was awarded to IIT Roorkee (IITR) & National Institute of Hydrology (NIH) vide LoA No. THDC/RKSH/R&D/F-2070/1029 dt. 21.09.2023. Since the study is still going on, the impact cannot be envisaged at this stage.	Awaited on completion of Study in 2027
	Capex KSTPP: Project Site	284.15 Cr. on Env't. and 17.51 Cr. on Community Development	A. Environmental Measures i) FGD: Flue-gas desulfurization (FGD) is a set of technologies used to remove sulfur dioxide (SO ₂) from exhaust flue gases of fossil-fuel power plants, and from the emissions of other sulfur oxide emitting processes such as waste incineration, petroleum refineries, cement and lime kilns. ii) ESP: An electrostatic precipitator (ESP) is a filter less device that removes fine particles, such as dust and smoke, from a flowing gas using the force of an induced electrostatic charge minimally impeding the flow of gases through the unit. iii) green belt under development in around 170 ha of land. iv) Arrangements for Zero liquid Discharge v) Air pollution monitoring devices.	
	CAPEX VPHEP (Environment)	0.31 Cr. Environmental		

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 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 locations.

B) E - Waste:-

THDCIL have very minimal E-Waste. The E-Waste is disposed as per Govt. Norms.

C) Hazardous Waste: -

The Hazardous waste is being dealt as per Hazardous Waste Management rules, 2016 at Projects by the contractor. All the hazardous waste are collected in leak proof closed vessels (Drum) and handed over to authorize agencies/recycler.

D) Other Waste: Biomedical Waste Management :-

The safe and sustainable management of biomedical waste (BMW) is social and legal responsibility of all people related to health-care activities. Bio-medical Waste Management Rules, 2016 is being implemented for healthy humans and cleaner environment. The basic principle of Bio-medical Waste Management is segregation at source and waste reduction is being followed for a greener and cleaner environment. For this purpose, Biomedical Waste is being placed in colour coded bins. The waste is then handed over to expert agency for final disposal.

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.

Yes. The EPR is not directly applicable to THDCIL since it's not producing any plastics. However, for the management of the plastics packaging used in protection of machine parts imported from foreign countries, EPR registration was done on CPCP portal. The waste collection system is being used on the premises by the concerned department and agencies. Moreover, the target to THDCIL for recycling has been set as ZERO by the EPRA portal due to minimal import of plastics.

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		Maternity Benefits		Paternity Benefits		Day Card Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	835	N/A	N/A	835	100%	N/A	N/A	835	100%	N/A	N/A
Female	63	N/A	N/A	63	100%	63	100%	N/A	N/A	N/A	N/A
Total	898	N/A	N/A	898	100%	63	7.01%	835	92.98%	N/A	N/A
Other than Permanent employees											
Male	174	174	100%	174	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	23	23	100%	23	100%	23	100%	N/A	N/A	N/A	N/A
Total	197	197	100%	197	100%	23	11.67%	N/A	N/A	N/A	N/A

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Card Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	820	N/A	N/A	820	100%	N/A	N/A	820	100%	N/A	N/A
Female	63	N/A	N/A	63	100%	63	100%	N/A	N/A	N/A	N/A
Total	883	N/A	N/A	883	100%	63	7.13%	820	92.87%	N/A	N/A
Other than Permanent employees											
Male	11794	N/A	N/A	11794	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	277	N/A	N/A	277	100%	277	100%	N/A	N/A	N/A	N/A
Total	12071	N/A	N/A	12071	100%	277	2.29%	N/A	N/A	N/A	N/A

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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%	100%	100%	100%	100%
Gratuity	100%	100%	100%	100%	100%	100%
ESI	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Others-please specify	Retirement benefit for employees who have joined before 2014 under GSLI Scheme	100%	100%	100%	100%	100%

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	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	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

PROCEDURE FOR GRIEVANCE REDRESSAL: 03 stage Grievance Redressal System is in place.

Stage I: Aggrieved employee may present his grievance in writing 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 acknowledgement indicating the number of the grievance will be issued to the employee. The Controlling Officer will make necessary enquiries and give a Reply to the employee within 30 days from the date of receipt of the grievance.

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 indicating the original grievance number given by the Controlling Officer, within 10 working days of the receipt of the reply at Stage-I. On receipt of the grievance, GM/HOP/HOD will process the case further, give a personal hearing to the employee concerned and make reply 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 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.

The GRC will go through the written/ oral submissions made by the aggrieved employee and the comments submitted by the concerned Personnel Department and based on the facts, rules position & policy, legal aspects, relevant government guidelines, etc. and submit its recommendations within a period of 3 months, to the Chairman & Managing Director. The final decision taken in the matter shall be communicated to the aggrieved employee and the concerned Deptt. by the Secretary-GRC.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	898	125	13.92%	780	78	10.00%
Male	835	115	13.77%	729	74	10.15%
Female	63	10	15.87%	51	04	7.84%
Total Permanent Workers	883	674	76.33%	783	601	76.76%
Male	820	642	78.29%	729	588	80.66%
Female	63	15	23.80%	54	13	24.07%

9. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (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	835	54	6.46%	312	37.36%	729	48	6.58%	390	53.49%
Female	63	23	36.5%	15	23.81%	51	Nil	-	42	82.35%
Total	898	77	8.57%	327	36.41%	780	48	6.15%	432	55.38%
Workers										
Male	820	100	12.19%	114	13.90%	729	66	9.05%	28	3.84%
Female	63	02	3.17	14	22.22%	54	03	5.55%	02	3.70%
Total	883	102	11.55%	128	14.49%	783	69	8.81%	30	3.83%

10. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	835	835	100%	729	729	100%
Female	63	63	100%	51	51	100%
Total	898	898	100%	780	780	100%
Workers						
Male	820	820	100%	729	729	100%
Female	63	63	100%	54	54	100%
Total	883	883	100%	783	783	100%

11. 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, the entity has implemented an occupational health and safety management system. This system is designed to cover all employees and workers, ensuring comprehensive health and safety protocols are in place across the organization. The coverage of this system includes both permanent and non-permanent employees and workers, addressing the specific risks and safety requirements pertinent to their roles.

The implementation of this system involves:

1. **Regular Risk Assessments:** Conducting routine and non-routine assessments to identify potential work-related hazards and evaluate the associated risks. This includes regular inspections, audits, and risk evaluations performed by safety professionals.
2. **Training and Awareness:** Providing ongoing health and safety training for all employees and workers to ensure they are aware of safety protocols and procedures. Training programs are tailored to the specific roles and responsibilities of employees, including emergency response, first aid, and safe operation of machinery.
3. **Incident Reporting Mechanisms:** Establishing clear processes for reporting work-related hazards and incidents, which allows for timely intervention and remediation. Employees are encouraged to report near-misses and potential hazards without fear of retaliation, promoting a culture of safety.
4. **Emergency Preparedness:** Preparing and maintaining emergency response plans to handle any unforeseen incidents effectively. Regular drills and simulations are conducted to ensure that all employees know their roles and responsibilities in case of an emergency.
5. **Health Monitoring:** Implementing health surveillance programs to monitor the health of employees, particularly those exposed to

hazardous conditions. Regular health check-ups and occupational health services are provided to detect and address any health issues early.

6. **Safety Committees:** Forming safety committees that include representatives from various departments to discuss and address safety concerns. These committees play a crucial role in continuous improvement of the safety management system.
7. **Personal Protective Equipment (PPE):** Ensuring that all employees and workers have access to appropriate PPE and are trained in its correct use. Regular checks are performed to ensure PPE is in good condition and used properly.
8. **Safety Signage and Information:** Installing clear and visible safety signs and information throughout the workplace to inform employees of potential hazards and safe practices.
9. **Contractor Management:** Extending health and safety management to include contractors and subcontractors working on-site. This includes vetting contractors for their safety performance and ensuring they adhere to the entity's safety standards.
10. **Continuous Improvement:** Regularly reviewing and updating the health and safety management system based on feedback, incident investigations, and changes in legislation or best practices. This ensures the system remains effective and up-to-date with current standards.
11. **Employee Involvement:** Encouraging active participation of employees in safety programs and initiatives. Employee feedback is solicited to identify potential safety issues and to develop practical solutions.

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 entity employs several processes to identify work-related hazards and assess risks on both a routine and non-routine basis. These processes are integral to maintaining a safe and healthy work environment. They include:

1. Regular Inspections and Audits:

- **Routine Inspections:** Conducted on a regular schedule (daily, weekly, monthly) to identify potential hazards in the workplace. These inspections are typically performed by safety officers or designated safety committee members.
- **Audits:** Comprehensive safety audits are performed periodically to evaluate the overall effectiveness of the health and safety management system. These audits may involve internal and external auditors to ensure objectivity.

2. Hazard Reporting System:

- **Employee Reporting:** Employees are encouraged to report any identified hazards or unsafe conditions immediately. A robust reporting system, such as a dedicated hotline or an online portal, is in place to facilitate this process.
- **Near-Miss Reporting:** Encouraging employees to report near-miss incidents, which are incidents that did not result in injury but had the potential to do so. Analyzing near-misses helps in understanding potential risks and preventing future incidents.

3. Risk Assessments:

- **Job Safety Analysis (JSA):** Conducting JSAs for specific tasks to identify potential hazards and implement control measures. This involves breaking down each task into steps, identifying hazards at each step, and determining preventive measures.
- **Hazard Identification and Risk Assessment (HIRA):** A systematic process to identify hazards, evaluate risks, and implement controls. This process is repeated periodically and whenever there are changes in processes or equipment.

4. Safety Committee Meetings:

- Regular meetings of the safety committee to discuss safety issues, review incidents, and develop action plans. The committee includes representatives from various departments, ensuring a comprehensive approach to safety.

5. Incident Investigations:

- Thorough investigations of all incidents, including accidents, near-misses, and reported hazards. The investigation process includes identifying root causes and implementing corrective actions to prevent recurrence.

6. Workplace Monitoring:

- **Environmental Monitoring:** Regular monitoring of workplace conditions such as air quality, noise levels, and exposure to hazardous substances. This helps in identifying and mitigating environmental hazards.
- **Equipment and Machinery Checks:** Routine checks and maintenance of machinery and equipment to ensure they are in safe working condition. This includes checking safety guards, emergency stops, and other safety features.

7. Training and Awareness Programs:

- Continuous training programs for employees on hazard identification, risk assessment, and safe work practices. Training includes both general safety training and job-specific training.
- Safety awareness campaigns to keep employees informed about potential hazards and safety procedures.

8. Non-Routine Task Assessments:

- **Permit to Work (PTW) System:** Implementing a PTW system for non-routine tasks such as maintenance, repairs, or construction work. The PTW process includes hazard identification, risk assessment, and approval before the task begins.
- **Pre-Task Planning:** Conducting risk assessments and planning for non-routine tasks. This involves identifying potential hazards, determining necessary controls, and briefing workers before starting the task.

9. Emergency Preparedness Drills:

- Conducting regular emergency drills to prepare employees for potential emergencies such as fires, chemical spills, or evacuations. Drills help identify weaknesses in emergency plans and improve response times.

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

Yes, the entity has processes in place for workers to report work-related hazards and to remove themselves from such risks. These processes include:

1. Hazard Reporting System:

- **Formal Reporting Channels:** Workers can report hazards through multiple channels such as a dedicated hotline, or physical hazard report forms. These channels are designed to be easily accessible and user-friendly.
- **Anonymous Reporting:** To encourage reporting without fear of reprisal, workers have the option to report hazards anonymously.

2. Immediate Hazard Removal:

- **Stop Work Authority:** Workers are empowered with the authority to stop work immediately if they identify a serious hazard that poses an imminent risk to health and safety. This authority ensures that workers can take immediate action to protect themselves and their colleagues.
- **Supervisor Notification:** After stopping work, workers must notify their supervisor or safety officer about the hazard. The supervisor is responsible for assessing the situation and implementing necessary control measures before work resumes.

3. Incident Response Procedures:

- **Emergency Protocols:** Clear protocols are established for responding to emergencies or serious hazards. These protocols include evacuation procedures, emergency contacts, and first aid measures.
- **Risk Mitigation:** Workers are instructed to move to a safe location if they encounter a hazard that cannot be immediately controlled. Safety officers or designated personnel are responsible for managing the risk and ensuring the safety of all workers involved.

4. Training and Awareness:

- **Safety Training:** Workers receive regular

training on how to identify and report hazards, as well as the procedures for stopping work and removing themselves from risk. This training is included in the onboarding process and is refreshed periodically.

- **Safety Drills:** Conducting drills to practice hazard reporting and emergency response procedures ensures that workers are prepared to act quickly and effectively in real situations.

5. Safety Committees:

- **Worker Representation:** Safety committees include worker representatives who can bring forward concerns and hazards identified by their peers. These committees meet regularly to discuss and address safety issues.
- **Feedback Mechanism:** Workers can provide feedback on the effectiveness of hazard reporting processes and suggest improvements through these committees.

6. Follow-Up and Resolution:

- **Incident Investigation:** All reported hazards are investigated promptly to determine root causes and implement corrective actions. Workers are kept informed about the status and resolution of their reports.
- **Continuous Improvement:** The entity reviews and updates hazard reporting and risk removal processes regularly based on feedback from workers and safety committee recommendations.

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

Yes, the employees and workers of the entity have access to non-occupational medical and healthcare services. These services are provided to support the overall health and well-being of the workforce beyond work-related health issues. The specific offerings include:

1. General Health Check-Ups:

- Periodic health check-ups are offered to employees and workers to monitor their general health status and detect any potential health issues early.

2. Primary Healthcare Services:

- On-site medical facilities or partnerships with local clinics provide primary healthcare services, including consultations with doctors, basic medical treatments, and referrals to specialists if needed.

3. Health Insurance Coverage:

- Comprehensive health insurance plans that cover a wide range of medical services, including hospitalizations, specialist consultations, and diagnostic tests. This insurance extends to cover non-occupational health issues.

4. Wellness Programs:

- Initiatives such as wellness seminars, health fairs, fitness programs, and mental health support to promote a healthy lifestyle among employees and workers.

5. Counselling Services:

- Access to professional counselling and mental health services to support employees and workers dealing with stress, anxiety, or other personal issues.

6. Vaccination Programs:

- Offering vaccination programs for common illnesses such as flu and other preventable diseases, ensuring employees and workers maintain good health.

7. Family Health Benefits:

- Health benefits may also extend to family members of employees, providing them access to necessary medical and healthcare services.

8. Nutritional and Lifestyle Guidance:

- Providing resources and support for healthy eating and lifestyle choices, including access to dietitians and fitness experts.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	3*	1*
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

FY 2023-24

- As per the April 2023 MIS report from the Safety Department of KHEP Koteswar, a Fatal accident took place on 27th April 2023. The incident involved contractual workers
- As per the July 2023 MIS report from the Safety Department of PSP, Tehri, a Fatal accident took place on 28th July 2023. The incident involved contractual workers employed by M/s HCC.
- As per the August 2023 MIS report from the Safety Department of PSP, Tehri, a Fatal accident took place on 21st August 2023. The incident involved contractual workers employed by M/s HCC.

*FY 2022-23

- As per the April 2022 MIS report from the Safety Department of VPHEP Pipalkoti, a Fatal accident took place on 3rd April 2022. The incident involved contractual workers employed by M/s HCC.

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

The entity has implemented a comprehensive set of measures to ensure a safe and healthy workplace for all employees and workers. These measures encompass various aspects of workplace safety and health management, including prevention, monitoring, training, and continuous improvement.

1. Occupational Health and Safety Management System (OHSMS):

- **Implementation:** A robust OHSMS based on international standards such as ISO 45001, ensuring systematic management of occupational health and safety risks.
- **Policy and Procedures:** Clear policies and procedures outlining health and safety responsibilities, practices, and expectations for all employees.

2. Risk Assessments and Hazard Identification:

- **Regular Risk Assessments:** Conducting routine and non-routine risk assessments to identify and evaluate workplace hazards.
- **Job Safety Analysis (JSA):** Detailed analysis of specific tasks to identify potential hazards and implement control measures.
- **Hazard Reporting:** A proactive hazard reporting system allowing employees to report unsafe conditions and near-misses promptly.

3. Training and Education:

- **Health and Safety Training:** Regular training sessions on safety protocols, emergency procedures, and proper use of personal protective equipment (PPE).
- **Induction Programs:** Comprehensive safety induction for new employees to familiarize them with workplace hazards and safety practices.
- **Ongoing Education:** Continuous learning opportunities, including workshops and seminars on the latest health and safety practices.

4. Emergency Preparedness:

- **Emergency Response Plans:** Well-defined emergency response plans for various scenarios, including fire, chemical spills, and natural disasters.
- **Drills and Simulations:** Regular emergency drills and simulations to ensure employees are prepared and know their roles in an emergency.
- **First Aid:** Availability of first aid stations and trained first aid personnel on-site.

5. Personal Protective Equipment (PPE):

- **Provision of PPE:** Ensuring all employees have access to and are trained in the proper use of necessary PPE.
- **Maintenance and Inspection:** Regular inspection and maintenance of PPE to ensure it is in good working condition.

6. Workplace Monitoring:

- **Environmental Monitoring:** Regular monitoring of workplace conditions such as air quality, noise levels, and exposure to hazardous substances.
- **Health Surveillance:** Health surveillance programs for employees exposed to specific risks, ensuring early detection and management of occupational illnesses.

7. Incident Reporting and Investigation:

- **Incident Management System:** A system for reporting, recording, and investigating workplace incidents and accidents.
- **Root Cause Analysis:** Conducting thorough investigations to identify root causes and implement corrective actions to prevent recurrence.

8. Health and Wellness Programs:

- **Wellness Initiatives:** Programs promoting physical and mental health, including fitness programs, health screenings, and stress management workshops.
- **Mental Health Support:** Access to counselling and mental health services to support employees' overall well-being.

9. Safety Committees and Employee Involvement:

- **Safety Committees:** Establishing safety committees with representatives from various departments to address safety concerns and recommend improvements.
- **Employee Feedback:** Encouraging employee participation in safety meetings and soliciting feedback on safety practices and policies.

10. Continuous Improvement:

- **Regular Reviews:** Periodic review and updating of health and safety policies and procedures to reflect best practices and regulatory changes.
- **Performance Metrics:** Tracking Key Performance Indicators (KPIs) related to health and safety, such as incident rates and compliance levels.
- **Audit and Evaluation:** Conducting regular internal and external audits to evaluate the effectiveness of the health and safety management system.

An office memorandum dated 19.09.2023 was issued, in order to provide employees, contractors, subcontractors, and all other stakeholders at project sites, to maintain a healthy and safe working environment in a sustainable manner, striving for zero workplace accidents.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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					
Health & Safety						

15. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	(100%) The M/s National Safety Council, Uttarakhand, conducts frequent external audits as part of our priority to ensure safety. To guarantee a thorough evaluation, third-party accident investigations are also conducted. These actions show our dedication to upholding health and safety procedures and consistently raising the bar for safety requirements.
Working Conditions	(100%) Every year, THDCIL plants and projects request additional audits in addition to the regular, internal and external audits that are carried out to evaluate working conditions. To guarantee compliance and preserve a safe atmosphere, our committed staff of engineers, safety officers, and consultants performs comprehensive site inspections and TBT. These pre-emptive steps guarantee continued operational effectiveness and worker welfare.

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

The entity has implemented a structured approach to addressing safety-related incidents and mitigating significant risks and concerns identified through assessments of health and safety practices and working conditions. The following are details of corrective actions taken or underway:

1. Incident Investigation and Root Cause Analysis:

- **Thorough Investigation:** For each safety-related incident, a thorough investigation is conducted to understand the root cause of the incident. This involves gathering data, interviewing witnesses, and analyzing the sequence of events leading to the incident.

- **Corrective Action Plans:** Based on the findings, a corrective action plan is developed, which includes immediate, short-term, and long-term measures to prevent recurrence.

2. Immediate Corrective Actions:

- **Hazard Elimination:** Immediate steps are taken to eliminate or mitigate the hazard that caused the incident. This might involve removing faulty equipment, repairing or replacing unsafe machinery, or modifying work processes.
- **Increased Supervision:** Enhanced supervision and monitoring of the affected area to ensure compliance with safety measures until permanent solutions are implemented.

3. Engineering Controls:

- **Redesign of Workstations:** Redesigning workstations or processes to eliminate identified hazards. This may include ergonomic improvements to reduce strain and injury.
- **Safety Guard Installation:** Installing or upgrading safety guards and protective barriers on machinery to prevent accidental contact or injury.

4. Administrative Controls:

- **Policy Updates:** Updating health and safety policies and procedures to address identified gaps or weaknesses. This includes revising Standard Operating Procedures (SOPs) to incorporate new safety measures.
- **Enhanced Training:** Providing additional training to employees on specific hazards and safe work practices related to the incident. This ensures that employees are better prepared to handle similar situations in the future.

5. Personal Protective Equipment (PPE):

- **PPE Assessment:** Reviewing and enhancing the PPE requirements based on the incident analysis. This may include providing higher-grade PPE or additional protective gear.
- **PPE Training:** Conducting refresher training on the correct use and maintenance of PPE to ensure all employees are adequately protected.

6. Emergency Preparedness and Response:

- **Drills and Simulations:** Conducting emergency drills and simulations to test and improve the response to similar incidents. This helps identify any gaps in the emergency response plan and enhances preparedness.
- **First Aid Training:** Providing additional first aid training to employees, particularly those in high-risk areas, to ensure prompt and effective response to injuries.

7. Communication and Awareness:

- **Safety Bulletins:** Issuing safety bulletins and alerts to inform all employees about the incident, its causes, and the corrective actions taken. This promotes awareness and vigilance.
- **Safety Meetings:** Holding safety meetings to discuss the incident, share lessons learned, and reinforce the importance of following safety protocols.

8. Monitoring and Review:

- **Follow-Up Inspections:** Conducting follow-up inspections to ensure that the corrective actions have been implemented effectively and are working as intended.
- **Continuous Monitoring:** Ongoing monitoring of the affected processes and areas to detect any potential reoccurrence of the hazard.

Significant Risks / Concerns Arising from Assessments and Corrective Actions

1. Significant Risks Identified:

- **Machine Guarding:** Insufficient machine guarding in some areas was identified as a significant risk. Corrective actions include installing new guards and conducting regular inspections to ensure they are maintained properly.

- **Ergonomic Risks:** Repetitive strain injuries and musculoskeletal disorders due to poor workstation design. Actions taken include ergonomic assessments and redesign of workstations to improve posture and reduce strain.

2. Concerns from Working Conditions:

- **Noise Levels:** High noise levels in certain areas posing a risk to hearing. Mitigation measures include installing soundproofing materials and providing high-quality hearing protection.

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 may influence 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 Stakeholder 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"> • Signing of MoU • Correspondence • Annual Report • Meetings • Presentations • Site Visits 	<ul style="list-style-type: none"> • Annually • Round the year • Annually • As and when required • As and when required • As and when required 	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"> • Publication of Magazines • Grievance Redressal Mechanism • Circulars and Officer Orders • Communal Programmes • Feedbacks • Suggestion Mela 	<ul style="list-style-type: none"> • Quarterly, Annually, Half-yearly • Round the Year • Round the Year • Round the Year • Round the Year • Annually 	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"> • Signing of PPAs • Feedback survey • Meetings • Correspondence 	<ul style="list-style-type: none"> • Well before commissioning of any Project • Annually • As and when required • Round the year 	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"> Tenders Open Bid Discussions Policy and Procedures Meetings Joint Discussions 	<ul style="list-style-type: none"> As and when required With every award Round the year Regular basis Regular basis 	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	Yes	<ul style="list-style-type: none"> CSR Programmes Meetings Grievance Redressal Magazines Pamphlets/Website Disclosures Public Information Centres 	<ul style="list-style-type: none"> Round the Year As and when required Round the Year Quarterly, Annually, Half-yearly Round the Year Opened at project sites- Operational Plants 	THDCIL has a mission “To undertake Rehabilitation and Resettlement of Project Affected Persons with human face”. THDCIL is committed towards social upliftment of Rehabilitates. THDCIL is spending approx. 90% of its CSR Fund in Project Affected Region.
Media	No	<ul style="list-style-type: none"> Press Briefings Invitations to events 	<ul style="list-style-type: none"> Round the Year Round the Year 	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	No	<ul style="list-style-type: none"> Press News Notice Publicity CSR Programmes Display on website Facebook and Twitter Page 	<ul style="list-style-type: none"> Round the year Round the year Round the year Round the year Round the year Round the year 	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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	898	177	19.71%	780	58	7.43%
Other than permanent	-	-	-	-	-	-
Total Employees	898	177	19.71%	780	58	7.43%
Workers						
Permanent	883	105	11.89%	783	25	3.19%
Other than permanent	-	-	-	-	-	-
Total Employees	883	105	11.89%	783	25	3.19%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	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	898	-	-	898	100%	780	-	-	780	100%
Male	835	-	-	835	100%	729	-	-	729	100%
Female	63	-	-	63	100%	51	-	-	51	100%
Other than Permanent	197	-	-	197	100%	162	-	-	162	100%
Male	174	-	-	174	100%	145	-	-	145	100%
Female	23	-	-	23	100%	17	-	-	17	100%
Workers										
Permanent	883	-	-	883	100%	783	-	-	783	100%
Male	820	-	-	820	100%	729	-	-	729	100%
Female	63	-	-	63	100%	54	-	-	54	100%
Other than Permanent	12071	12071	100%	-	-	8935	8935	100%	-	-
Male	11794	11794	100%	-	-	8762	8762	100%	-	-
Female	277	277	100%	-	-	173	173	100%	-	-

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)	4	5892200.245	0	
Key Managerial Personnel*	4		01	2,504,664.74
Employees other than BoD and KMP	1271	2,494,217.85	89	1,862,872.66
Workers	482	1,939,759.37	33	1,536,269.87

The above data includes employees joined and separated during the F.Y. 2023-24 from Corporation.

*Median Remuneration of 3 male KMP 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.

In addition, the company has Policy Guidelines & Procedure for Grievance Redressal of Employees. Under the policy 'Grievance' for the purpose of this scheme would only mean a grievance of individual nature relating to any employee arising out of the implementation of the policies/rules or decisions of the Corporation, subject to admissibility conditions. It can include matters relating to leave, increment, non- extension of benefits under rules, interpretation of service rules etc. The policy inherently includes human right values in it.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Remarks
Total electricity consumption (A)	65.21MU	28.04 MU	Includes Corporate Office and Plants / Projects above
Total fuel consumption (B)	355425 Ltr.	124007 Ltr	
Energy consumption through other sources (C) (Roof Top Solar Plant)	4.63 MU	10.85 MU	
Total energy consumption (A+C)	69.84	38.89MU	
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.13Kwh/₹	0.14Kwh/₹	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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	2744526	1472800
(ii) Groundwater	144178	87200
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others (WTP & STP Plant)	2665	2860
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	2891369	1562860
Total volume of water consumption (in kiloliters)	2888704	1560000
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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

Details of air emissions (other than GHG emissions) by the entity, in the following format: Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m3	Presently, THDCIL is generating power through renewable sources viz. Hydro, Wind and Solar. Therefore, emissions are negligible in THDCIL's business.	
Sox	µg/m3		
Particulate matter (PM)	µg/m3		
Persistent organic pollutants (POP)	µg/m3		
Volatile organic compounds (VOC)	µg/m3		
Hazardous air pollutants (HAP)	µg/m3		

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric ton of CO ₂ equivalent	Presently, THDCIL is generating power through renewable sources viz. Hydro, Wind and Solar. Therefore, emissions are negligible in THDCIL's business.	
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric ton of CO ₂ equivalent		
Total Scope1 and Scope2 emissions per rupee of turn over			
Total Scope 1 and Scope 2 emission intensity (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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric ton)		
Plastic waste(A)	0.00658	0.806
E-waste (B)	4.928225	0.440
Bio-medical waste (C)	0.388	0.632
Construction and demolition waste(D)	0	0
Battery waste(E)	4.704222	0.70
Radioactive waste(F)	0	NIL
Other Hazardous waste. (Burnt Oil, used tyres, lubricants, transformer oils etc.)(G)	10.95	15.59
Other Non-hazardous waste generated (office / plant non-saleable scrap) (H).	625.4669	543.38
Total(A+B+C+D+E+F+G+H)	646.4439	561.548
For each category of waste generated, total waste recovered through recycling, re-using or Other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	0	NIL
(i) Re-used	0	2.88
(ii) Other recovery operations	0	NIL
Total	0	2.88
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
Incineration	0.2773	0.366
Landfilling	0.1	0.1846
Other disposal operations	0	0.431
Total	0.3773	0.9816

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 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
NIL					

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 on-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
NIL				

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 under way 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 Weblink
NIL					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being under taken 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 ₹)
1	VPHEP Project	Uttarakhand	Chamoli	559	99%	64.01 lakh
2	Amelia	MP	Singrauli	579	84.7	3.70 Cr.

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

Corporate Social Section: Feedback form is available in public domain that can be easily accessible at <https://www.thdc.co.in/content/feedback-form>.

All the quarries 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

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	77.94 crore (from GeM) 28.06%	46.13 crore (from GeM) 69.10%
Sourced directly from within the district and neighboring districts	NIL	

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:

	As a percentage to total turnover
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 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (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	NA					
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:

	Number	Reasons for recall
Voluntary recalls	NA	
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.

There is no specific policy for data privacy. However, all the directives/ guidelines of Government of India and agencies like CERT-In/ NCIIPC/ CSK related to cyber security are followed.

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