

THDC INDIA LIMITED
SUSTAINABILITY REPORT 2013-14

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Message from Chairman and Managing Director

The 6th Sustainability Report of THDCIL details its efforts towards promotion of safety, social responsibility and environmental protection for the year 2013-14.

The business of the company is primarily concentrated in the State of Uttarakhand. The State was hit by massive floods on 16th June 2013 which resulted in huge loss of lives and property. THDCIL played a major role by helping the people affected by this flood. Tehri Dam stored huge quantity of water during floods and mitigated the impact on the life and property of vast population living in down stream plains at Rishikesh, Haridwar and beyond.

The company endeavaured to attain higher standards of reliability, safety, sustainable development and environmental responsiveness. At the same time, efforts were on to improve critical elements of company's business, become more efficient and pursue opportunities for growth.

The performance of Generating Stations was satisfactory.

The company remains committed to creating value for THDCIL's Stakeholders through performance excellence.

We hope that you find the report informative, and your feedback is welcome.

(R.S.T. Sai)

About this Report

Scope and Boundaries:

Period and Framework

The Sustainability Report 2013-14 depicts our Sustainability performance for the period 1st April, 2013 to 31st March, 2014. This edition, published in February 2015, is the Sixth such report produced by THDCIL.

Scope

The Sustainability Report 2013-14 mainly addresses the main sustainability issues that lie before us and impacts of THDCIL's activities throughout 2013-14. The report focuses on Sustainability issues mainly related to our business areas. In this report, efforts have been made to fairly represent our business performance level and achievements. The Sustainability Report 2013-14 as well as reports for the previous five years are available on the company's Web site (<http://thdc.gov.in>).

The write ups in this report encompass the reporting expectations based on National Voluntary Guidelines on Social, Environmental and Economical Responsibilities of Business as well as GRI Guidelines on Sustainability Reporting. A statement is provided on page 52.

To learn more, readers are advised to consult the **National Voluntary Guidelines on Social, Environmental and Economical Responsibilities of Business and GRI Guidelines**.

MATERIALITY ANALYSIS

The materiality of the subjects addressed in the Sustainability Report has been considered in consultation with Internal Stakeholders. It is planned that for the year 2014-15 and subsequently the publication of Sustainability Reports will be done considering the views of External Stakeholders also. This will facilitate the application of materiality test more effectively as it will include consultations with External as well as Internal Stakeholders.

COMMUNICATION TOOLS

The main tools used for communicating and reporting on sustainability are following:

- Sustainability Report 2012-13.(www.thdc.gov.in)
- Web site containing details on Corporate Social Responsibility and sustainable development.
- A chapter on CSR in the Annual Report 2013-14, presenting 2013-14 highlights. www.thdc.gov.in
- Business Responsibility Report provided in Annual Report 2013-14.
- A Policy on CSR & Sustainability. www.thdc.gov.in

- THDCIL's CSR Communication Strategy provided with detailed action plan for communicating with the key stakeholders, so as to understand their needs and their expectations from CSR & Sustainability activities to be taken up by the company. The sustainability aspects they would like the company to measure, manage and report would follow as natural corollary. Sustainability Reporting Framework is also available in CSR Communication Strategy.

1.0 About Us

1.1 VISION, MISSION AND VALUES

VISION

A major global player in power sector, providing quality, affordable and sustainable power with commitment to environment, ecology and social values.

Create work ethos of growth through professionalism and achievement of excellence.

MISSION

To plan, promote, develop hydro as well as other energy resources from concept to commissioning and operate power stations to meet the growing energy demand, ensuring environment and ecological balance, contributing to national prosperity.

To accept corporate social responsibility (CSR), including Rehabilitation and Resettlement of project affected persons (PAP) with human face.

To meet the challenges of dynamically transforming business environment and setting global benchmarks.

To build sustainable and value based relationship with stake holders for mutual benefit and growth.

To achieve performance excellence by inspiring a dedicated workforce in an environment of organizational learning and mutual trust.

VALUES

Zeal to excel and zest for change.

Integrity and fairness in all matters.

Respect for dignity and potential of individuals.

Ensure speed of response.

Strict adherence to commitments.

Foster learning, creativity and team work.

Loyalty & pride in the organization.

1.2 About the Company

THDC India Limited is a Joint Venture of Govt. of India and Govt. of Uttar Pradesh. The Equity is shared in the ratio of 75:25 between Gol and GoUP for the Power Component. The Company was incorporated in July' 88 to develop, operate & maintain the 2400 MW Tehri Hydro Power Complex and other hydro projects. The Company has an authorised share capital of ₹ 4000 cr. THDCIL is a Mini Ratna Category-I and Schedule 'A' CPSE.

The initial mandate of THDCIL was to develop, operate and maintain the 2,400 MW Tehri Hydro Power Complex (comprising of 1000 MW Tehri Dam & HPP, 1000 MW Tehri Pumped Storage Plant & 400 MW Koteshwar HEP) and other Hydro Projects.

The Memorandum and Articles of Association of the Company has been modified to reflect the current business reality of projects outside Bhagirathi valley. The object clause has been amended to incorporate development of Conventional/ Non-conventional/ Renewable sources of Energy and River Valley Projects.

The Corporation has grown into a multi-Project Organisation, with Projects spread over various States as well as neighboring country, Bhutan.

THDCIL presently has 15 projects totaling to an installed capacity of 6211 MW under various stages of implementation / development. The total operational capacity is 1400 MW.

The commissioning of the 1,000 MW Tehri Power Station by THDCIL in 2006-07 was a landmark for the Country's Power Sector. The Tehri Project is a multipurpose Project providing electricity to the Northern Region, Irrigation benefits to Uttar Pradesh, and Drinking Water to NCT of Delhi and U.P. Due to regulated releases from the Tehri storage reservoir, the existing downstream hydro projects of the State are also benefiting by way of augmentation in generation at no additional cost to them.

The 400 MW Koteshwar HEP, downstream of Tehri was commissioned in 2011-12. The 1,000 MW Tehri Pumped Storage Plant, which is under construction, would utilize the Tehri and Koteshwar reservoirs as the upstream and downstream reservoirs.

In addition to the 2,400 MW Tehri Hydro Complex, THDCIL is implementing the 444 MW Vishnugad Pipalkoti Hydro Electric Project (VPHEP) on the river Alaknanda in Uttarakhand. THDCIL is also implementing 24 MW Dhukwan Small Hydro Project on the Betwa river in Uttar Pradesh. In addition, there are various hydro projects of THDCIL under different stages of implementation i.e. Survey & Investigation and DPR preparation.

THDCIL is consistently profit making company since the commissioning of Tehri Dam & HPP in the year 2006-07. THDCIL is a dividend paying company since 2007-08.

Government of UP has allotted Khurja Super Thermal Power Plant (2X660 MW) in Bulandshahar Distt to THDCIL for implementation.

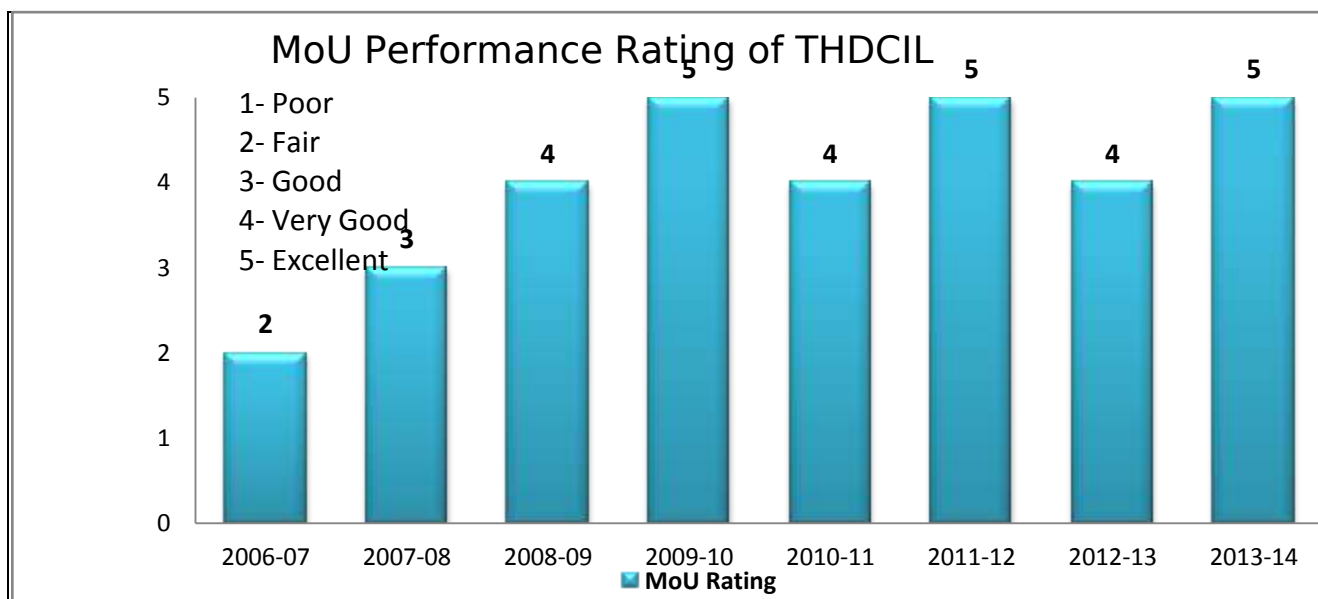
Under India-Bhutan Co-operation in hydro Sector development, THDCIL is invloved in implementation of Bunakha HEP (180 MW) as a Joint Venture Project. The Company has also taken up work of updation of DPR of Sankosh HEP (2585 MW) in Bhutan.

1.3 THDCIL Projects

Sl. No	Projects / State	Installed Capacity (MW)	River / Basin	Remarks
Hydro Electric Projects				
A	Uttarakhand			
1.	Tehri Dam & HPP	1000	Bhagirathi	Commissioned in 2006-07
2.	Koteshwar HEP	400	Bhagirathi	Commissioned in 2011-12
3.	Tehri PSP	1000	Bhagirathi	Under implementation. Expected Commissioning 2018-19
4.	Vishnugad Pipalkoti HEP	444	Alaknanda	Under implementation. Funding by World Bank. Expected Commissioning 2018-19
5.	Jhelam Tamak HEP	108	Dholiganga	Under DPR preparation.
6.	Maleri Jhelam HEP	114 (65)	Dholiganga	Under DPR preparation.
7.	Karmoli HEP	140	Jadhganga	Projects fall in Gangotri National Park and Eco-sensitive Zone. Hence no activities are being taken up for these projects
8.	Jadhganga HEP	50	Jadhganga	
9.	Bokang Bailing HEP	330	Dhauliganga	The project is now excluded from the boundaries of Askot Musk Deer Sanctuary. THDCIL has requested GoUK to grant permission for S&I.
10	Gohana Tal HEP / Uttarakhand	50	Birahi Ganga	GoUK has allotted three small projects in the reach of Gohana Tal HEP. FR for modified Gohana Tal HEP prepared and submitted to GoUK.
B	Uttar Pradesh			
11	Dhukwan SHP	24	Betwa	Under Implementation
C	Maharashtra			
12	Malshej Ghat PSS	700	Kalu	DPR submitted to State Govt. of Maharashtra. Signing of Implementation Agreement with State Govt. of Maharashtra awaited.
13	Humbarli PSS	400	Vazarde Nallah	Project falls under Koyna Wild Life Sanctuary. To be taken up for DPR updation after Wild Life Clearance
D	Bhutan			
14	Bunakha HEP	180	Wangchu	DPR Cleared by CEA. Project envisaged to be implemented by Joint Venture between THDCIL and Druk Green Power Corporation, Bhutan.
	Thermal Projects			
	Uttar Pradesh			
15	Khurja STPP	1320		DPR under revision considering availability of entire land to implement the project after re-routing the highway

1.4 MoU Performance:

THDCIL signs MoU with Ministry of Power for Performance Parameters every year, wherein, the financial and nonfinancial targets are fixed for the next financial year. The evaluation of Company's performance is done every year by the Department of Public Enterprises (DPE) and performance rating is assigned on a five point scale; Excellent, Very Good, Good, Fair and Poor.



1.5 Financial Outlay:

THDCIL has been making humble contribution, towards the growth of the economy, by powering the nation. Since its first year of commercial operation, THDCIL has been profit making organization. During 2013-14 THDCIL has earned total revenue of ₹ 2182.38 Cr. which is 6.19 % higher than previous year. Net Profit of THDCIL during 2013-14 is ₹ 595.32 Cr. (12% higher than the previous year).

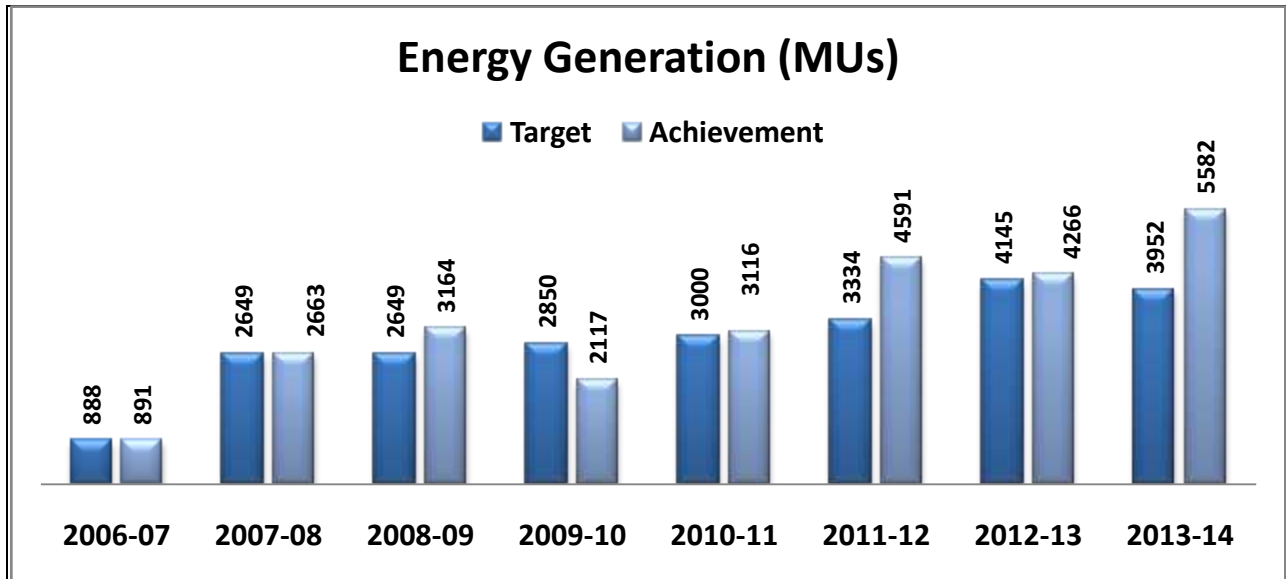
For CSR activities, 2% of Profit Before Tax is earmarked as non lapsable CSR fund, and 0.5% of Profit After Tax is earmarked for Research and Development activities in non lapsable R&D fund. The remaining part is reinvested in development of Power Projects with main focus on environment friendly Hydro Power Projects.

The company pays taxes on purchase of goods and services, creates direct and indirect employment and stimulates the local economy.

1.6 Generation Outlay:

THDCIL generated 5582 MU of Energy during 2013-14 which is 41% higher than the annual target of 3952 MU.

Free energy to the tune of 485.63 MU from Tehri HPP(1000 MW) and 180.80 MU from Koterswar HEP(400 MW) was provided to the Home State of Uttarakhand during 2013-14



2.0 GOVERNANCE AND ETHICS

2.1 THDCIL's Board of Directors:

The Board of THDCIL comprises the Chairman and Managing Director, Functional directors, Govt. Nominee Directors and Independent Directors. Board of Directors of THDCIL comprises of Ten Directors consisting of Four Functional Directors including Chairman, One Nominee Director of Government of India, Two nominee Directors of GoUP and three Independent Directors. The Directors bring to the wide range of experience and skills.

The company presently has three Sub Committees of Board as under:

- Audit Committee
- Remuneration Committee
- CSR and Sustainability Committee

All the Independent Directors serve on these Committees and one of them chairs the meeting. The Company Secretary serves as the Secretary to all the Sub Committees of Board.

Governance involves a set of relationship between Company's Management, its Board, its Shareholders and Stakeholders. THDCIL believes that Corporate Governance should involve empowerment and accountability of the Management while remaining proactive to the Government Policies.

THDCIL is a "MINIRATNA (Cat.I) Public Sector Enterprise since Oct'09. The Miniratna Status has provided increased flexibility in decision making regarding investment and operations of THDCIL. The Board of Directors of THDCIL have powers to give approval to incur capital expenditure on new projects, modernization, purchase of equipment, etc. without Government approval upto ₹ 300 crores, or equal to the net worth, whichever is lower.

THDCIL has endeavored to adopt best practices of Corporate Governance required under Companies Act/DPE Guidelines.

2.2 Good Governance

Code of Business Conduct and Ethics, Right to Information, Whistle Blower Policy, Corporate Ethics Policy, Conduct, Discipline and Appeal rules for the executives and Supervisors, Standing Orders for the workmen and Procurement Processes are already in place for good governance.

2.2.1 Code of Business Conduct and Ethics:

In terms of the Govt. guidelines, THDCIL has laid down Code of Business Conduct & Ethics for Board Members and Senior Management, with the aim of enhancing ethical

and transparent process in managing the affairs of the company. 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.

All the Directors and the Members of the Senior Management have signed the declaration of code of conduct and report submitted to Board.

2.2.2 Right to Information

Since THDCIL is a designated public authority, provisions of the Right to Information Act, 2005 are applicable on THDCIL. THDC India Limited has taken concrete actions to provide information to the citizens of the country in accordance with The Right to Information Act, 2005. THDCIL's official website contains information as required to be published under section 4 (b) of the Act. Particulars of Appellate Authority, CPIO, PIO's and APIO of the Corporation, and all related formats for seeking information, submission of appeal to the first Appellate Authority are available on the THDCIL website.

During the year 2013-14, 149 applications were received from citizens across the country seeking information of various nature and information was made available to them on time. During the year 10 appeals have been received by the First Appellate Authority. After examination, all the appeals have been disposed off. Also 04 appeals have been taken up by Central Information Commission and in all the four cases, the decision of the Central Public Information Officer / First Appellate Authority is upheld by the Commission.

2.2.3 Whistle Blower Policy

In order to further the objective of transparency in governance, THDCIL adopted Whistle Blower Policy since April 2011. The Policy provides a detailed system and opportunity to employees to report on the violation of the ethics and suspected or committed fraud. The matter can be referred to the Chairman, Audit Committee in exceptional cases. Due protection is provided to the Whistle Blower keeping his identity secret.

2.2.4 Corporate Ethics Policy

THDCIL's Corporate Ethics Policy aims to provide the Board of Directors, Officers, employees and other representatives of the Corporation as well as customers, suppliers and general public with a statement of the Company's commitment to ethical business conduct and set the standards of ethical business conduct and compliance required in all facets of business operations. This policy is the Company's declaration of the ideals and values under which it will operate. These are based on a Company's attestation that it will operate with solid moral principles. Corporate Ethics Policy aims to maintain the highest standards of ethical business conduct, because ethical behavior is the only

means through which sustainable growth can be achieved. The Company is committed to act as a responsible and ethical entity of Corporate world. Corporate Ethics Policy of THDCIL was approved by Board of THDCIL in Dec'11.

2.2.5 Conduct, Discipline and Appeal Rules and Standing Orders

THDCIL is committed to maintain the highest standards of ethics, professionalism and business conduct as well as ensure to act in strict compliance with the law at all times. Conduct, Discipline and Appeal Rules and Standing Orders of THDCIL are documented and displayed on the web site.

2.2.6 Procurement Processes:

Effective and transparent procurement processes are aimed at selection of competent and experienced contractors, timely award of the contracts, implementation of the projects without time and cost overruns and avoidance of disputes and litigation.

All the procurement processes are carried out as per the procedures and guidelines adopted by the Corporation and complying with the guidelines of government as well as Central Vigilance Commission. The procurement processes adopted are equitable, transparent and accountable. The procurement process is done mostly on open tender basis (i.e. NCB or ICB) by giving wide publicity both in newspapers as well as publishing tenders on THDC's website as also on Public Procurement Portal to ensure complete access and transparency.

E-Tendering for procurement of Goods and services has also been commenced.

2.2.7 Independent External Monitors (IEMs)

To ensure that Company and its Contractors are not engaged in practices that are abusive, corrupt or anti-competitive, Integrity Pact (IP) is signed with the bidders/contractors for all major contract packages.

For implementation of Integrity Pact in THDCIL, a panel of Independent External Monitors (IEMs) was constituted in Sep'2008 with a approval of CVC for a period of 3 years. The present panel of IEMs consisting of Shri Rajan Nair, Ex-Chairman, Brahmaputra Board and Shri Ram Dayal Gupta, Ex-Member, UPERC was appointed in June, 2012 for monitoring the Integrity Pact. THDCIL is regularly arranging / holding review meetings with IEMs on quarterly basis wherein the information regarding implementation of Integrity Pact in THDCIL is being shared with IEMs. The project status and progress of contract of major works / tenders are being apprised to IEMs and reviewed regularly in the quarterly review meetings. The suggestions of IEMs panel are also being incorporated from time to time in the implementation of IP programme.

THDCIL in its endeavour to further promote transparent procurement and in its commitment to ensure transparency has also entered into an MoU with Transparency

International India in Nov, 2012 wherein the representatives of the Contractors, Bidders, Independent Monitors, THDCIL Management and Officers were present.

Highlights 2013-14:-

During the year, 4 review meetings of IEMs with THDCIL Management have been held on 06.04.2013, 06.08.2013, 11.11.2013 and 31.03.2014 in which various issues relating to ongoing works and procurements have been apprised to IEMs. Following are the highlights:

- IP has been incorporated in tender invited for Civil Works of Dhukwan SHP (24 MW).
- IP has been incorporated in tender invited for Balance Works of Koteshwar HEP (400 MW).
- IP has been incorporated in tender invited for EPC Package of Wind Power Project (50 MW).
- IEMs have given remarks on implementation of IP in THDCIL that they have not received any complaint so far on any matter directly and expressed satisfaction about the progress made in this regard.

During 2013-14 following practices have been adopted in order to implement transparent and well defined procurement procedures:

- The thrust of THDCIL was on improving administration by leveraging technology and increasing transparency through effective use of Website.
- Preventive vigilance was given the utmost priority by implementing the process of e-tendering.
- On line registration system of vendor for participation in e-tendering have been introduced by THDCIL.
- Online payment facility has been developed and vendors can get themselves registered online.
- The contracts awarded are published on website each month. E-payment practice has been introduced and is being followed.

2.2.8 Leveraging information technology for good governance:

In order to bring transparency in the governance various packages using information technology have been developed / being developed as under:

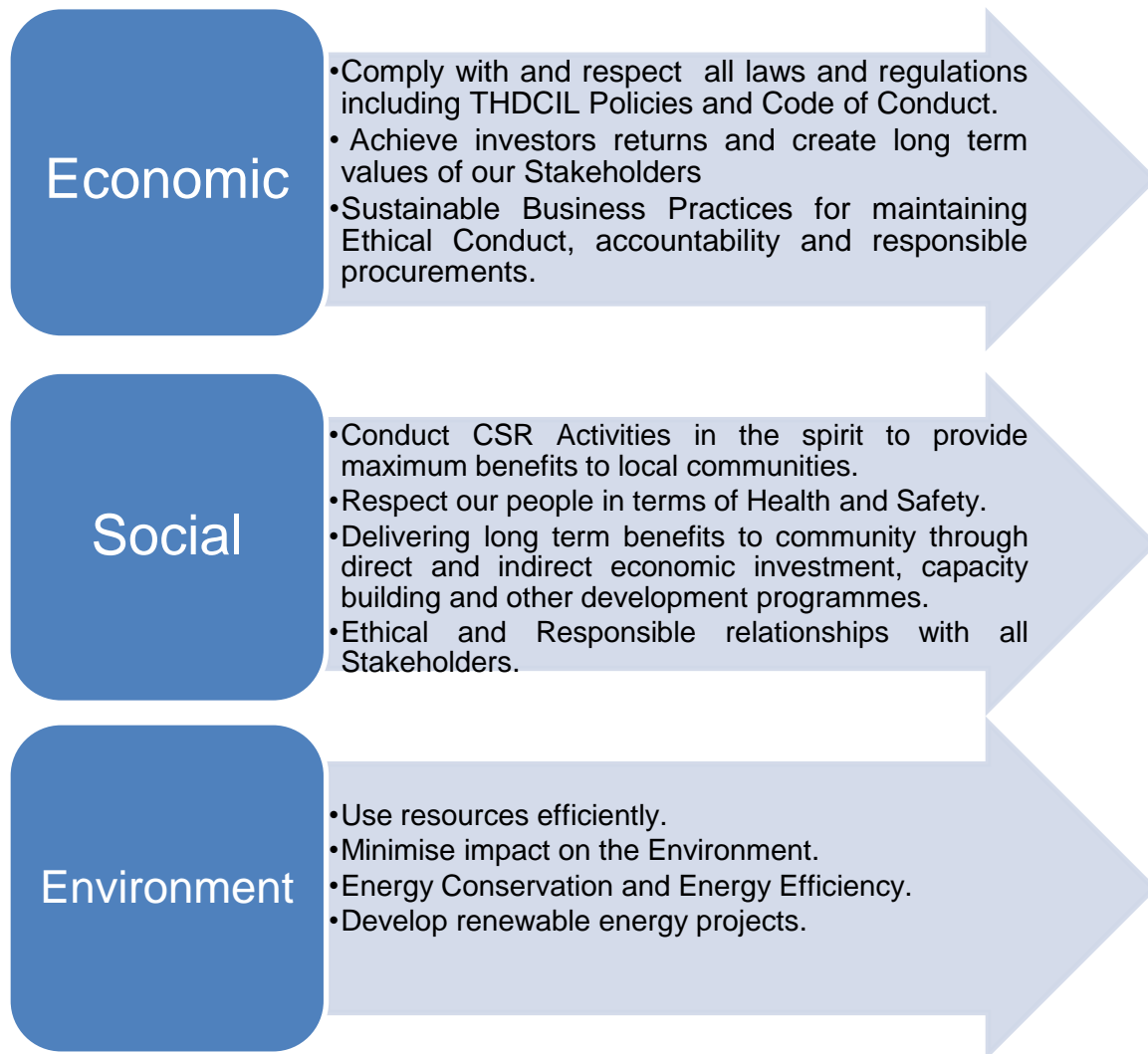
- Bill Tracking System
- Grievance Tracking System and VIGILANCE MIS
- Commercial module, integration with Financial Management System (FMS)
- Human Resource Management System (HRMS) software
- Financial Management System (FMS) application
- Web based software Quality Assurance
- On-line Billing System

3.0 What Sustainability Means to us

The organizing principle for sustainability is sustainable development, which includes the three interconnected domains: Economy, Environment and Society.

Perhaps, a more practical view of sustainability is as closed system that maintains processes of productivity indefinitely by replacing resources used by actions of humans with resources of equal or greater value by those same humans without degrading or endangering natural ecological systems. In this way, sustainability can be concretely measured in human projects, if an accounting of the resources, put back into the ecosystem to replace those displaced is made transparent. In nature, the accounting occurs naturally through a process of adaptation as an ecosystem returns to viability from an external disturbance.

3.1 Our Aim for Sustainable Development



3.2 Our policy regarding Sustainability

In 2008, THDCIL framed a Policy on Corporate Social Responsibility known as 'Scheme for Corporate Social Responsibility – Community Development (CSR-CD)', which was adopted from financial year 2008-09.

Consequent to issue of guidelines by DPE in April, 2010, 'THDC CSR-CD Scheme 2010' was introduced. Further, a separate policy on Sustainable Development was framed in 2012, which was based on DPE guidelines issued in Sept '2011 and adopted from the financial year 2012-13. In accordance with the combined guidelines of DPE on CSR & Sustainability for CPSEs effective from 01.04.2013, THDCIL has formulated THDC CSR & Sustainability Policy-2013' which is effective from Financial year 2013-14 i.e from 01.04.2013.

Now, The Companies Act 2013 provides the amount to be spent, activities to be under taken and the procedures to be followed under mandatory Corporate Social Responsibility.

Accordingly, THDCIL is choosing the CSR projects/activities for benefit of the larger local communities.

4.0 STAKEHOLDER ENGAGEMENT- BUILDING TRUST

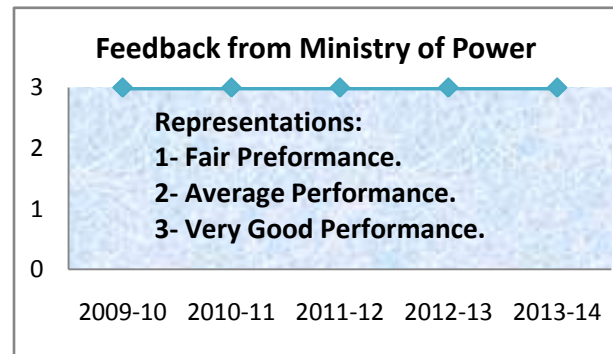
We define our stakeholders as individuals and groups who are impacted by our activities, or those who can have an impact on our future development. Due to the diverse interests of each stakeholder group, which varies in each of our area of operation, we adapt our approach, communication channels and 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.

THDCIL has formulated Citizen's Charter with the aim to make its citizens aware of THDCIL's Vision, Mission, functioning and its business areas. THDCIL engages stakeholders to provide with additional insights, expertise and knowledge on multiple aspects of sustainability, including obtaining feedback on environmental impact assessment (EIA) & Environment Management Plan (EMP) by making these documents public through THDCIL's website, display in Public Information Centres & circulating brief to the villagers of Project Affected Areas. A range of insight tools are used to gather stakeholders' feedback on both existing activities as well as future sustainability priorities of Company.

4.1 STAKEHOLDERS IDENTIFICATION

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.

Stakeholders of THDCIL include Employees, Investors, Shareholders, Customers, Business Partners, Civil Society Groups, Government and non Government Organizations, Vulnerable groups within local communities, environment and society at large.



4.2 Dialogue with the Stakeholders

THDCIL has established various collaborative means for gaining insight into its stakeholders' expectations and concerns.

At present operational activities of THDCIL are primarily located in Uttarakhand. THDCIL maintains ongoing relations with its numerous stakeholders. Good dialogue is essential for preserving mutually beneficial relations, obtaining support for important activities and even reconciling diverging interests. THDCIL maintains close relations and works in partnership with organizations & individuals concerned with its projects and operations.

4.3 Stakeholder Engagement Summary

STAKEHOLDERS	MODE OF ENGAGEMENT	REGULARITY
Government and its bodies	<ul style="list-style-type: none"> • Signing of MoU • Correspondence • Annual Report • Meetings • Presentations 	<ul style="list-style-type: none"> • Annually • Round the year • Annually • As and when required • As and when required
Customers	<ul style="list-style-type: none"> • Signing of PPAs • Billing • Feedback survey • Meetings • Correspondence 	<ul style="list-style-type: none"> • At the start of any project • Round the year • Annually • As and when required • Round the year
Employees	<ul style="list-style-type: none"> • Trainings • HR Meetings • Publication of Magazines • Grievance Redressal Mechanism • Circulars and Officer Orders • Communal Programmes 	<ul style="list-style-type: none"> • Round the year • As and when required • Quarterly, Annually, Half-yearly • Round the Year • Round the Year • Round the Year
Project Affected Persons/ Local and Indigenous communities	<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
Suppliers / Contractors	<ul style="list-style-type: none"> • Pre award discussions • Open Bid Discussions • Review Meetings • Joint discussions 	<ul style="list-style-type: none"> • With every Award • With every Award • Regular Basis • Regular Basis
Media	<ul style="list-style-type: none"> • Press Briefings • Invitations to events 	<ul style="list-style-type: none"> • Round the Year • Round the Year

5.0 HUMAN RESOURCES

5.1 THDCIL BUSINESS LOCATIONS

INDIA:

Uttarakhand:

- I) Corporate Office in Rishikesh
- II) New Tehri (New projects and CSR)
- V) Pipalkoti (VPHEP)
- VII) Uttarkashi

- II) Tehri (PSP, HPP and Koteswar)
- IV) Dehradun
- VI) Joshimath

Uttar Pradesh:

- I) Lucknow
- II) Jhansi

NCR: Kaushambi, Gaziabad

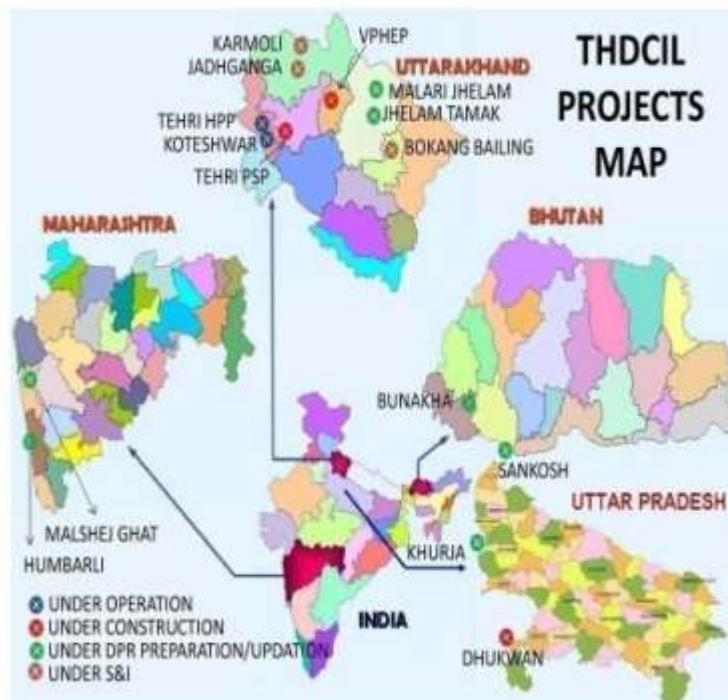
UT- Chandigarh

Jammu & Kashmir: Katra

Maharashtra: Pune

International:

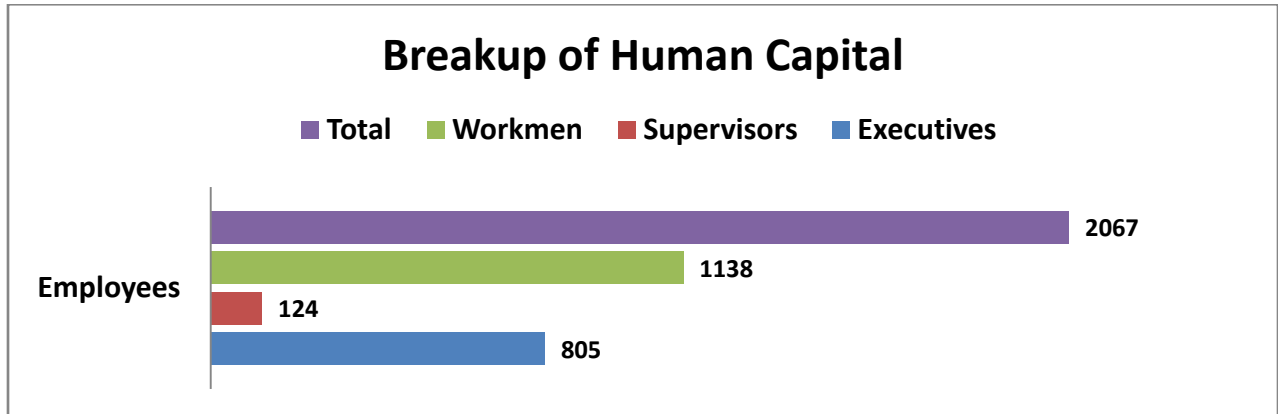
Bhutan



5.2 Human Capital

THDCIL strongly believe in achieving excellence through Human Capital. The most important stakeholders of our company are our employees. Employee's satisfaction, health, safety, social welfare and quality of life are key to the success of our company.

THDCIL's Human Capital as on 31.3.14 is 2067.



We generate huge indirect human capital by outsourcing various activities as per our business requirements

The Human Capital planning of our company is done by using latest HR Practices keeping in view the future business opportunities and considering the number of retirements in the forthcoming years.

The commitment and hard work of employees individually and collectively has resulted in achievement of the company's objectives.

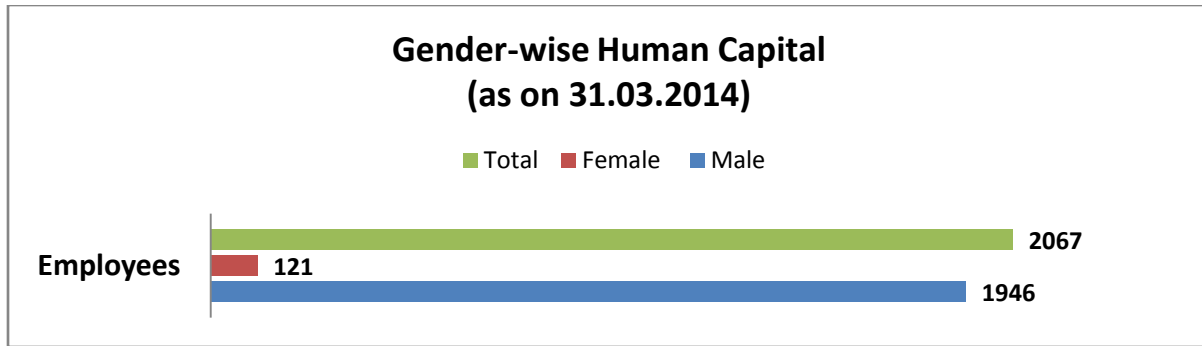
5.2.1 Recruitment

Induction of executive manpower is on All India basis. Induction of non executive manpower is made on preferential basis to local candidates. The recruitment policy of THDCIL has provisions to give preference to marginalized classes of society like scheduled caste, scheduled tribes, other backward castes and physically challenged as per Government directives.

During 2013-14, 58 Employees separated and no man power was inducted.

5.2.2 Gender wise Categorization

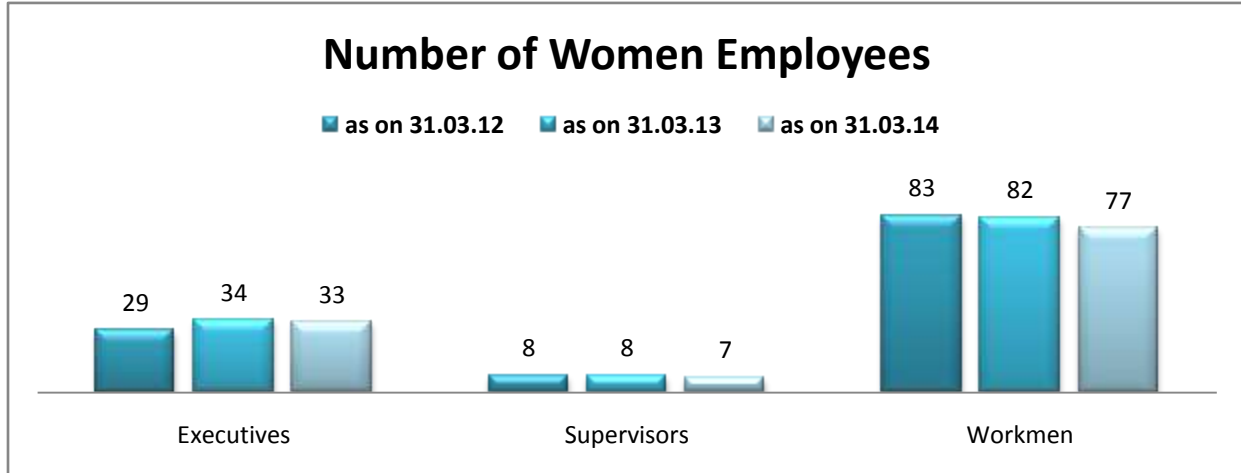
There is no discrimination in remuneration on the basis of Gender in THDCIL. The role of all employees in THDCIL is critical in the growth of the company and equal opportunity is provided to all the employees. There are 121 women employees as on 31.03.2014 in different categories. They represent 5.85 % of the total strength of the company.



5.2.3 Women Welfare

To look into the complaints of female employees, there is a Complaint Committee for Women under Code of Conduct for Work Place. The Committee consists of 04 members, three members being women including the Chairperson. The committee deals with issues related to sexual harassment at work place and other local issues related to women employees. In the year 2013-14, various workshops on “Gender Sensitization & Code of Conduct” were organized by HRD Department on the recommendation of the Complaints Committee at Rishikesh and Tehri Units.

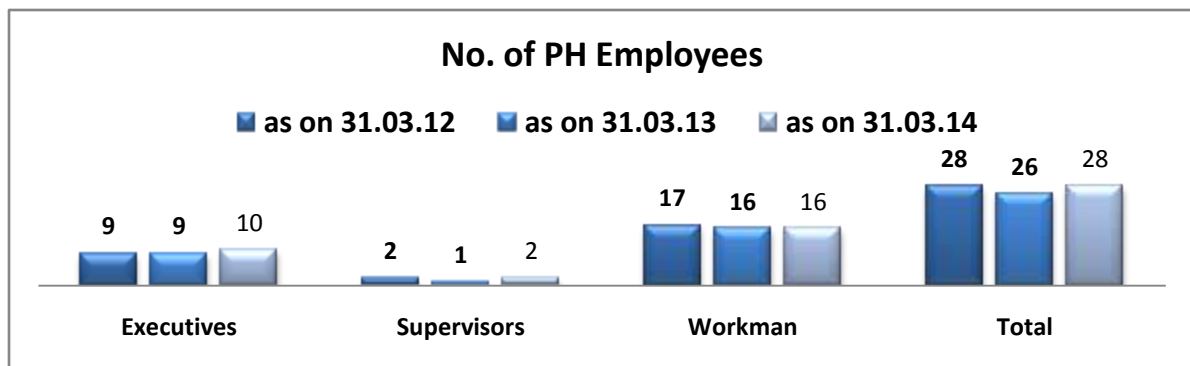
No complaint was received by the Committee during the year 2013-14.



5.2.4 Number of persons with disabilities hired

With a view to provide equal opportunities in services to the Persons with Disability (PWD), the Government of India has laid down a number of Presidential Directives. In compliance with directives of Government of India THDCIL has made efforts to encourage the participation of the Physically Challenged Persons in the organization and thus has always given preference to representatives of this category in the process of recruitment.

As on 31.03.2014, the total strength of the persons with disabilities is 28



5.2.5 Employees Remuneration and Benefits

THDCIL offers attractive pay package to its employees at par with the industry. Employees benefits includes Salary and Wages, Dearness Allowance, Perks and Allowances @ 47% of the basic pay under Cafeteria Approach, House Rent Allowance/Lease Accommodation, Provident Fund contribution, Group Saving Linked Insurance, Gratuity, Project Allowance, Liveries and other allowances admissible by Central Government.

THDCIL provides 100% reimbursement for Medical Treatment of Employees and their dependents.

Performance Related Pay (PRP) based on Performance Management System are also provided to Employees based on DPE Guidelines.

THDCIL also provides House Building Advance (HBA), Higher Education Loan for wards of Employees, Car Loan and other advances at discounted rate of interest

5.2.6 Maternity/ Paternity benefits

THDCIL provide due care in Maternity/ Paternity benefits/ facilities and leaves to its employees. THDCIL provides paternity leave of 15 days and maternity leave of 180 days on full payment basis.

Maternity leave will also be allowed in case of miscarriage/abortion subject to the condition that the leave does not exceed six weeks from the date of miscarriage or abortion as certified by the Authorised Medical Attendant.

During 2013-14, 3 Female and 9 Male employees availed the parental benefits.

5.2.7 Grievances Redressal Mechanism

THDCIL has Policy Guidelines & Procedure for Grievance Redressal of Employees. The objective of the Grievance Redressal Procedure is to provide an easily accessible mechanism for expeditious settlement of grievances leading to increased satisfaction on the job and resulting in improved productivity and efficiency of the organisation.

During the reporting period, no grievance was received from employees.

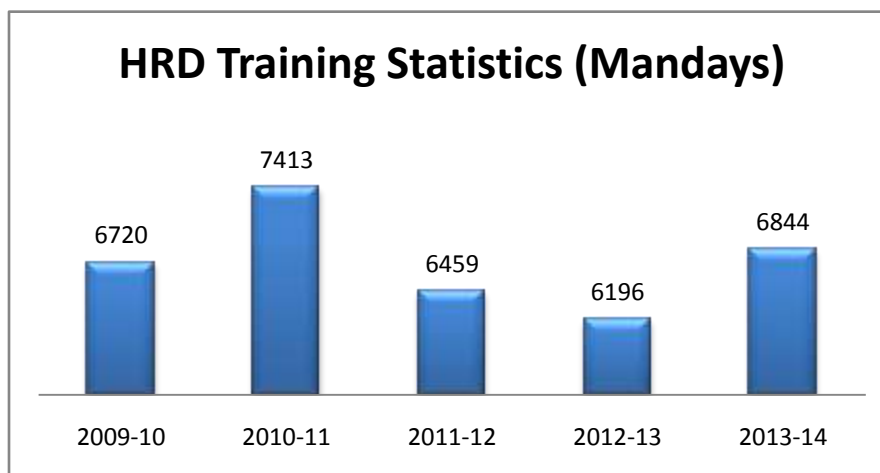
5.2.8 Post Retirement Benefits

THDCIL offers various schemes, which are at par with the industry standards, for the employees and their dependants after the retirement of employees like payment of Gratuity to recognize the long dedicated service of employee, and Contributory Provident Fund which is managed internally by the trust and offers interest not less than that declared by the Government. The contribution for statutory Pension under EPF Act is deposited with EPFO run by Govt. of India. Post retirement medical facility, both OPD and IPD for the retired employee and his dependant(s) is available. For availing the post retirement medical benefits the retiring employee are required to deposit a meager amount towards their registration for the benefit. The liabilities on account of these facilities are met by THDCIL out of its own funds.

5.2.9 Employee Pension Scheme: As per recommendations of 2nd CPC, 30% of the employee's wages (Basic+DA) has to be allocated towards Employees' Pension Scheme w.e.f January'2007. THDCIL is in the process to finalize the pension scheme for the retired employees.

5.3 Development of Human Capital

THDC India Limited firmly believes that its Human Capital is vital asset. It is this resource that has helped THDCIL to attain the coveted status of Schedule "A" MiniRatna Company. The company has balanced HR policies pertaining to Performance



Management, Social Security, Training & Skill Development and Welfare of employees. The company has a track record of zero loss of mandays which symbolizes the cordial relationship between and employees and management. HR Policies and initiatives of THDCIL have been recognized by World HRD Congress by conferring Gold Medal in the category of Best HR Strategy in line with Business. Company also won Gold Medal by Green Tech Foundation for Best HR Strategy. Recently, Director (Personnel) has been conferred HR Leader award by Green Tech Foundation which showcases the vision and efforts of top management with regard to HR policies. THDCIL has been tirelessly making efforts to attract, train and retain talent to contribute in nation's growth. HR as strategic partner is playing a bigger role in growth of organization by aiming its policies and initiatives for larger betterment and development of its Manpower.

THDCIL organizes dedicated training programmes for its employees to enhance their Functional / Managerial Competencies and to develop skills in a specialized field. Company ensures continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.

Employees education and training are extended through various programmes/seminars organized in the company with faculty drawn from within and outside the organization. Where special up-gradation of skill/knowledge is required, selected employees are sent to various professional/academic institutes within and outside the country.

2013-14 Highlights

THDCIL conducted over 71 No. programmes during 2013-14 which were aimed at enhancing Knowledge ,skills and attitude of employees. Various domain of the programmes covered are as under :

- 1) Leadership Development Programme
- 2) Management Development Programme
- 3) Cross functional Programmes
- 4) Domain specific programmes
- 5) External Training programmes

Average Hours Of Training per year per Employee By Gender and by Employee Category in 2013-14 (Mandays)				
Category	Male		Female	
	Total Mandays Training	Average Mandays Per Employee	Total Mandays Training	Average Per Employee
Officer	2178	2.84 (2178 / 771)	103	3.12 (103/33)
Supervisors	266	1.41 (266 / 118)	18	2.57(18/7)
Workmen	2019	1.92 (2019 / 1048)	161	2.01 (161/80)

5.3.1 Skill Management and Life long learning:

Category	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.
	Total Mandays (2013-14)
Officers	1404 Mandays
Supervisors & Workmen	695 Mandays

Skill Development Training programmes are organised to enhance the skills of employees required to carry out various jobs in line with the changing work environment. Through these programmes, their efforts are directed towards the individual as well as organisation's future growth. During the year 2013-14 total 12 no. skill development programmes were conducted covering 194 employees.

Details of Skill Development Programmes conducted during the year 2013-14 are as under:

Supervisors and Workmen

S. No	Name of Programme	Target Group	Duration	No. of participants	Mandays
1.	One month- Hindi / English Typing Training	W-1 to W-6	30	14	420/3=140
2	Data Base Computer Awareness	W-3 to S-4	5	16	80
3	Data base computer Awareness	W-2 to S-4	5	17	85
4	One Month-Hindi/ English Typing Training	W1-W6	30	10	150
5	GPS&ETS	W-3 to W-7	20	12	240
	Total			69	695

Executives

S. No	Name of Programme	Target Group	No. of Days	No. of participants	Mandays
1	Computer training	E-6 to E-7	2	23	46
2	Computer training	E-6 to E-7	5	13	65
3	Auto Cad 2 D	E-3 to E-7	5	13	100
4	Auto cad civil 3 D	E-3 to E-7	5	18	84
5	Structural Designing Software STAAD Pro-	E-3 to E-7	6	10	60
6	Structural Designing software STAAD Pro	E-3 to E-7	6	10	60
7	NDT Training		10	12	120
	Total			99	534

Besides, following 02 Certificate Programmes were conducted for Executives through reputed Institutes .

Name of Programmes	No, of participants	No of Mandays	Agency/ Institute
Certificate course in Project Management	18	410	IIM, Indore
Certificate course in Legal aspect of Contract Management	20	460	Indian Law Institute, New Delhi
Total	38	870	

5.3.2 Certificate course for Executives in Project Management

A Certificate course on project Management was organized through Indian Institute of Management, Indore. Total 18 executives across the function & locations were nominated . The course was structured into four Modules of five days each. Executives were awarded with Post Graduation certificates after evaluation on successful completion of the course.

5.3.3 Certificate course for executives in legal aspects of Contract Management

A certificate course in legal aspect of Contract Management was conducted in association with Indian Law Institute, New Delhi covering 20 executives. All four Modules of 05/06 days have been successfully completed. Executives were awarded with certificate post evaluation on successful completion of the course.

5.3.4 Skill Upgradation Programmes

- 38 Diploma Engineers and Supervisors in Technical Discipline have completed 4 year degree course in Hydro Power Engineering from UPES. Average age of the group was 43 years.
- 44 Employees have completed 4 year Degree Course in Hydro Power Engineering from BITS Pilani. Average age of the group was 42 years.
- 28 Executives and Supervisors have completed 3 year Post – Graduate Program in Management from IMT Ghaziabad. Average age of the group was 41 years. Objective of the above mentioned Career Development Schemes were to remove the barrier of career growth. As per company promotion policy these employees are now eligible for promotions beyond E6 level.
- 3 Executives have completed M.Tech program in “Hydrology” from Department of Water Resources Development & Management offered by IIT Roorkee.
- 3 Executives have completed M.Tech Program in Water Resource Development and Irrigation Water Management from Department of Water Resources Development & Management.
- O&M training is a statutory requirement under Indian Electricity Act Rule 3(2A) 1956. Batch of 20 Executives completed the O&M training at NPTI. On similar line, Technicians from Tehri & Koteshwar Unit have been identified for O&M training.
- A scheme to strengthen the support function, a batch of workmen possessing 10+2 qualification performing job of unskilled nature were selected and provided computer training on soft skills of 9 months.
- A batch of 14 unskilled employees were given Secretarial training and now deployed with Departmental Heads to assist them as Personal Secretary.
- A batch of 10 unskilled, 8th and 9th pass employees were selected. They passed 10th through NIOS. Now they will be enrolled for ITI program and thus will be converted from unskilled category to skilled category.

- In 2013-14, 1 executive completed Diploma in Industrial Safety from Regional Labour Institute (RLI), Kanpur. Further, 2 executives have been nominated for pursuing the Diploma in Industrial Safety from RLI, Kanpur in the year 2014-15.

5.3.5 Future Plans for Skill Upgradation:

Technical Discipline: Employees with either Diploma or ITI qualifications will be nominated for Degree and Diploma programs respectively. Nomination process depends upon certain factors like experience, age, Department etc.

Non-Technical Discipline: Employees with non-professional qualifications will be nominated for MBA Programs. Again the nomination process depends upon certain factors like experience, age, Department etc.

Workmen: Workmen working as drivers, attendants, helpers will be selected on basis of minimum qualification, age and experience for programs such as “Hindi Typing”, “Basic Computer Courses”, “Secretarial Practices”, “ITI in Carpenter/Plumber/Electrician etc.”, and “Surveying”. Number of Workmen selected for a particular program depends upon the manpower requirement in a particular field.

5.4 Occupational Health and Safety

THDCIL is an OHSAS 18001:2007 (OH&S Management Systems) 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. THDCIL is committed to comply with applicable legal requirements, laws, regulations and best practices in Safety. THDCIL has a well defined Occupational Health and Safety Policy which was formulated in 2011. THDCIL has Safety Manual which assigns high importance to Safety in all spheres of our business activities. This Manual is a compilation of Safety Codes & Standards, Regulations, Legal Aspects of Safety, Safety Precautions, First Aid, Safety at Construction sites, Plant and machinery, Electrical Safety, Drilling and Blasting, Explosive handling and Storage of Material.

Further, in order to extend awareness on Safety, THDCIL has also published Do's & Don'ts for Safety in Construction Works, which is also available on our website. THDCIL Occupational Health and Safety Policy reminds us to Support a culture that raises employee's health and safety awareness, Adopt and implement Occupational Health

and Safety Management Systems and strive for continual improvement, Fulfill necessary requirements to provide healthy and safe working environment, enhance awareness and concern toward Occupational Health and Safety Management Systems amongst employees, Train employees and relevant

	Work Related		Elect. Related.	
	Fatal	Non Fatal	Fatal	Non Fatal
2008-09	05	09	-	-
2009-10	07	11	-	-
2010-11	05	02	NIL	NIL
2011-12	NIL	02	NIL	NIL
2012-13	NIL	NIL	NIL	NIL
2013-14	NIL	NIL	NIL	NIL

stakeholders on health and safety aspects and yearn to achieve excellence in Occupational Health and Safety.

No complaint concerning safety has been received from customers. During Apr' 13 to Mar' 14 zero fatal or non fatal construction accidents reported.

Safety Highlights 2013-14

- **Tehri HPP & PSP-** Safety Committee meetings for Tehri HPP were held quarterly and for Tehri PSP the meetings were held monthly. Safety Committee comprises of representatives both from workers and executives. Risk Hazard analysis has also been done during reporting period and objectives and targets have been finalised. Monitoring of these targets is done on regular basis. Risk Hazard objective & targets monitoring register has been opened and progress is being monitored.
One Internal Auditor Training Program has been organized for 24 participants from Tehri and Koteshwar during June 2014.
- **Koteshwar HEP-** Safety Committee meetings are held quarterly. Safety Committee comprises of representatives both from workers and executives.
- **VPHEP-** For implementation of OHSAS 18001, a Project Safety Committee has been constituted comprising of 4 HODs of relevant departments, Safety officer, 1 representative from Supervisor and 2 from Workmen category. The interval of meeting is bi-monthly which will be changed to monthly when the work at the Project will be in full swing.

One workshop on "Safety from Fire" has been organized at the Project through Fire Officer Incharge, Uttarakhand Police, Gopeshwar during the reporting period. Efforts are also being done to hire independent expert to monitor safety aspects in the project.

5.5 HEALTH CARE

Health, Safety and Skill Development is one of the very important aspects in any project as accident free work, environment boosts the morale of the team members working in Hydro Projects. It plays an important role for improving productivity of Organization and wellness of employees and their families.

Various First Aid, Stress Management(Yoga), Occupational Health& Safety Risk Management etc. programs have been organized by Tehri Unit through premier Training Agencies/ Institutions during the year 2013-14 to meet the MOU Target and create awareness amongst employees and their families.

About 1119 employees in Supervisory and Workmen Cadre were educated through the In-house/External Training Programs and awareness was created to adopt Safety, Health and Environmental Practices and Procedures that prevent and mitigate human

suffering and economic losses arising from preventable causes. Special programs on Naturopathy and Quantum Healing and Hipno Reiki were also conducted for employees and their family members during the year 2013-14.

The expert faculties from Training Agencies were Qualified Doctors, Safety Engineers, Army Officials (Retd), Yoga Teachers etc. During the programs Health Check up, Practical Exercises, Mock drills and live demonstrations etc. were carried out. The participants were trained to prepare themselves for any emergency situations and for taking care of preventive diseases and maintaining good health etc

2013-14 HIGHLIGHTS

- Number of Doctors in Hospitals at Projects and Corp. Office – 14
- Total Number of Nurses in Hospitals at Projects and Corp. Office -11
- Total number of consultations provided to employees/contract workers during 2013-14 -56906
- Total number of consultations provided to Local People other than employees during 2013-14 –3640
- No. of Ambulance – 04
- No. of cases in which Ambulance provided to employees- 203
- No. of cases in which Ambulance provided to local people-01

5.7 Disaster Management Plan (Tehri HPP):

THDCIL, as the owner of the dam, is fully responsible for the maintenance of the Dam and other structures. Nevertheless in case any fortuitous event occurs, Disaster Management Plan of Tehri HPP is in place for achieving the level of preparedness which would result in saving lives and reducing damage to property of the citizens living along the river Bhagirathi / Ganges, right from downstream of dam up to Haridwar. In the unlikely event of flooding, a protocol for coordination with civil authorities is triggered.

Under the national policy, providing relief in the event of calamities / disasters is the primary responsibility of the States, in this particular case, the State of Uttarakhand / Uttar Pradesh. The Central Government, with its resources, physical and financial, does provide the needed help and assistance to buttress relief efforts.

The state governments have Relief Commissioners, who are in-charge of the relief measures in the wake of occurrence of natural calamities. The responsibility of THDCIL is to take most effective measures in ensuring health and integrity of the dam, project structures and the reservoir rim and in providing timely information to concerned State and Central Government Agencies about the flood forecasts from its network and the flood water being released from the spillways. Also in the event of any dam incident, it will take immediate measures to rectify the damage and prevent a disaster while keeping the State and Central Government Authorities duly informed. The responsibility

for issuing warnings to citizens and their shifting and providing relief measures rests mainly with the District Administration.

Regular monitoring of Tehri Dam and its appurtenant structures is done. To assess the performance as well as keeping in view, the safety of structures, a systematic evaluation, by means of instrumentation and comprehensive visual inspection of structures is being done and observations are being analysed by the time of impoundment of Tehri reservoir on 29th Oct'05, i.e. after closure of last diversion tunnel T-2.

6.0 ENERGY CONSERVATION AND ENERGY EFFICIENCY

Energy conservation means to reduce the quantity of energy used. Energy conservation reduces the energy consumption and energy demand per capita. This practice may result in reduction in energy costs and promote economic and environmental sustainability. Energy conservation can be achieved through increased efficient use of energy in conjunction with decreased consumption or reduced consumption from conventional sources of energy. Energy conservation is therefore an important and significant aspect and is a need of the hour.

In order to conserve energy, THDCIL endeavors to use energy efficient technology in its business areas as well as day to day activities. THDCIL believes in efficient use of electricity as a way to reduce demand. THDCIL is focusing on energy efficiency programs within the company.

For Tehri PSP (4x250 MW) variable speed machines have been chosen. Variable speed technology offers higher efficiency in over all pumping/generation. For Vishnugad Pipalkoti HEP (4x1111 MW) it has been made mandatory to use new double shielded hard rock Tunnel Boring Machine (TBM) in place of conventional method of tunneling by drilling and blasting. The TBM is environment friendly having advantages of efficient working, practically no vibration, no use of blasting materials/chemicals, no pollution (Noise, smoke, dust etc.).

Besides adopting use of environment friendly equipment at the design stage, THDCIL is making maximum use of the Information Technology in day to day activities. THDCIL has adopted web based Financial Management System (FMS) for financial activities\ and Human Resource Management System (HRMS) for personnel & administration services which helps save consumption of Paper.

Energy audit of residential and office complex was got conducted through M/s Petroleum Conservation Research Association.

As per recommendations of energy auditor, the following actions have been taken to increase the Energy Efficiency in the year 2013-14:

1. Saved 198020 units amounting to ₹ 930694 by replacing 231 Air Conditioners (ACs) with the Star Rated Air Conditioners (ACs).
2. Saved 26303 units amounting ₹119678 by using Compact Fluorescent Lamps (CFLs)/ LED Light Laminar.

6.1 Total energy consumed during 2013-14

Location	Tehri Project	Koteshwar HEP	VPHEP	Rishikesh	Total
Energy Consumed(KWh)	2,24,25,450	48,19,560	90,000	30,19,029	3,03,54,039
Amount (₹In Cr.)	10.03	3.71	0.50	1.29	15.53

In future also, efforts will be made to develop Captive Renewable Energy Plants (Solar, Wind or Biogas) for official as well as residential complexes of Company. Efforts will also be made to provide renewable energy in the vicinity of Company's business locations.

7.0 ENVIRONMENT MANAGEMENT

THDC is committed to development of power in a sustainable manner. The vision document of THDCIL states as:

“A major global player in power sector, providing quality affordable and sustainable power with commitment to environment, ecology and social value & Create work ethos of growth through professionalism and achievement of excellence”

Driven by its commitment for sustainable growth of power, THDC has evolved a well defined environment management policy for minimizing environmental impact arising out of setting up of power units and preserving the natural ecology. THDC has adopted an Environment Policy which reiterates company’s commitment to sustainable development which is within the carrying capacity of the ecosystem and promotes the improvement in quality of life.

7.1 Environmental Management measures taken by THDCIL

The Tehri Hydro Power Project is now fully operational. THDCIL has successfully implemented environmental management measures and have ensured that their efforts towards improving the environment match with the developmental efforts in the power sector. THDC has prepared and followed a comprehensive Environment Management Plan and Rehabilitation & Resettlement Plan for its Environmental and R&R related activities in Tehri Hydro Power Project. The various environmental measures undertaken by THDCIL are given below:

- Implemented CAT Plan in 52,204 ha in the Catchment of the project.
- Command Area Development Plan (CADP) for 2.7 lac ha and stabilize existing irrigation area in 6.04 lac. ha area.
- Prepared Disaster Management Plan (DMP)
- Carried Water Quality modeling study
- Established River Valley Authority under Uttaranchal River Valley Development & Management Act 2005
- To meet the existing international standard in safety a Project Safety Manual is prepared and implemented
- THDCIL had provided engineering consultancy for stabilization of Slopes of Varunavrat, Uttarkashi, Uttarakhand.
- THDCIL is also engaged in the engineering consultancy work for stabilization of Slopes of Mata Vaishno Devi shrine, J&K.

7.2 Landscaping & Re-vegetation

- For Landscaping and Re-Vegetation, THDCIL has prepared biodiversity management plan, muck disposal management plan, greenbelt development plan and borrow and quarry area management plan.
- All areas disturbed by construction activity, including temporary access roads, will be landscaped to reflect natural contours, restore suitable drainage paths and encourage the re-establishment of vegetation.

- Spoil heaps and excavated slopes will be re-profiled to stable batters and grassed to prevent erosion. Top soil stripped from the areas occupied by the spoil heaps will be used for landscaping works. Re-establishment of vegetation will be commenced at the earliest possible opportunity.

The Environment Management Committee (EMC) will be responsible for ensuring the compliance of environmental measures by the construction contractors. The EMC will also inspect the construction areas at the end of the construction phase to ensure that the areas have been re-graded to conform to the natural topography and that appropriate grasses and shrubs have been planted to start the re-vegetation process. The contractor will be responsible for the stabilization of construction areas before they are allowed to vacate the construction areas.

7.3 Vegetation Clearing

- During construction, generally, the areas are cleared in excess of real requirements and insufficient consideration given is to retaining vegetation. THDC will minimize vegetation clearing for construction activities and control erosion and sedimentation from the disturbed areas. All such additional clearance will be subject to the approval of the State Forest Department, if the land is designated as forest land, or if the land supports forests.
- All land and forest/vegetation clearing activities will be carried out according to a site plan, which enforces the minimization of vegetation disturbance.
- Plan for areas proposed for clearing will be submitted to THDCIL, and only those proposed areas will be cleared which are agreed to by THDCIL. The design of roads, including temporary and permanent access roads, shall avoid crop areas wherever reasonable and practical. The application of chemicals for vegetation clearing will be minimized to the greatest extent as reasonable and practical. Chemicals, if any, will be selected on the basis of being non-residual and with regard to human health. Herbicides used in the Project shall have negligible adverse human health effects; be shown to be effective against the target vegetation species; have minimal effect on the natural environment; and be demonstrated to be safe for inhabitants and domestic animals in the treated areas, as well as, for personnel applying them. Herbicides will be appropriately packaged, labelled, handled, stored, disposed of and applied according to international standards to be proposed by the Contractor. Persons applying herbicides will be provided with appropriate training, equipment, and facilities to handle, store, and apply these products properly. All herbicides shall have labels in both English and local Languages to allow those handling the herbicides comprehend the labeling fully.
- Vegetation clearing will be carried out in accordance with the 'Logging and Removal of Waste Forestry Products' discussed below.

7.4 Logging and Removal of Waste Forestry Products

Prior to commencement of construction, THDCIL shall have the right, but not obligation, to remove or arrange for the removal of commercial and noncommercial timber as well as other forestry products from the designated construction areas. After commencement

of construction the Contractor shall have the right to log and remove forestry products remaining as required to clear areas to carry out the construction works, as necessary. However, in either case, the ownership and any value accruing shall remain with the State Forest Department. The contractor shall submit plans for removal of the remaining timber and other forestry products in the areas permitted under this clause to THDC for approval at least three months in advance of any work being executed by the Contractor. The plan will be in accordance with the Contractor's obligations of the contract requirements, including in particular, the following items:

- erosion and sedimentation control and mitigation
- vegetation clearing
- air quality
- noise pollution

The contractor's plan shall provide detailed information regarding the proposed logging and clearing work, including the following:

- (i) Clear identification and justification of the areas to be logged and cleared;
- (ii) Name of the company or organization to do the logging and clearing work;
- (iii) Schedule for logging and clearing to be undertaken;

Clear identification of disposal sites shall be done for the timber and forestry products; All works involving the logging and removal of timber and other forestry products after commencement of construction works must be carried out in accordance with the Contractor's non objected Vegetation Clearance Plan. Other than the contractor's right to use timber obtained from the site for construction/ temporary works, the contractor must not sell, use or obtain any other benefit from the commercial timber/ forestry products. The contractor, with explicit permission from the State Forest Department, shall dispose of any timber or forestry products resulting from the clearing not used in the construction works and which are not sold, in a manner selected by the contractor including leaving the timber and forestry products at the perimeter of the cleared construction areas or areas selected by the Contractor. For timber and forestry products discarded by the contractor, THDCIL shall have the right to arrange for the removal of such discarded timber and forestry products.

7.5 ENVIRONMENT UP-GRADATION

THDCIL is not confined to preserving and protecting environment in relation to only its project activities. Considering it as one of our social responsibility, Company has gone further in its efforts to upgrade the environment near the project areas.



Highlights 2013-14

1. Total 32,425 saplings of different varieties of fruits and herbs planted in the rim area of Tehri reservoir and other project affected area/ rehab colonies through SEWA-THDC.



2. Herbal plant nursery has been developed at THDCIL Campus, Rishikesh containing Aloe vera, Tulsi, Aonla etc.
3. Environment day was celebrated in THDC Education Society (TES) Inter College, Tehri and TES High school, Rishikesh to create awareness among children through plantation and Drawing competitions.



8.0 SOCIAL & COMMUNITY DEVELOPMENT

8.1 Community and Social development works undertaken

During 2013-14, THDCIL earmarked 2.0% of Net Profit After Tax (₹ 530.00 Cr.) of THDCIL (₹ 10.60. Cr.) to Non-Lapsable CSR Fund for implementation of THDC CSR-CD Scheme.

Implementation of CSR Scheme of THDCIL has been entrusted to Company sponsored NGOs (CONGOs) i.e. “SEWA-THDC” and THDC Education Society (TES). The CSR budget is being utilised as per the approved THDC CSR-CD Scheme mostly in the vicinity of THDCIL’s business locations.

As per revised policy the ambit of CSR and Sustainability includes internal stakeholder (particularly the employees of company), earlier which was focused for external stakeholders.

As per CSR and Sustainability Policy, the thrust is on capacity building, empowerment of communities, inclusive socio-economic growth, environment protection, promotion of green and energy efficient technologies, development of backward regions and upliftment of the marginalized and under-privileged sections of the society.

The revised guidelines envisage a two-tier structure, comprising of a Board level committee and a below Board Level committee headed by a senior executive of not less than one rank below the Board level to steer the CSR and Sustainability agenda of the company.

8.2 Expenditure under CSR and Sustainability Policy-2013 for the F.Y. 2013-14

Sl. No.	Head	Expenditure (₹ in Lac)
1	Educational Development	28.46
2	Economic & Community Development	150.33
3	Health & Veterinary Care	33.41
4	Environment & Natural Resource Management	8.56
5	Infrastructure Development	87.63
6	Women Empowerment and Child Care	24.60
7	Emergency Need	23.84
8	Other Social Welfare Activities	21.37
9	Administrative Expenditure	13.54
	Total	391.74
	Construction of THDC Institute of Hydro Power Engineering and Technology	794.19
	THDC Education Society (TES)	392.80
	Total CSR Outlay	1578.73
Above Expenditures are based on audited Balance Sheet		

8.3 EDUCATION DEVELOPMENT

Education spreads awareness in society about how we can be a good social being and help others in our daily life for overall development of the nation. As a responsible corporate citizen THDCIL strives to contribute and promote education among needy and their stakeholders.

THDCIL is running two schools, one in Bhagirathipuram named THDC Inter College near the Tehri HPP and another is THDC High School at Rishikesh Campus. Both the schools are running under CSR through THDC Education Society (Society registered under society registration act 1860). The buildings are permanent structures with ventilated & spacious class rooms and labs for physics, chemistry, biology and computer. In THDC Inter College at present Science and Art stream is running for class XI and XII and in future Commerce stream will also be added. To enhance the knowledge and personality development various in house competitions, co-curricular activities viz. Yoga, poem recitation, Quiz, Essay Writing, Games, Cultural Programme, Drawing etc. are organized regularly.

In both schools free dress, books and stationary, free bus service for students, fee concession for SC/ST/BPL students, 100% scholarship for SC/ST students have been provided.



Name/Location	Handicapped		Minority		SC/ST		OBC		Total	
	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
TES Inter College, Bhagirathipuram	-	-	03	-	40	38	-	-	101	89
Secondary School, Pragati Puram Rishikesh	03	-	15	04	64	51	69	69	239	227
Total									340	316
Grand Total									656*	

***Preference in admission is given to students belonging to BPL Category.**

8.3.1 SUCCESS STORY OF THDC SCHOOLS

- The over all success rate of high school students of Rishikesh School was 71%. The girls performed well and occupied top two ranks. Based on their performance, management has honoured the top three meritorious students with cash prize of ₹ 4000/-, ₹ 3000/- & ₹ 2500/-.
- 71 students from THDC High School got scholarship after liaison with the Distt. Social Welfare Officer and their amount of scholarship was got deposited in their bank/post office accounts.
- There has been gradual improvement in the academic environment of the college. The board exam result for class 10th has improved from 75.9% to 83.3% and class 12th result has been 65% during the session 2013-14.
- On occasion of Major Dhyan Chand's Birthday on 29 Aug 2013 National Sports Day was celebrated in the Inter college and inter house sports competitions were organized.
- The various inter house competition and Co-curricular activities such as Quiz, Poem recitation, Debate, Essay writing and Drawing etc. have been organized during the year.
- On the occasion of the Suman Diwas on 25th July 2013, a large numbers of saplings received from Municipal Board, Tehri were planted in the College premises by the students.
- An Educational tour to Surkanda Devi and Dhanolti was organized by Tehri Inter college on 12 Nov 2013 for class 6 to 12. The Bus and refreshment facilities were provided by THDCIL.



8.3.2 THDC INSTITUTE OF HYDROPOWER ENGINEERING AND TECHNOLOGY

- A Hydro Power Engineering College in Bhagirathipuram, Tehri has been established by THDCIL under CSR initiatives to meet the future requirements of the Engineers. The institute has state of art infrastructural facilities. The institute is running from Academic session 2011-12 and building of institute is being constructed in a phased and progressive manner.
- Rural Electrification Corporation Ltd. (RECL) has contributed an amount of ₹ 4.00 Cr. from its CSR fund for construction of Girls Hostel- 2. Students of Uttarakhand mainly from tribal belt of the state covering district Pithoragadh, Chamoli, Tehri, Uttarkashi along with Tehri Dam affected areas etc. get higher technical education with the benefit that they study close to their home towns.
- As a part of local community development and their livelihood, operation of hostel canteens and transportation and grocery and other local needs are managed by the local residents which boost their economy.



THDC-IHET Total No. Of Students 2011-14

Year	Total induction during the year		Students from PAFs		Students Category						Students (THDC Employees Wards)	
	Boys	Girls	Boys	Girls	Girls	SC	ST	OBC	Gen.	Total	Boys	Girls
2011-12	176	65	10	02	Girls	11	2	7	45	65	6	2
					Boys	24	6	19	127	176		
									Total	241		
2012-13	198	72	13	02	Girls	13	4	12	43	72	8	2
					Boys	31	7	21	139	198		
									Total	270		
2013-14	231	81	10	01	Girls	13	5	11	52	81	6	3
					Boys	33	6	31	161	231		
									Total	312		

8.3.3 ADOPTION OF ITI

Two ITIs one in Chamba and other in Gopeshwar have been adopted by THDC India Limited to develop the skilled manpower for power projects. Considering the requirements of additional manpower for operation and maintenance of the Power Plants, new trades i.e. Electrician, Fitter COPA, Electronics (additional unit) Welder and Draftsman (civil) have been introduced in ITI Chamba. Additional trades like Turner/ Machinists, Motor mechanic, fashion technology is also being considered to be introduced shortly. Further for the benefit of working personnel and demand from locals 3rd shift Electrician Trade has also been started in October 2013 and 18 no of trainees have already taken admission. As on 31.03.2014 against the loan amount received from Govt. of India ₹ 31.91 lacs approx have been utilized on construction of workshop and ₹ 116 lacs approx. have been utilized for procurement of tools, machinery and equipment for electrician, fitter, welder, motor mechanic, draughtsman, electronics and COPA trades and towards additional manpower for running new trades.

The passed out students of different trades have been considered for Apprenticeship which gives them a better chance of employability.

THDCIL as an industry partner under Corporate Social Responsibilities has already established a library at a cost of 3.3 lacs and provided LCD projector and audio system worth ₹ 1.5 lacs to ITI Chamba. A Hostel Building has already been constructed at an approximate cost of ₹ 1.27 crores for the benefit of the wards of the project affected families. Further furniture for the hostel has also been provided by THDC India Ltd for smooth running of the hostel.

Similarly, new trades like COPA and Electrician has already been introduced and affiliation process for trades Fashion Technology, Mechanic Motor Vehicle and Fitter is under process for inclusion in curriculum of ITI, Gopeshwar. Out of the loan amount received from Govt. of India till 31.03.2014. ₹ 48.3 lacs have been utilized in construction of motor mechanic workshop at ITI ₹ 46.5 lacs on procurement of tools, machinery and equipment for COPA, Motor Mechanic, Fitter and Electronic trades furniture and fixtures, additional manpower and maintenance and consumables. As an industry partner and under CSR, THDCIL has already established a library at a cost of ₹ 1.88 lacs. Furnitures and Fixtures worth ₹ 1.42 lakhs approx has been provided by THDC for COPA trade and books worth 46000/- has also been provided for the library. Further for environment up gradation plantation of saplings worth ₹ 1.5 lacs have been done at ITI Gopeshwar.

8.3.4 COMPUTER TRAINING PROGRAMMES

To promote computer education 6 months computer skill training program has been organised in 05 remote locations of Project affected areas with the guidance of NASSCOM Foundation, New Delhi. The programme was organised at Ghansali, Padagali block Bhilangana, Koteshwar block Narendranagar, Rajakhet block Jakhnidhar in district Tehri and Dehrakhas (Rehab colony district Dehradun). Total 250 unemployed youth have been benefited from the Computer Training Programme.

8.3.5 SMART CLASSES THROUGH MULTIMEDIA SYSTEM

K-YAN (multimedia education provider machine) has been provided to the Deen Gaon School, THDC Inter College, B.Puram, THDC High School Rishikesh and GIC Rehab area pashulok. Two smart class education centres have also been established for education development in Project Affected Area at Chinyalisaur, district Uttarkashi and at Pratapnagar, district Tehri Garhwal.



8.3.6 HOTEL MANAGEMENT TRAINING

One year Hotel Management Training was given to 42 nos. youth from Project Affected areas to enhance their employability. The training was provided from Kukreja Institute of Hotel Management- Dehradun, Korbett Institute of Hotel Management- Dehradun, Trihari Institute of Management Education- New Tehri and Anpurana Food Craft Institute- Chamba, Tehri.



8.4 HEALTH AND VETERINARY CARE

- As per geographic conditions of district Tehri, most of the area is on the hills and consists of rural area. Being remote & long distance from the main approach, there is a dearth of proper medical services in the area. THDCIL has established 2 nos. Homeopathic Dispensaries in remote location of project affected areas i.e. Galyakhet (district Tehri) and Dhontari (district Uttarkashi). Approximate 2500 villagers of project affected area have been benefited from the Homeopathic Medical Facilities.
- Free Health Medical Camps were organized in 10 remote locations of Distt. Tehri. Total 1966 villagers availed the facility. Services of various medical specialists Physician, Gynecologist, Dentist, Physiotherapist and medical Lab facilities were provided during the Medical Camp.
- During the year 6 Eye-Checkup medical camps were organized in project affected area (PAA) / remote locations of District Tehri. Total 1085



patients have been benefitted from these camps. Out of these, 419 patients were operated for eye surgery at Nirmal Ashram Eye Institute. All the patients were examined for post operative checkup at camp site and distributed medicines as required.

- Mobile Health services provided in remote area/project affected area of Distt. Tehri & Uttarkashi.
- Multipurpose health camp organized at village Jugiyana, Mohan Chatti, Distt. Pauri Garhwal with the help of Rotary Club, Rishikesh involving Dentist, Gyne, Physician and total 1966 no. people got benefitted.
- One Tri-cycle is provided to a disabled person at IIT Roorkee, Distt. Haridwar.
- Two multipurpose health camps have been organised at village Nagani and Nakot block Chamba Distt. Tehri through THDCIL Hospital, B.Puram. 758 no. people got benefitted from these camps.



8.5 WOMEN EMPOWERMENT AND CHILD CARE

- To empower the women six months cutting-tailoring training programmes were organized at various villages of Tehri dam project affected area / rehab area as well as villages of Uttar Pradesh. During the year total 16 nos. training programmes were organized in Uttarakhand & U.P. In these programmes about 500 BPL, Minorities and other weaker section families got benefitted. The result is very encouraging as beneficiaries have shown satisfaction at the end of the programme.



8.6 ECONOMIC AND COMMUNITY DEVELOPMENT

- Opening of farmer services centre for providing agriculture related information to the local farmers at Badosrai, Distt. Barabanki and Dhanpatganj, District Sultanpur.
- Production of off-seasonal vegetable and Awareness through technical awareness program and distribution of seeds for project affected people of Chamiyala area, Block Bhilangna, and various location of block Thoudhar, Distt. Tehri Garhwal.
- To enhance the income generation in the project affected area and rehabilitation area, an MOU was signed with Technopark Technology Business Incubator (T-TBI), registered as a Society during 2006 under the Travancore Cochin Literary, Scientific and Charitable Societies Registration Act XII of 1955 of Government of Kerala for making Paper Bag and its forward linkage. Machines, tools and raw material were provided by SEWA-THDC and four centers were run as pilot projects for skill development and income generation source to about 100 people.



8.7 INFRASTRUCTURE DEVELOPMENT PROGRAMME

During the year following infrastructure works have been carried out:-

- To provide better education facility, existing school building of Shri Gandhi Mahila Shilp Vidhyalaya Inter College, Roorkee was repaired.
- Two disaster relief halls at village Khand Block Jakhnidhar and Lambgaon, Block Pratapnagar, Distt. Tehri were constructed for village and community development.
- **Up gradation of water Flour Mills (Gharats):** 05 water flour mill (Gharats) have been modified/upgraded as per engineering specifications for higher efficiency at village Ranidang, Sankri, Pilkhi and Thapla of block Bhilangna distt. Tehri Garhwal. The work was carried out through Uttarakhand Renewable Energy Development Authority (UREDA). Through this project, population of 04 villages has been benefitted.

8.8 LONG TERM SUSTAINABLE CSR PROGRAMMES

During the year, long term CSR Programmes have been organized for holistic village development in rural areas of Distt. Tehri. Under the programme, Agriculture, Development, Livelihood Activities, Environment and Health Activities have been organised.

8.8.1 Holistic Development Program through HNB Garhwal University

THDCIL has signed MOU with HNB Garhwal University for empowerment and Enhancement of Livelihood of Rim villages of Tehri Dam Reservoir through Integrated Development Approach as a long term project.

- Under the project the main activities were to ensure sustainable livelihood, empowering women, increase income of the rural people and enhance the food security through agro based activities and Natural Resource Management.



- The activities were taken in **30 villages of the Rim Area of Block Pratapnagar and Block Jakhnidhar** in District Tehri Garhwal which have focused on reducing drudgery and stress among women through Regeneration and Management of Natural Resources and traditional agriculture with new technique.



- Various livelihood activities have been taken for the villagers viz. Goat Rearing, Poultry Farming, Tailoring Training Programme, Agriculture Programme etc. through already constituted over **40 Self Help Groups (SHGs) in the target villages.**
- Over 15000 no. fruits & fodder plants were distributed in above villages as environment drive.
- Livelihood activities like Crop production, Poultry farming etc. were organized through SHGs by providing revolving funds.
- Total Expenditure incurred about ₹ 7.10 Lac in FY 2013-14

8.8.2 Livelihood Security Programme Through PDFSR, Modipuram

THDCIL has signed MOU with Project Directorate for Farming System Research (PDFSR), Modipuram, an Institution under Indian Council of Agriculture Research (ICAR) for ensuring livelihood security through farming system approach in Tehri District.

- The activities of the project have been carried out in 20 villages in clusters form at Koteshwar Dam Area and Kandisaur area. During the year latest information and technique regarding increase crop and vegetable production, goat and poultry rearing etc. were taken in both clusters.
- To increase the income of farmers, animal husbandry activities were taken such as de-worming, medicine for heat inductions, fodder nutrients analysis, vermin composting and mineral mixtures for balance nutrition of mulching animals. Tool kits and farming equipment were also distributed to local farmers in presence of Hon'ble

Education Minister, Uttarakhand Government and Hon'ble MLA Narendranagar at Koteswar in Nov, 2013.

Total Expenditure incurred during the year- about ₹ 29.00 Lac in FY 2013-14

8.8.3 Programme on Ecological Restoration and Socio-Economic Empowerment of Rural Communities for Sustainable Livelihood and Resource Management at Deen Gaon through Kirorimal College, Delhi University

THDCIL has signed MOU with Kirorimal College, Delhi University in the year 2011 initiated a programme on Ecological Restoration and Socio-economic Empowerment of Rural Communities for Sustainable Livelihood and Resource Management in Nauguda Watershed of Upali Ramoli in Pratapnagar Block of District Tehri Garhwal, Uttarakhand



This long term programme has been initiated for rural based holistic development of 10 remote villages of Tehri Region (Deen Gaon) under CSR with following major activities:

- Stitching Centre opened at Deen gaon for women empowerment, to make them self sufficient.
- To increase crop production, High Yielding Varieties of Seeds distributed.
- One Computer Training Centre opened for imparting training to the local youth.
- To promote village tourism among villagers an Eco Hut as a model was constructed.
- To address the issues of the villagers, Experts in various fields were invited from time to time for awareness.
- Awareness Programmes were conducted for livelihood and income generation activities in the villages.
- For technical know how of agro based activities, Farmers' Visits were conducted.
- Efforts were made in forward linkage to promote local and traditional product including farm produce.
- Medical camps in the area were organized as a health and welfare measure of the community.
- 2000 no. fruit plants were distributed in the villages for rural community development.
- Various activities were initiated in the field of Education, Agriculture, Health, Horticulture, Culture, Environment Enhancement etc.



Total Expenditure incurred during the year- about ₹ 22.00 Lac in FY 2013-14.

8.8.4 GOAT REARING & POULTRY FARMING PROJECT

- The project of Goat rearing in the area was taken up for sustainable livelihood of Tehri dam project affected families. The project is being implemented through an NGO Rural Area Development Society (RADS), Ranichori, Tehri. The project included the formation of SHGs, technical training to the beneficiaries, helping 30 SHGs for purchase of goats through revolving fund, medical aids & other miscellaneous awareness related to the project. The project is undertaken in 30 villages of Pratapnagar & Dunda blocks of Tehri & Uttarkashi Districts respectively.



- To provide an alternate source of employment generation specially to the villagers; the project of Poultry farming in backyard was also taken up by the NGO RADS in 54 villages of Thauldhar block of Tehri District. For poultry farming, the beneficiaries were selected through an open gram sabha meeting and interested candidates were provided chicks from RADS. On an average 50 chicks were given to each beneficiary after required training. The main objective of the project is to empower the community & to enhance their livelihood status and bring sustainable growth. Since year 2011-12, 159 chick rearing units have been established. The beneficiaries informed that their income has increased through poultry farming
- Similarly poultry project was taken up through NGO "Himalayan Educational & Resource Development Society (HERDS), Chamba, Tehri in 38 villages of Pratap nagar block of Tehri District. On an average 50 chicks were given to each beneficiary, whereas, in



Deengaon, Khurmola and Uniyal Village beneficiaries were provided 100 chicks each after required training. Since 2011-12, 155 chick rearing units have been established.

8.9 SENSITIZATION ABOUT THDCIL CSR POLICY AMONG INTERNAL/ EXTERNAL STAKEHOLDERS.

- A three day programme from 25 to 28 Nov 2013 was organized for Sensitization of THDCIL executives and local communities regarding CSR and Sustainability.
- Sensitization programme for employees and employees union members of THDCIL was organized on CSR and its outreach in terms of goodwill for company and care for society.
- Sensitization of external stakeholder was done at different project locations, Rishikesh, Rehab colonies Tehri, Koteshwar and Pipalkoti. Policies of CSR and efforts of THDC were explained and feedback taken from participants.



8.10 OTHER SOCIAL AND MISC. WELFARE ACTIVITIES

- To promote cultural programme among students of P.G. College, New Tehri Town, Tehri financial assistance has been given.
- A literacy program has been conducted for adult at THDCIL Campus, Rishikesh.
- In rehab area Athoorwala (Bhaniawala) 50 street solar light panel have been established as a welfare measure and village development. The work is carried out through UREDA.
- Dairy development programme has been conducted for livelihood of deprived and ST people of Malari Jhelam, Jhelam Tamak, Tehri and Rishikesh Project Affected and Rehabilitation area.
- THDCIL has provided health improvement instruments to the physical challenged students of Jyoti Special School, Rishikesh.
- Government Health Cards were provided to the colony household workers. More than 20 workers benefited.



8.11 SPORTS ENCOURAGEMENT PROGRAMME

- To promote the sports among villagers, sports items were distributed in village Tolam (Tamak), Distt. Chamoli, rehab area Athoorwala, Bhaniyawala, Distt. Dehradun.



8.12 CSR MEET AT TEHRI

- To promote awareness and joining hands for sharing of experience and resources, a brain storming meet was organized at B.Puram, Tehri under chairmanship of Sh. Pagadia Joint Secy. DPE, New Delhi. CSR heads of many CPSUs, State Government representatives participated in two day conference and appreciated the initiative of THDCIL.
- Feedback/suggestion boxes have been maintained at Rishikesh, Tehri, Koteshwar, Pipalkoti to know any suggestions and improve the service to society. Information boards also displayed along Tehri- Rishikesh road with address, telephone and mail address to invite more feedback.
- Independent evaluation of all CSR projects costing more than 5 Lac were assessed by Tata Institute of Social Sciences (TISS) and contents displayed on website of THDCIL. Details of Award of works, budget and dossiers of completed works with beneficiaries data has also been put on THDCIL website for increasing transparency.



8.13 Efforts made by THDCIL during floods in Uttarakhand in June'13

In June 2013, heavy rains/ cloudburst centered in Uttarakhand caused devastating floods, landslides and over 95% of the casualties occurred in Uttarakhand. The flash floods triggered very heavy rainfall and cloudburst and affected 12 out of the 13 districts in Uttarakhand. The 4 worst affected districts were Rudraprayag, Chamoli, Uttarkashi and Pithoragarh. Thousands of pilgrims on Char Dham Yatra and local population were severely affected.



THDCIL management immediately responded to the disaster by deploying relief and assessment teams to the affected areas. Relief materials like Tents, clothes, food items, solar lantern were distributed through District Administration in the affected areas.

8.13.1 Relief measures at Tehri:

THDC INDIA LIMITED has taken the initiative and has come forward to extend help and assistance to the affected persons. A disaster relief camp was organized at Mechanical Workshop, Koti Colony, Tehri from 19th to 25th June 2013. In this camp more than 16,000 pilgrims who were stranded at Guptkashi and nearby places and evacuated via Tehri, were provided water, tea and food. 500 food packets were distributed to those Pilgrims who were in a hurry to move to Rishikesh. Arrangements for stay of more than 2,000 persons were made in the camp.

Round the clock medical assistance was provided to the serious patients by the Doctors, Para medical staff and ambulance of THDC and 1322 patients were provided with first aid, medicines and life saving drugs.

Further, 05 buses, 10 light vehicles and 04 water tankers were provided to the District Administration to rescue the pilgrims stranded at different locations. THDCIL also helped the administration in clearing the heavy landslide by deputing heavy earthmoving equipments for smooth passage of the pilgrims and the local population.

Moreover, 88 blankets, 200 saris, 216 shirts and 1,400 litres of milk was also provided to the District Administration for distribution to the affected villages and pilgrims stranded at Ghansali, district Tehri.

Pilgrims who availed the facility at the relief camp appreciated the arrangements of THDCIL in organizing such a massive relief camp since they were without food and medical facilities for so many days. The Administration also appreciated the help and relief provided by THDCIL in such a grave situation.

8.13.2 Relief measures at Joshimath/Pipalkoti:

For implementation of relief measures to flood affected persons/families at locations Joshimath and Pipalkoti in organized and effective way, a meeting of Project officials was held on 21.06.2013 and there relief teams & coordinators for assistance to Administration were constituted.

These teams were in touch with District Administrative authorities and provided assistance as per the requirements of Administration.

Relief team – 1

This team was in touch with SDM (Joshimath). Help required was provided to SDM (Joshimath) such as Vehicles for transportation of affected persons from Joshimath to Chamoli Bus stand.

Relief team – 2

This team interacted with SDM (Chamoli) and necessary help was provided to the Administration for relief to the affected persons. Additional vehicles were provided to the administration to strengthen their mission of relief.

Relief team – 3

This team visited the worst affected areas at Rudraprayag/Gaurikund to find out the whereabouts of missing persons. They were in touch with District Administration also.

Coordinators:

They were posted at the Control room established at THDCIL Complex Pipalkoti by Project and had coordination with the above teams and reported to the higher authorities of THDCIL and Ministry. The control room generated the report from time to time.

Brief General status of Relief Operation

- Status of the various roads (open or closed) was reported daily for intimation to the general public.
- Information regarding operation of air lifting along with approx. numbers of persons evacuated through air lift/manual was also reported/intimated.

8.13.3 Brief status of Assistance provided by THDCIL to District Administration for relief mission

- Project vehicles (more than 5 vehicles) were continuously used for safe transportation of affected persons from Joshimath to Chamoli Bus Stand. Further two buses (40 seaters) had also been deputed for above purpose. One truck was also provided for carrying food & other items at Chamoli HQ, Gopeshwar.
- 8 rooms for accommodation of THDCIL officials were vacated and provided to the affected persons for their short stay at Joshimath with Breakfast, Lunch or Dinner.
- Approx. 5000 food packets, 8 carton Biscuits, 8 carton Namkin, 24 cartons water bottles and clothes were handed over to District Admin. for distribution among flood affected persons.

8.13.4 REBUILDING AND RECONSTRUCTION WORKS IN UTTARAKHAND BY POWER PSUS

Due to heavy rain fall in Uttarakhand during June 2013, a huge damage occurred on 16/17 June 2013. To provide relief to the flood victims, under guidance of Hon'ble Minister of Power, GOI, power CPSUs decided to share ₹ 25.00 Cr. CSR fund in Rebuilding and Reconstruction works in



Uttarakhand. THDCIL has shared ₹1.00 Cr. for the relief activities. A Core Committee of Power PSUs was constituted under the chairmanship of Secretary, National Disaster Management Authority (NDMA), Government of India New Delhi, for implementation of R&R Projects/Activities in consultation as proposed by Uttarakhand Government. THDCIL has been nominated as a nodal agency for the R&R works implementation.

8.12.4 RECONSTRUCTION OF MICRO HYDEL PROJECT IN DISASTER AFFECTED AREA IN UTTARAKHAND

In consultation with NDMA and Government of Uttarakhand, it was decided to reconstruct 25 nos. damaged micro hydel projects identified in district Bageshwar, Rudrapur, Chamoli, Tehri, Uttarkashi and Nainital. The work has been carried out through UREDA. During the year ₹97.62 Lac has been paid to UREDA for running works against ₹280.41 Lac of total cost of reconstruction works of 25 nos. Mini Hydro Project.



8.13 PRIZES & ACCOLADES

THDCIL has been awarded prestigious Aqua Foundation Award-2013 for its CSR initiatives in CPSUs. Sh. Rakesh Khare Executive Director (S&E) has been nominated among 1st 50 meritorious person in India working in CSR works.



GRI/NVG INDEXING

Sustainability Principles and Core Elements		Corresponding GRI Aspects	Reference
Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability			
Core Elements:			
1.1	Businesses should develop governance structures, procedures and practices that ensure ethical conduct at all levels; and promote the adoption of this principle across its value chain.	<ul style="list-style-type: none"> • Sustainability Governance • Social • Corruption 	
1.2	Businesses should communicate transparently and assure access to information about their decisions that impact relevant stakeholders		
1.3	Businesses should not engage in practices that are abusive, corrupt, or anti competition		
1.4	Businesses should truthfully discharge their responsibility on financial and other mandatory disclosures.		
1.5	Businesses should report on the status of their adoption of these Guidelines		
1.6	Businesses should avoid complicity with the actions of any third party that violates any of the principles contained in these Guidelines		
Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle			
Core Elements:			
2.2	Businesses should assure safety and optimal resource use over the life-cycle of the product – from design to disposal – and ensure that everyone connected with it- designers, producers, value chain members, customers and recyclers are aware of their responsibilities.	<ul style="list-style-type: none"> • Product Responsibility • Health and Safety 	
2.3	Businesses should raise the consumer’s awareness of their rights through education, product labeling, appropriate and helpful marketing communication, full details of contents and composition and promotion of safe usage and disposal of their products and services.	Product Responsibility	
2.4	In designing the product, businesses should ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.		
2.5	Businesses should regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical, and environmental considerations.		
2.6	Businesses should recognize and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property.	Local Communities	
2.7	Businesses should recognize that over-consumption results in unsustainable exploitation of our planet's resources, and should therefore promote sustainable consumption, including recycling of resources.		
Principle 3: Businesses should promote the wellbeing of all employees			
Core Elements:			
3.1	Businesses should respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance redressal mechanisms.	Labour/ Management Relation	

3.2	Businesses should provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.	<ul style="list-style-type: none"> • Employment • Diversity and Equal Opportunity 	
3.3	Businesses should not use child labour, forced labour or any form of involuntary labour, paid or unpaid.	<ul style="list-style-type: none"> • Child Labour • Forced and Compulsory Labour 	
3.4	Businesses should take cognizance of the work-life balance of its employees, especially that of women.	Employment	
3.5	Businesses should provide facilities for the wellbeing of its employees including those with special needs. They should ensure timely payment of fair living wages to meet basic needs and economic security of the employees.		
3.6	Businesses should provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees. Business should communicate this provision to their employees and train them on a regular basis.	<ul style="list-style-type: none"> • Occupational Health and Safety • Security Practices 	
3.7	Businesses should ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. They should promote employee morale and career development through enlightened human resource interventions.	Training and Education	
3.8	Businesses should create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.	Non Discrimination	
Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.			
Core Elements:			
4.1	Businesses should systematically identify their stakeholders, understand their concerns, define purpose and scope of engagement, and commit to engaging with them	Sustainability Governance Disclosures	
4.2	Businesses should acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders		
4.3	Businesses should give special attention to stakeholders in areas that are under developed.		
4.4	Businesses should resolve differences with stakeholders in a just, fair and equitable manner		
Principle 5: Businesses should respect and promote human rights			
Core Elements:			
5.1	Businesses should understand the human rights content of the Constitution of India, national laws and policies and the content of International Bill of Human Rights. Businesses should appreciate that human rights are inherent, universal, indivisible and interdependent in nature	Human Rights	
5.2	Businesses should integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms.		

5.3	Businesses should recognize and respect the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups.		
5.4	Businesses should, within their sphere of influence, promote the awareness and realization of human rights across their value chain	Training on Human Rights	
5.5	Businesses should not be complicit with human rights abuses by a third party.	Human Rights	
Principle 6: Business should respect, protect, and make efforts to restore the environment			
Core Elements:			
6.1	Businesses should utilize natural and manmade resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste.	Overall Environmental Performance	
6.2	Businesses should take measures to check and prevent pollution. They should assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.	Emissions, Effluents and Waste	
6.3	Businesses should ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.	Indigenous Rights	
6.4	Businesses should continuously seek to improve their environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy	Product and Services	
6.5	Businesses should develop Environment Management Systems (EMS) and contingency plans and processes that help them in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to their operations or that of a member of its value chain		
6.6	Businesses should report their environmental performance, including the assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.	<ul style="list-style-type: none"> • Energy • Water • Bio Diversity 	
6.7	Businesses should proactively persuade and support its value chain to adopt this principle assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.	Product and Service	
Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner			
Core Elements:			
7.1	Businesses, while pursuing policy advocacy, must ensure that their advocacy positions are consistent with the Principles and Core Elements contained in these Guidelines.	Public Policy	
7.2	To the extent possible, businesses should utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.		
Principle 8: Businesses should support inclusive growth and equitable development			
Core Elements:			
8.1	Businesses should understand their impact on social and economic development, and respond through appropriate action to minimise the negative impacts.	Economic Performance	

8.2	Businesses should innovate and invest in products, technologies and processes that promote the wellbeing of society.		
8.3	Businesses should make efforts to complement and support the development priorities at local and national levels, and assure appropriate resettlement and rehabilitation of communities who have been displaced owing to their business operations.	<ul style="list-style-type: none"> • Local Communities • Indigenous Rights 	
8.4	Businesses operating in regions that are underdeveloped should be especially sensitive to local concerns.	Local Communities	
Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner			
Core Elements:			
9.1	Businesses, while serving the needs of their customers, should take into account the overall well-being of the customers and that of society.		
9.2	Businesses should ensure that they do not restrict the freedom of choice and free competition in any manner while designing, promoting and selling their products.	Competitive Behavior	
9.3	Businesses should disclose all information truthfully and factually, through labeling and other means, including the risks to the individual, to society and to the planet from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner. Where required, businesses should also educate their customers on the safe and responsible usage of their products and services.	Product and Service Labeling	
9.4	Businesses should promote and advertise their products in ways that do not mislead or confuse the consumers or violate any of the principles in these Guidelines.	Market Communication	
9.5	Businesses should exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.	Environmental Compliance	
9.6	Businesses should provide adequate grievance handling mechanisms to address customer concerns and feedback.		