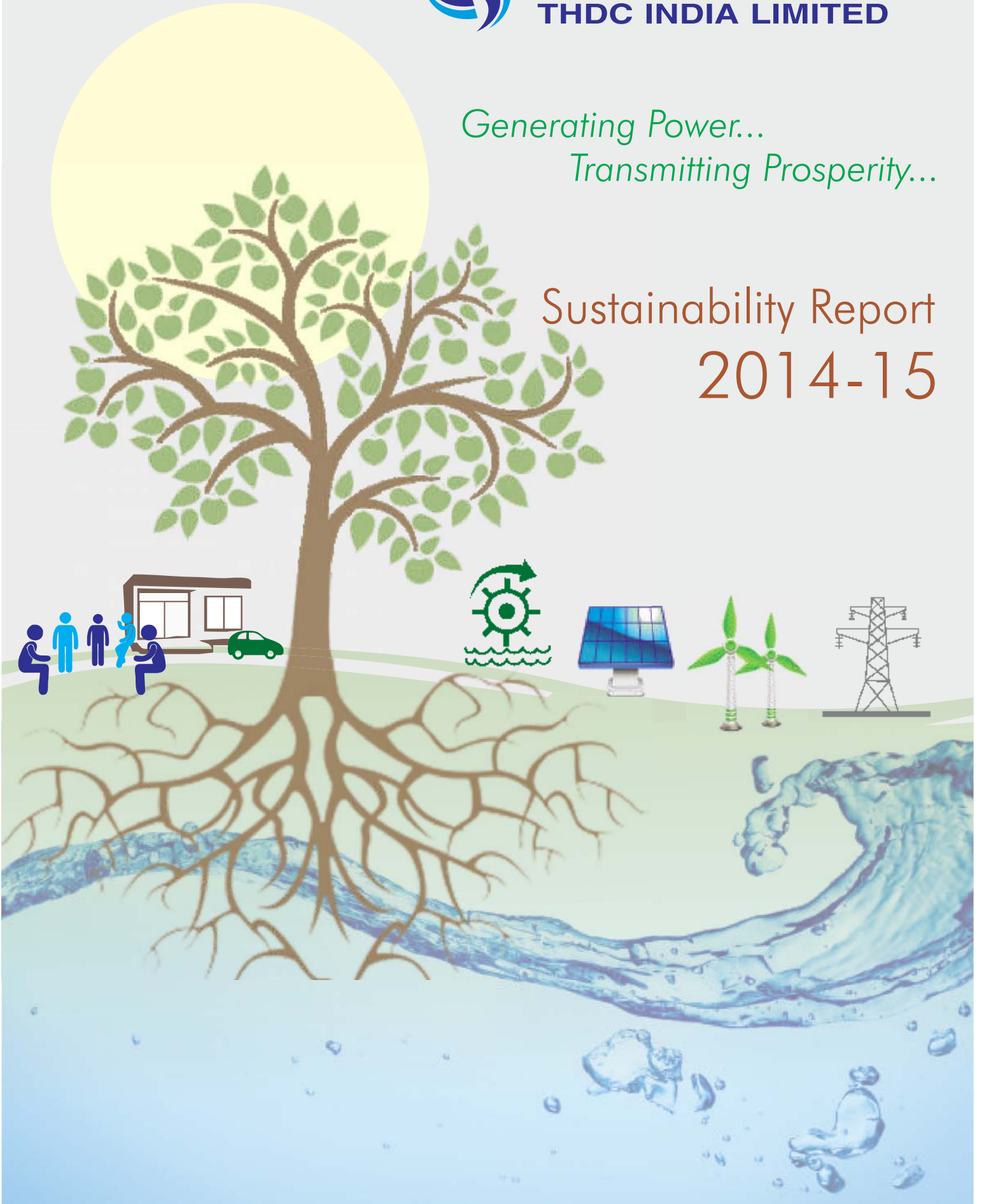


टीएचडीसी इंडिया लिमिटेड  
THDC INDIA LIMITED

*Generating Power...  
Transmitting Prosperity...*

# Sustainability Report 2014-15





एक कदम स्वच्छता की ओर



Shri D.V. Singh, Director (Technical), THDCIL and Shri C. Kannan, Director (Finance), SECI exchanging MoU Documents for "Development of 250 MW Solar Power Projects" in the presence of Shri Piyush Goyal, Hon'ble Minister of Power, Coal and NRE, GoI on 13.02.2015 at New Delhi. Shri Upendra Tripathi, Secretary MNRE, Shri R.S.T. Sai, CMD, THDCIL, Shri Ashwani Kumar, Managing Director, SECI and other senior officers of MNRE, THDCIL and SECI were present on the occasion.

# SUSTAINABILITY REPORT 2014-15

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## MESSAGE FROM CHAIRMAN AND MANAGING DIRECTOR



The importance of Sustainable Development is now well understood by the Governments, Public and Private Sectors. It is not the responsibility of the Government alone. The business houses and even the individuals have to act in a way to contribute to Sustainable Development. The sincere efforts to mitigate the impact of our activities on the environment and society and care to ensure the economic growth benefit reach the poor will be a great contribution to Sustainable Development.

The Power sector has a very high potential for Sustainable Development. Due to no access to electricity, almost 3 billion of the world still use polluting fuels like kerosene, wood, charcoal and dung for cooking. No electricity or lack thereof affects the studies of the children, puts more workload particularly on women to spend hours fetching water. Health is affected as vaccines, blood etc. cannot be stored. Without electricity people cannot run competitive businesses and economies are adversely affected due to lack of electricity.

Without electricity, there is no pumping for irrigating crops, business cannot be run at night and companies that could provide jobs and opportunities to young generation cannot be encouraged to area where electricity is in shortage.

Inclusive economic growth is the single most effective means of reducing poverty, boosting prosperity and contribute to Sustainable Development. Yet most economic activity is impossible without adequate, reliable and competitively priced electricity.

THDCIL, being in the Power Sector, is playing a humble role in Sustainable Development. The 'Sustainability Report 2014-15' provides details of small contribution that THDCIL has done in contributing to economy, society and environment.

I hope that this report will be informative and I invite your feedback for continual improvement.

  
(R.S.T. Sai)



## 2.0 ABOUT THIS REPORT

Ever since, the first Sustainability Report was published for the year 2008-09, THDCIL has been regularly releasing Sustainability Reports annually. The first report was based on Global Reporting Initiative (GRI) guidelines. Second Report was based on International Hydropower Association (IHA) Guidelines. From third report onwards, National Voluntary Guidelines on Social, Environmental and Economical Responsibilities of Business released by Ministry of Corporate Affairs, Govt. of India as well as GRI Guidelines on Sustainability Reporting are being followed. The Current Report is the 7th Sustainability Report for the year 2014-15.

### Scope

Activities of the company viz. business operations, Environment measures, employee's welfare, CSR works etc and their impacts during the year 2014-15 related to our business areas are addressed in Sustainability Report 2014-15. This Report is available on the company's Web site (<http://thdc.gov.in>).

### Boundary

Sustainability Report 2014-15 is confined to Corporate Office, Operating Hydro Electric Plants and Construction Projects in the state of Uttarakhand.

### Data Collection

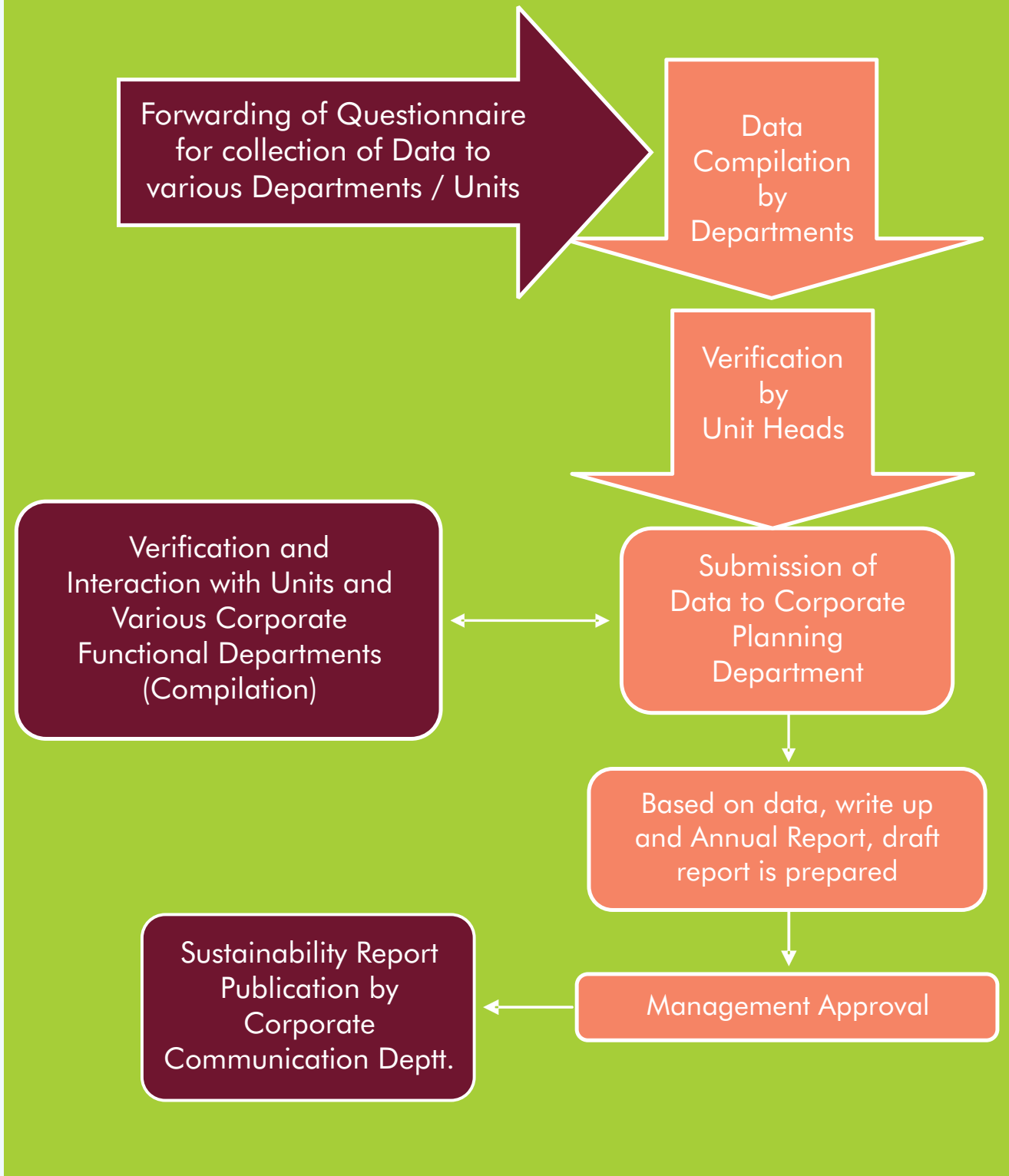
Data has been collected uniformly from various departments and Corporate Office, Operating Stations, Construction Project Sites and CSR Units. For collection of data, specific questionnaires were prepared based on National Voluntary Guidelines and GRI Performance indicators. Uniform approach has been adopted for measurement, calculation, analysis and suitably fitting up of data in the reporting framework. It is worthwhile to mention that there is no significant change in reporting framework of this report from previous year.

### Communication Tools

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

- Sustainability Report 2013-14. ([www.thdc.gov.in](http://www.thdc.gov.in))
- Web site containing details on Corporate Social Responsibility and sustainable development.
- Annual Report 2014-15, presenting 2014-15 highlights. [www.thdc.gov.in](http://www.thdc.gov.in)
- Business Responsibility Report provided in Annual Report 2014-15.
- THDCIL's Policy on CSR & Sustainability. [www.thdc.gov.in](http://www.thdc.gov.in)
- THDCIL's CSR Communication Strategy is provided with detailed action plan for communicating with the key stakeholders, so as to understand their needs and expectations for 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. Sustainability Reporting Framework is also available in CSR Communication Strategy.

## Flow Chart of Sustainability Report Preparation





## 3.0 ABOUT US

### 3.1 Vision, Mission and Values:

#### VISION

A world class energy entity with commitment to environment and social values.

#### MISSION

- To plan, develop and operate energy resource efficiently.
- To adopt state of the art technologies.
- To achieve performance excellence by fostering work ethos of learning and innovation.
- To build sustainable value based relationship with stakeholders through mutual trust.
- To undertake Rehabilitation and Resettlement of project affected persons with human face.

#### 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.

### **3.2 Company's Profile**

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. 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 Organization, with Projects spread over various States as well as neighboring country, Bhutan.

THDCIL presently has a portfolio of 14 projects totaling to an installed capacity of 6071 MW under various stages of implementation / development. The total operational capacity is 1400 MW.

The 1,000 MW Tehri Power Station by THDCIL was commissioned in 2006-07. 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 upper and lower 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 Survey & Investigation / DPR preparation.

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



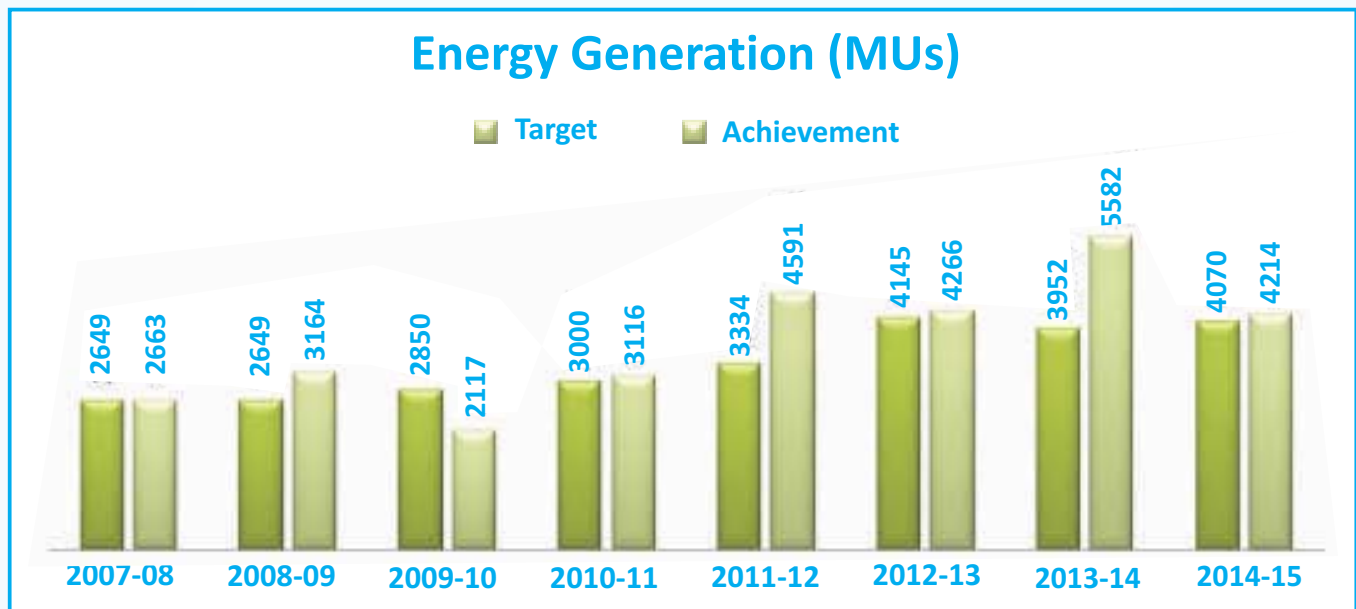


Under India-Bhutan Co-operation in hydro Sector development, THDCIL is involved in implementation of Bunakha HEP (180 MW) as a Joint Venture Project. The Company has also taken up work of updation of DPR of Sankosh HEP (2585 MW) in Bhutan, as a consultancy assignment.

### 3.3 Energy Generation Statistics

THDCIL generated 4214.18 MU of Energy during 2014-15 against annual target of 4070 MU.

Free energy to the tune of 359.43 MU from Tehri HPP (1000 MW) and 143.77 MU from Kotersshwar HEP(400 MW) was provided to the Home State of Uttarakhand during 2014-15



### 3.4 Key Business Locations / THDCIL Projects

Sl. No.	Projects / State	Ins. Cap. (MW)	River / Basin	Remarks
<b>Hydro Electric Projects</b>				
<b>A Uttarakhand</b>				
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 2019-20
4.	Vishnugad Pipalkoti HEP	444	Alaknanda	Under implementation. Funding by World Bank. Expected Commissioning 2019-20
5.	Jhelam Tamak HEP	108	Dholiganga	Under DPR preparation.
6.	Maleri Jhelam HEP	65	Dholiganga	Under DPR preparation.
7.	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.
<b>B Uttar Pradesh</b>				
8.	Dhukwan SHP	24	Betwa	Under Construction
<b>C Maharashtra</b>				
9.	Malshej Ghat PSS	700	Kalu	DPR submitted to State Govt. of Maharashtra. Signing of Implementation Agreement with State Govt. of Maharashtra awaited.
10.	Humbarli PSS	400	Vazarde Nallah	Project falls under Koyna Wild Life Sanctuary. To be taken up for DPR updation after Wild Life Clearance
<b>D Bhutan</b>				
11.	Bunakha HEP	180	Wangchu	DPR Cleared by CEA. Project envisaged to be implemented by Joint Venture between THDCIL and Druk Green Power Corporation, Bhutan.
<b>Thermal Project- Uttar Pradesh</b>				
12.	Khurja STPP	1320	-	DPR Prepared
<b>Solar Project- Kerala</b>				
13.	Solar Power Project	50	-	Possession of land under progress
<b>Wind Power Project-Gujarat</b>				
14.	Wind Power Project	50	-	Award of work under progress
<b>Total</b>		<b>6071</b>		



## 4.0 CORPORATE GOVERNANCE AND ETHICS

### 4.1 THDCIL's Board of Directors

THDCIL is a Schedule-A, "MINIRATNA (Cat.I) Public Sector Enterprise. 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 approve capital expenditure on new projects, modernization, purchase of equipment, etc. upto ₹ 500 crores, or equal to the net worth, whichever is lower. The Board of THDCIL comprises of:

- Full time Functional Directors including Chairman and Managing Director;
- Govt. Nominee Directors; and
- Independent Directors.

Presently, Board of Directors of THDCIL comprises of seven Directors consisting of four Functional Directors including Chairman, one Nominee Director of Government of India and two nominee Directors of GoUP. The Directors have 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.

The terms of reference and details of members of Board of THDCIL is available in Annual Report 2014-15 of THDCIL. Annual Report 2014-15 is available on THDCIL's website (<http://thdc.gov.in>)

Governance involves a set of relationships 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 compliant to the Government Policies.

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

### 4.2 Governance

In order to maintain good governance, THDCIL has formulated various policies and principles viz. 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.

### **4.2.1 Code of Business Conduct and Ethics**

In THDCIL, there is a Code of Business Conduct & Ethics for Board Members and Senior Management. This helps in enhancing ethical and transparent process in managing the affairs of the company. This Code is in line with Vision and Mission of the THDCIL. This code enables strengthening of ethical decision-making and enhancing transparency in the Company. It may also serve as a basis for judging the merit of a formal complaint pertaining to violation of professional ethical standards.

Code of Business Conduct and Ethics is available on THDCIL's Website (<http://thdc.gov.in>).

### **4.2.2 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.

### **4.2.3 Right to Information**

The Right to Information Act, 2005 is 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 2014-15, 140 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 15 appeals have been received by the First Appellate Authority. After examination, all the appeals have been disposed off. No appeal has been filed at Central Information Commission



during the reporting period.

#### **4.2.4 Whistle Blower Policy**

In order to further the objective of transparency in governance, THDCIL adopted Whistle Blower Policy in 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.

#### **4.2.5 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.

#### **4.2.6 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. National Competitive Bidding (NCB) or International Competitive Bidding (ICB) by giving wide publicity both in newspapers as well as publishing on THDC's website as also on Public Procurement Portal to ensure complete access and transparency. Human Rights clause has also been incorporated in 03 major Agreements viz. EPC Contract covering all EM equipment works for the execution of VPHEP (444 MW), Civil works of Dhukwan SHP (24 MW) and balance civil works of Koteshwar HEP (400 MW)

In order to ensure transparency, E-Tendering is being done for procurement of Goods and services.

#### **4.2.7 Integrity Pact & Independent External Monitors (IEMs)**

THDCIL is committed for fostering the most ethical and corruption free business environment. THDCIL values its relationships with all its contractors and deals with them in fair and transparent manner. In order to achieve these goals, THDCIL is implementing Integrity Pact Program in line with the requirements of Central Vigilance Commission and Transparency International India. It establishes mutual contractual rights and obligations to reduce the high cost and effects of

corruption. It contains commitment to the effect that neither side will pay, offer, demand or accept bribes, or collude with competitors. In connection with the contract, sanctions will apply in case of violations occur. Integrity Pact also provides a monitoring system that provides for independent oversight and accountability.

In its commitment to ensure transparency, THDCIL has also entered into an MoU with Transparency International India in Nov, 2012.

THDCIL as a policy has adopted IP in all its major procurements for goods, works & services. Considering the nature of works in the context of THDCIL executing major Hydro Electric Projects, the threshold limit for keeping provision of IP has been fixed on the basis of ABC analysis. The present threshold limit fixed is ₹ 50.0 Cr. for procurement of goods and services and ₹ 100.0 Cr. for procurement of works. THDC India Ltd., under its Integrity Pact Programme, is implementing the Integrity Pact in various major work contracts viz. EPC contract of 50 MW capacity of Wind Power Project, EPC Contract of Tehri PSP, Dhukwan SHP Civil Works Package and balance works of Koteshwar HEP etc.

## **Highlights 2014-15**

During the year, 4 review meetings of IEMs with THDCIL Management have been held on quarterly basis at Rishikesh, Vishnugad Pipalkoti HEP, Tehri and Koteshwar HEP on 04.06.14, 19.09.14, 22.12.14 and 17.03.15 respectively. During the visits to projects, critical issues affecting the progress of work at project were apprised to IEMs. IEMs had discussions with project officials regarding compliance of Integrity Pact during execution of works. The suggestions of IEMs panel are being considered appropriately in implementation of Integrity Pact. No complaint has been received by IEMs so far and they expressed satisfaction about the progress made by THDCIL.

The adoption of Integrity Pact has created large scale awareness amongst the THDCIL official on transparency in public procurement as well as project execution from award of contract till the completion of the project and enhanced zeal to implement transparent procedures in all procurement activities.

### **4.2.8 Corruption Mitigation**

→ THDCIL in its endeavour to eradicate/mitigate corruption has adhered to utilize leveraging information technology (Various IT packages developed / being developed by THDCIL to ensure transparency (details at 4.2.9 below)) as effective tool in THDCIL administration. For Preventive Vigilance, systemic improvements were recommended to reduce opportunities for corruption. Some new areas which have potential of corruption have been identified by Vigilance. Checks in



these areas were conducted & systems are being streamlined in consultation with management to bring transparency and curb possibilities of corruption.

- The time schedule laid down by the Central Vigilance Commission for conducting enquiries and investigation has by and large been adhered to. Regular, Surprise & CTE Type Inspections were carried out by the Vigilance Department.
- Online registration system of vendors for participation in E-tendering. The contracts awarded are published in website in each month. E-payment practice has been introduced. Almost 100% contractual payments are being made electronically. Conditions are accordingly mentioned in tender documents.
- Online complaint system, a major step to extend transparency in organizational working has been developed and deployed on 06.11.2014, after security audit. The application is hosted at url <http://112.133.203.220:9080>.

#### **4.2.9 Leveraging Information Technology for Good Governance**

In order to strengthen good 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

## 5.0 OUR STAKE HOLDERS

THDCIL believes that Stakeholder engagement is essential in decision making and accountability towards its activities. Stakeholder engagement takes into account the varying perspectives, priorities, and limitations of different stakeholders. A better understanding of stakeholders, result in an easier and more receptive operating environment and is also a major source of innovation.

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. THDCIL continuously seek to understand its stakeholders' expectations and demands and reflect these in our Sustainability Strategy, report and overall business activities.

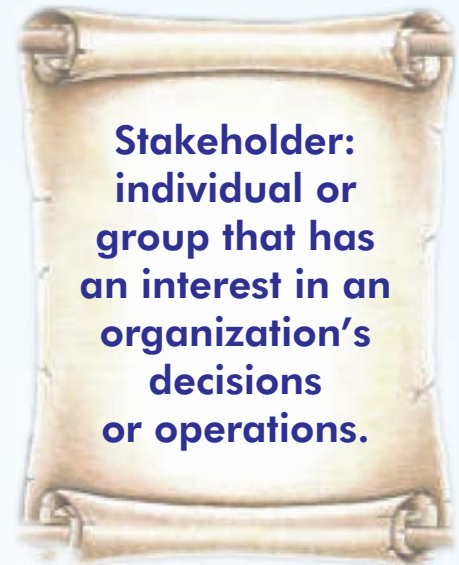
THDCIL has formulated Citizen's Charter with the aim to make citizens aware of THDCIL's Vision, Mission, functioning and its business areas. THDCIL engages stakeholders to provide with additional insights, expertise and knowledge on multiple aspects of sustainability, including obtaining feedback on 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.

### 5.1 Stakeholders Identification

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

List of identified stakeholders of THDCIL include:

- Government and Statutory Bodies,
- Employees,
- Customers,
- Suppliers & Contractors,



**Stakeholder:  
individual or  
group that has  
an interest in an  
organization's  
decisions  
or operations.**





- Media,
- Project Affected Persons/ Local and Indigenous communities,
- Non Government Organizations,
- Vulnerable groups within local communities,
- Environment and society at large.

## 5.2 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.

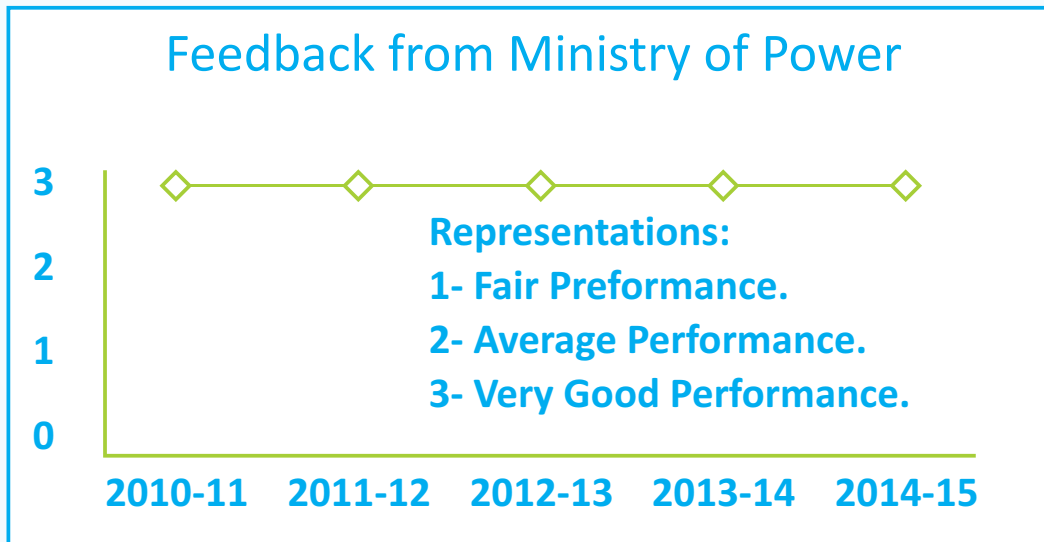
THDCIL maintains close relations and works in partnership with organizations & individuals concerned with its projects and operations. THDCIL regularly survey the expectations and concerns of groups and public affected by its activities in order to improve its practice and management.

## 5.3 Stakeholder Engagement Summary

STAKEHOLDERS	MODE OF ENGAGEMENT	REGULARITY
Government and Statutory Bodies	<ul style="list-style-type: none"> <li>→ Signing of MoU</li> <li>→ Correspondence</li> <li>→ Annual Report</li> <li>→ Meetings</li> <li>→ Presentations</li> </ul>	<ul style="list-style-type: none"> <li>→ Annually</li> <li>→ Round the year</li> <li>→ Annually</li> <li>→ As and when required</li> <li>→ As and when required</li> </ul>
Employees	<ul style="list-style-type: none"> <li>→ Publication of Magazines</li> <li>→ Grievance Redressal Mechanism</li> <li>→ Circulars and Officer Orders</li> <li>→ Communal Programmes</li> </ul>	<ul style="list-style-type: none"> <li>→ Quarterly, Annually, Half-Yearly</li> <li>→ Round the Year</li> <li>→ Round the Year</li> <li>→ Round the Year</li> </ul>
Customers	<ul style="list-style-type: none"> <li>→ Signing of PPAs</li> <li>→ Feedback Survey</li> <li>→ Meetings</li> <li>→ Correspondence</li> </ul>	<ul style="list-style-type: none"> <li>→ At the start of any project</li> <li>→ Annually</li> <li>→ As and when required</li> <li>→ Round the year</li> </ul>
Suppliers & Contractors	<ul style="list-style-type: none"> <li>→ Tenders</li> <li>→ Open Bid Discussions</li> <li>→ Policy and Procedures</li> <li>→ Meetings</li> <li>→ Joint Discussions</li> </ul>	<ul style="list-style-type: none"> <li>→ As and when demand arises</li> <li>→ With every award</li> <li>→ Round the year</li> <li>→ Regular Basis</li> <li>→ Regular Basis</li> </ul>

\*Table Contd. on Next Page

STAKEHOLDERS	MODE OF ENGAGEMENT	REGULARITY
Project Affected Persons/ Local and Indigenous Communities	<ul style="list-style-type: none"> <li>→ CSR Programmes</li> <li>→ Meetings</li> <li>→ Grievance Redressal</li> <li>→ Magazines</li> <li>→ Pamphlets / Website Disclosures</li> <li>→ Public Information Centres</li> </ul>	<ul style="list-style-type: none"> <li>→ Round the Year</li> <li>→ As and when required</li> <li>→ Round the Year</li> <li>→ Quarterly, Annually, Half-Yearly</li> <li>→ Round the Year</li> <li>→ Opened at project sites- operational</li> </ul>
Media	<ul style="list-style-type: none"> <li>→ Press Briefings</li> <li>→ Invitations to events</li> </ul>	<ul style="list-style-type: none"> <li>→ Round the Year</li> <li>→ Round the Year</li> </ul>
Society at a large	<ul style="list-style-type: none"> <li>→ Press News</li> <li>→ Notice Boards</li> <li>→ Publicity</li> <li>→ CSR Programmes</li> <li>→ Display on website</li> </ul>	<ul style="list-style-type: none"> <li>→ Round the year</li> <li>→ Round the year</li> <li>→ Round the year</li> <li>→ Round the year</li> <li>→ Round the year</li> </ul>



### 5.3.1 Government and Statutory Bodies

THDCIL is a joint venture of Govt. of India Govt. of Uttar Pradesh with shareholding of 75:25. THDCIL is expected to provide various input information to Ministry of Power on the issues related to various activities. The response to various queries from MOP is required to be submitted in time bound manner. A system has been evolved for taking feedback from the MoP on a three point scale; with suggestions for further improvement on lead time and quality of response.

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.



### MoU Performance Rating of THDCIL



### 5.3.2 Employees

Employees are vital part of THDCIL. Employees are engaged in day to day activities and periodical dialogues are held to understand their needs and expectations. Employees feedback is used to develop action plans to foster motivation. Company also organizes various events to stimulate creativity and encourages employees to participate in sustainability activities. THDCIL is also conducting workshops / seminars for sensitizing employees about concept of sustainable development. During 2014-15, 09 workshops / seminars conducted for sensitization of employees. Total 215 employees participated in these workshops / seminars. (Details elaborated in Chapter 6.0)

### 5.3.3 Customers

THDCIL provides services to its customers by supplying electrical energy to all the nine States/UT of the Northern Region namely Chandigarh, Delhi, Haryana, Himachal Pradesh, J&K, Punjab, Rajasthan, UP & Uttarakhand. The Generating Stations of THDCIL provide the scarce peaking energy to the Northern Grid. To know and understand the expectations of its customers, survey of the customers is being carried out on regular basis and their satisfaction level is periodically measured. Accordingly, Companys practices and programs are adjusted to improve the services.



### 5.3.4 Suppliers & Contractors

Suppliers and contractors are vital stakeholders of THDCIL as these are considered as essential building blocks in the growth of THDCIL. Fair and transparent procedures are adopted for tendering and award of works, Pre-bid meetings and open bid discussions with contractors are organised for every major award. During contract implementation stage, regular interaction and periodical meetings are held to resolve the issues raised in overall benefit of the project and the shareholders.

### 5.3.5 Project Affected Persons/Local and Indigenous Communities

THDCIL has a mission **“To undertake Rehabilitation and Resettlement of project affected persons with human face”**.

The Tehri Project involved huge submergence and consequential large scale displacement. R&R of 14530 families (5291 urban families, 5429 fully affected rural families and 3810 partially affected families) has been carried out with a human face.

R&R cost (including land acquisition, compensations, development of facilities etc.), is approx. ₹ 15000 Million i.e. nearly 18% of the total cost of the Tehri Project. This is one of the highest in the country for such Projects.

The Resettlement & Rehabilitation Policy for VPHEP exceeds provisions laid down in the National Policy on Resettlement and Rehabilitation (2007). In VPHEP (444 MW) project, Shri Bhuvaneshwari Mahila Ashram (SBMA) an NGO has been engaged to act as interface between THDCIL and the Project affected communities.

### 5.3.6 Media

THDCIL has formulated structured communications tools and established a separate Communication Department at Corporate Level for interaction with media (both print and electronic media). Press releases of all the activities are issued in time bound manner. Media persons are invited in major events to cover the event.

In order to have effective and constructive engagement of the media, planned measures are being taken by engaging a media consultant.



## 6.0 OUR EMPLOYEES- HUMAN RESOURCE MANAGEMENT

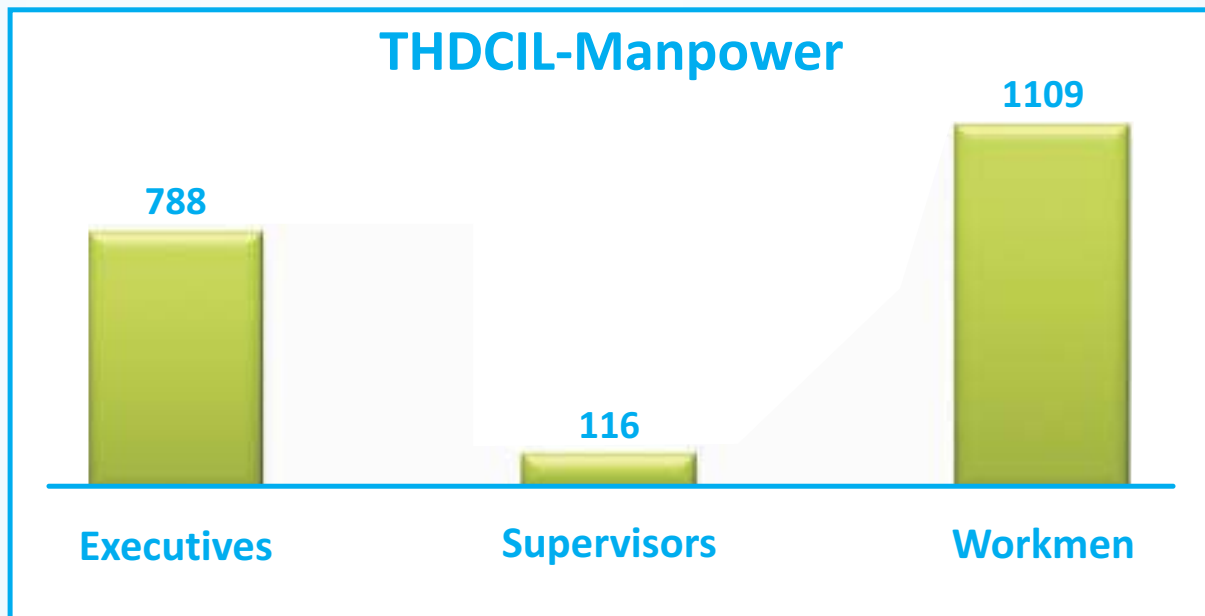
### 6.1 Human Resources

At THDCIL, we truly believe that the human resources are the most valuable assets of our Corporation and play a vital role in the growth of the Company. . Both, men and women are treated with equal respect and dignity and it is strictly ensured that all aspects related to human rights are upheld by the Organization.

Uniform set of rules are mentioned in “The Personnel Policy” of THDCIL, which apply equally to all employees, irrespective of factors such as sex, caste, religion, race etc. All recruitments are conducted in a transparent and impartial manner, giving equal opportunity to all eligible candidates, without any discrimination whatsoever.

THDCIL strongly believes in achieving excellence through effective utilization of its human resources. The most important stakeholder of our company being our employee's great care and concern is shown for their safety, welfare, satisfaction, motivation and ensuring quality of life to them.

The Manpower Strength of THDC India Limited as on 31.03.2015 is 2013.



The Manpower Planning and Capability development of our company is done by using keeping in view the future business opportunities and challenges taking into consideration the number of employees retiring in the years to come. Some non core areas have been outsourced for effective utilization of human resources.

The commitment and hard work of employees towards goals of organization has resulted in achievements of the company's objectives and achieving new milestones.

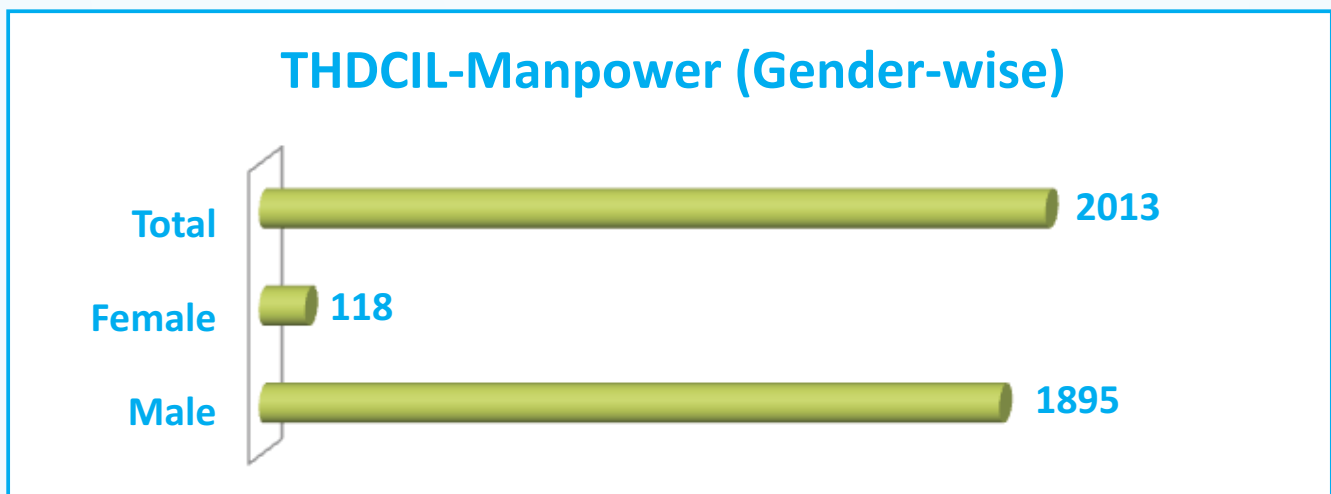
### 6.1.1 Recruitment

There is greater integration of competencies into different HR processes like recruitment, training, career progression, performance management etc. Recruitment of Executives is done on All India Basis using various avenues such as All India Tests, Campus Recruitments and other methods used by other NavRatnas and MahaRatnas. The recruitment Policy of THDCIL encompasses the constitutional provisions and guidelines for offering fair play, representation to Schedule Castes, Schedule Tribes, Other Backward Castes and Physically Challenged as per directives issued by Govt. of India from time to time. We follow the Presidential Directives as well as constitutional instructions that require us to implement policies accommodating SC/ST, other backward classes or physically handicapped individuals

During 2014-15 Sixteen(16) number of employees have been inducted and 68 employees have been separated (46 –Retirements, 5-Resignations, 16-Deaths and 01 –termination). Actions for recruitment of 40 Executive Trainees has been taken up during the reporting period.

### 6.1.2 Gender wise Categorization

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 is no discrimination in remuneration on the basis of Gender in THDCIL. There are 118 women employees as on 31.03.2015 in different categories. They represent 5.86 % of the total strength of the company.



### 6.2 Women Welfare

THDCIL is an equal opportunity provider and professes gender neutrality. The Company follows all rules & regulations issued by Govt. of India from time to time in this regard. All employees, irrespective of their religion, sex, marital status, physical or mental disability, medical condition and socio-economic background are given equal opportunity in the company in terms of employment and career growth. Women are often made members of various committees formed to oversee/recommend employee related matters and policies.



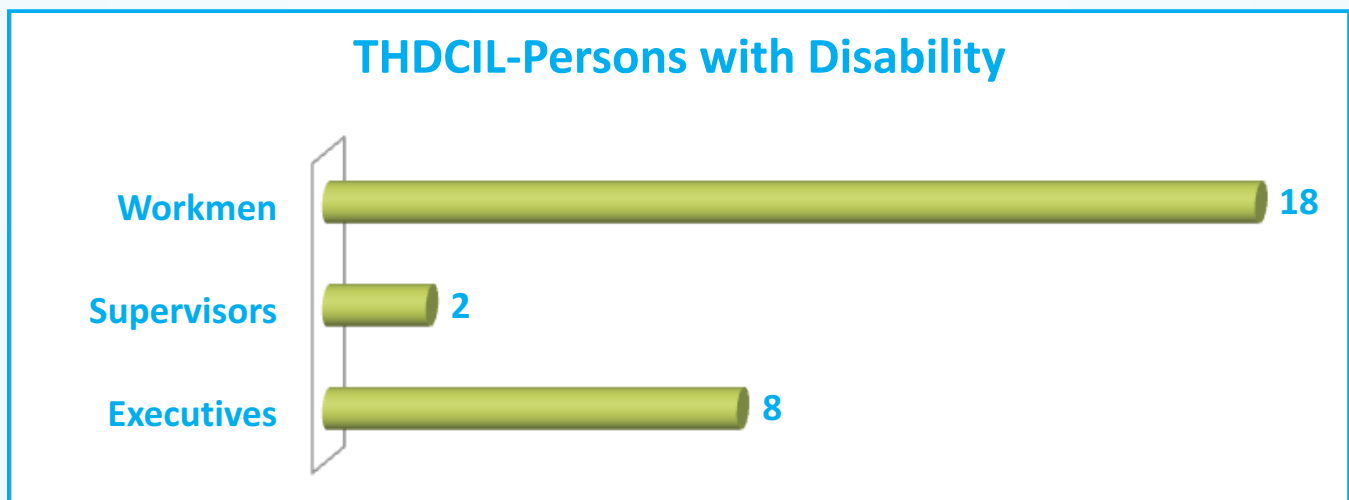
On prevention of sexual harassment and to deal with other issues of women at work place Complaints Committee has been constituted in various locations. Awareness programmes are conducted for both men and women in this regard. It helps in generating a healthy work environment. THDCIL is an active member of the networking platform of Forum of Women in Public Sector which conducts programmes in collaboration with SCOPE for which company nominates women employees.

In the year 2014-15 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. (Total 06 Workshops(02 on “Women Health and Wellness” and 04 on Sexual Harassment of Women and Workplace”).

### 6.3 Persons with Disabilities (different abilities)

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. There is no discrimination in THDCIL on the basis of disability. All efforts are made to provide favourable working environment for Persons with Disabilities (PWD) employees by fulfilling their specific need wherever arises.

As on 31.03.2015, the total strength of the persons with disabilities is 28.



### 6.4 Employees Remuneration and Benefits

THDCIL offers attractive pay package / remuneration to its employees at par with the industry. Employee benefits includes Basic Pay, 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 etc. are extended.

THDCIL provides reimbursement for Medical Treatment of Employees and their dependents. Post retirement medical facility is also available. (details at Para 6.6)

Performance Related Pay (PRP) based on Performance Parameters 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.

In order to ensure professional upgradation of Executives "Scheme for facilities of higher education" is also in place.

### **6.4.1 Maternity/Paternity Benefits**

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

Maternity leave is also 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 2014-15, 3\* Female and 11\* Male employees availed these benefits.

(\*Data pertains to Corporate Office, Rishikesh and Tehri Only)

### **6.5 Grievances Redressal Mechanism**

As a responsible corporate citizen, THDCIL undertakes and implements widely accepted initiatives like the Grievance Redressal mechanism, the Whistle Blower's policy . 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.

### **6.6 Post Retirement Benefits**

We believe that compensation is not the only responsibility that we have towards our employees. Every organization needs to provide a proper superannuation plan to its employees in order to facilitate smooth transition from active work life. We care for the employees even when they superannuate serving the company. Statutory payments ranging from Payment of Gratuity, Provident Fund, Statutory Pension is taken care of. There is a provision of Post Retirement Medical Facility wherein retired employees are reimbursed for OPD and IPD treatments just like regular employees. The retiring employees are required to become member of the scheme by paying a small amount as membership fee. The Employees Pension Scheme has been approved by Ministry of Power and will be implemented w.e.f. 01.01.2007.





## 6.7 Employee Engagement

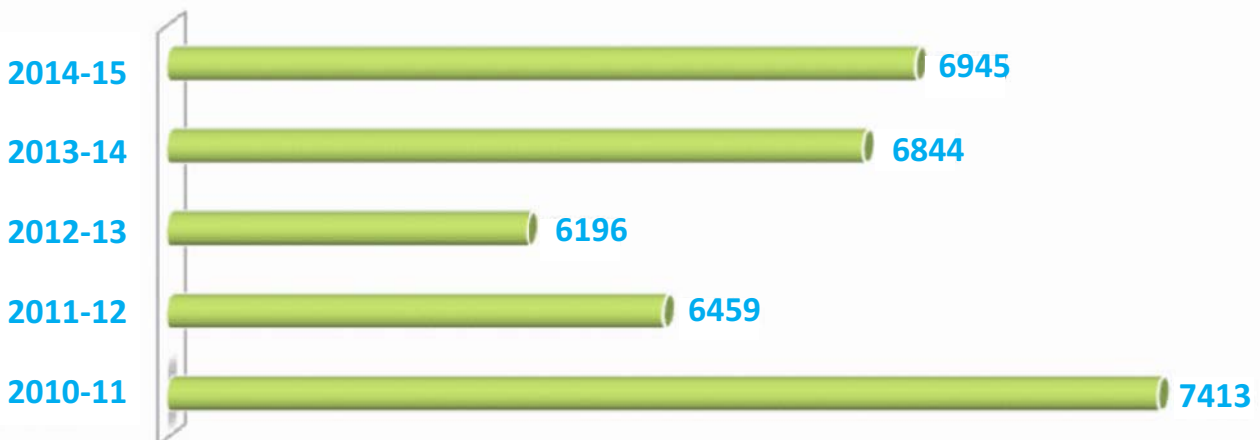
THDCIL practices constant dialogue at different forum within company to inform and seek suggestion from its employees. Structured Communication Meeting with both Workers' Unions and Officers' Association are held at regular intervals by the management in order to develop an inclusive, collaborative and shared mindset amongst the employees. The information pertaining to Corporate and Financial Performance highlights, future plan outlay, health and safety, progress of major projects, new frontiers, globalization and diversification, key corporate challenges and expectations from collectives in achieving the goals etc. is shared in the meetings. The efforts to promote employees' participation in management were continued during the year through activities such as Suggestions Scheme, Quality Circles etc.

## 6.8 Trainings and Skill Development of Employees

Training and development is vital part of the human resource development. It has also become more important in organizations so as to prepare employees for new technologies and developments. Training is also necessary for the individual development and progress of the employee, and in an engineering driven organization like that of THDCIL constant up gradation of skill and competence is vital. Company has a dedicated HRD department and HRD Centre which ensures continuous upgradation of skill and competence of employees by providing relevant training and learning opportunities.

Employees education and training are extended through various programmes/seminars organized in the corporation 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.

### HRD Training (Mandays)



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. THDCIL has been conferred SCOPE Meritorious Award for Best Human Resource practices. Company also won Gold Medal by Green Tech Foundation for Best HR Strategy. Efforts are always being made 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 betterment and development of its valuable Human Resource.

THDCIL organizes dedicated training programmes for its employees to enhance their Functional / Managerial Competencies and to develop skills in a specialized field.

## **2014-15 Highlights**

Total 61 in house programmes were conducted for augmentation of Technical skills and behavioral competencies. Classification of the programmes are as under:-

- Leadership Development Programme
- Management Development Programme
- Cross Functional Competencies
- Domain specific Programmes
- External Training Programmes (inc. Foreign Training)



A view of Sensitization Workshop on CSR and Sustainability at THDCIL, Rishikesh.



**Average hours of training per year per employee by gender and by employee Category in 2014-15**

CATEGORY	MALE		FEMALE	
	TOTAL MANDAYS TRAINING	AVERAGE PER EMPLOYEE	TOTAL MANDAYS TRAINING	AVERAGE PER EMPLOYEE
Officers	2839.5	3.75	177	5.70
Supervisors	414	3.79	60.5	8.64
Workmen	3310.5	3.21	143	1.78

**Programmes on Skill Management and Life Long Learning:**

<b>CATEGORY</b>	Programmes for skill management and life long learning that support the continued employability of employees and assist them in managing career endings
	Total Mandays (2014-15)
Officers	625 Mandays
Supervisors & Workmen	2684 Mandays

**Details of Skill Development Programmes conducted during the year 2014-15 are as under:-**

Supervisors & Workmen					
Sl. No.	Name of Programme	Target Group	Duration	No. of Participants	Mandays
1.	MS Office Awareness (03 batches)	W/S	Oct & Nov'14	50	250
2.	Effective Office Management	W/S	11.11.2014 to 13.11.2014	26	78
3.	One Month Hindi Typing Course	W/S	12.01.2015 to 11.02.2015	15	182
4.	Photography Workshop	W/S	02.02.15 to 03.02.2015	07	14
5.	18 weeks O&M Trg.	Workmen	July-Nov'15	20	2160
	Total			118	2684

Executives					
Sl. No.	Name of Programme	Target Group	Duration	No. of Participants	Mandays
1.	NDT Technique	E – 3 to E – 6	26 May-05 June, 14	11	108
2.	Transient Analysis Software	E – 2 to E – 7	26–28 June, 14	12	36
3.	CALP	E-3 & E-4	17–26 Nov'14	28	280
4.	Photography Workshop	Executives	2 – 3 Feb., 2015	16	32
5.	STAAD Pro (02 batches)	E – 3 to E – 6	Feb. and Mar., 2015	24	138
6.	One Month Hindi Typing Course	E-5	12.01.2015 to 11.02.2015	1	31
	Total			92	625

## Besides following 03 certificate courses were conducted for Executives through reputed institute.

Sl. No.	Name of Programme	No. of Participants	No. of Mandays	Agency/ Institute
1.	Certificate course in Project Management	20	492	IIM, Indore
2.	Contract Management Programme	20	300	PMI, NOIDA
3.	Certification of Executives as Professional Trainers	20	300	IIM, Lucknow (NOIDA CAMPUS)
	Total Mandays		1092	

### i) Certificate Course in Project Management

Based on the outcome of competency mapping exercise carried out in the year 2013-2014, a certificate course in Project Management was organized for 20 Executives of DGM Level. The course was conducted through IIM, Indore. The course was designed into four Modules of six days each. Post evaluation, 20 Executives have been awarded with the PG Certificate in Project Management.

### ii) Contract Management Programme

Contract Management Programme was got conducted through PMI, NOIDA. Total 20 Executives of DGM Level were nominated in the programme. The course was structured into three Modules of 05 days each. 20 Executives have been awarded certificate post evaluation of the course.

### iii) Certification of Executives as Professional Trainers

In order to develop In-house capabilities of the organization, in-house expertise is encouraged for imparting Training to the employees. In this endeavor, a "Programme on Certification of Executives as Professional Trainers" was conducted through IIM, Lucknow (NOIDA campus). Total 20 No. Executives were certified as a Professional Trainers.

## Other Trainings

Various Workshops / trainings on human rights, Safety Awareness & First Aid, Health & Wellness, Contract Labour were organized. Workshops on Prevention of Sexual harassment of women at Workplace etc were conducted during 2014-15. Details are as under:

	Total Employees Trained (2014-15)	Total Mandays	Percentage of employees trained
Executives	97	110	12.30%
Supervisors & Workmen	201	242	16.40%



## Details of Training on Anti Corruption Policies and Procedures

Sl. No.	Name of Programme	Target Group	Duration	No. of Participants
1.	Vigilance Management & Domestic Enquiry	E-7	30-31 Oct.14	14
2.	Awareness Training on Public Grievance and Vigilance MIS System	E-8	16 Dec,14	16
3.	Preventive Vigilance & RTI	E-2 to E-5	15-16 Dec,14	20
4.	Vigilance & Ethics in Public Procurement	Executives	26th -28th June,2014	02
	Total			52

### 6.10 Occupational Health and Safety

THDCIL offers stimulating working conditions and maintains a harmonious working atmosphere. Company also considers employees' and their families' health and safety of prime importance and suitable arrangements have been made towards this, like dispensaries, empanelment of reputed hospitals, periodical health check up camps, periodical stress relieving courses etc. 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. The company does its utmost to provide a healthy, stimulating work environment for its employees.

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.

	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
2014-15	NIL	NIL	NIL	NIL

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

## Safety Highlights 2014-15

### i) Tehri HPP & PSP

- Tehri HPP Safety committee meetings are held on Quarterly basis and for Tehri PSP meetings are held on monthly basis. Safety committee comprises of representatives both from officers and workers.
- Risk hazards analysis at Tehri HPP/PSP has been done. Objective and targets have been framed and monitoring has been started from 1st January 2014 .
- Risk hazard objective and targets monitoring register has been opened at various deptt and progress is being monitored.

### ii) Koteshwar

- Koteshwar HEP Safety committee meetings are held on Quarterly basis. Safety committee comprises of representatives both from officers and workers.

### iii) VPHEP

- For implementation of OHSAS 18001 a 'Project safety committee' has been constituted comprising of 04 HODs of relevant departments, Safety Officer, 01 representative from supervisor and 02 representatives from workman category. The meeting of committee is chaired by HOP. The interval of meeting is bi-monthly.

### iv) Training Programmes on Occupation Health and Safety

- One day programme on health & wellness organized for 36 executives on 14.07.14
- One day programme on health & wellness organized for 37 workmen on 15.07.14.
- Total four no. of programmes on Safety Awareness of duration 1.5 days organized during the year for 25 supervisors and 71 workmen.
- Two days programme on Advance emergency response & care organized for 29 workmen.

## 6.11 Health Care

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 2014-15 to create awareness amongst employees and their families.

The training were imparted by experts from Training Agencies consisting of 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.

## 2014-15 Highlights

- Number of Doctors in Hospitals at Projects and Corp. Office – 14
- Total Number of Nurses in Hospitals at Projects and Corp. Office –14
- Total number of consultations provided to employees/contract workers during 2014-15-80060
- Total number of consultations provided to local people other than employees during 2014-15 –12213
- No. of Ambulance – 04
- No. of cases in which Ambulance provided to employees- 261
- No. of cases in which Ambulance provided to local people-22



## 7.0 SUSTAINABLE DEVELOPMENT PERFORMANCE: ECONOMIC

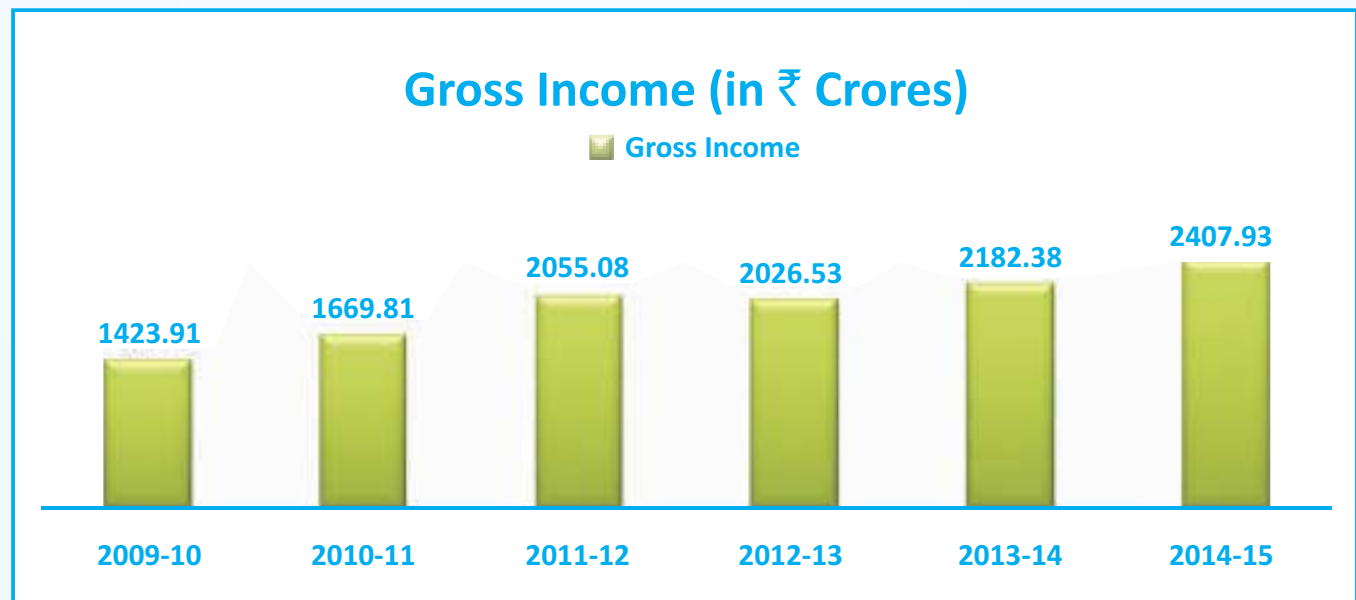
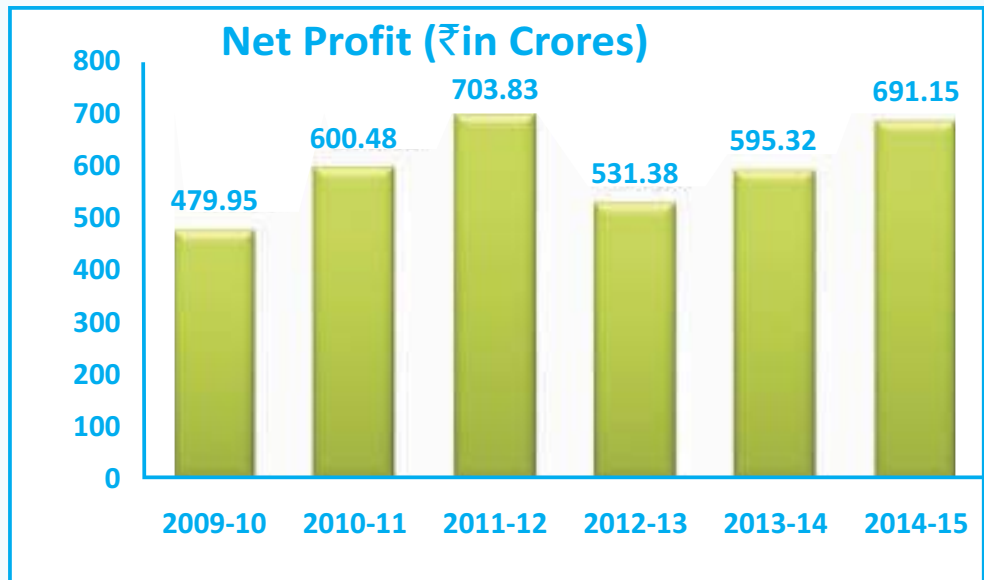
THDCIL has a strong financial base. The Company has an authorised share capital of ₹ 4000 Cr. Paid up Capital of THDCIL as on 31.03.2015 is ₹3528.88Cr. Out of the profit earned, THDCIL earmarked funds for CSR and Research and Development (R&D). The company pays taxes on purchase of goods and services, creates direct and indirect employment and stimulates the local economy. THDCIL provides 12% free power to home state (Uttarakhand) for its operational power plants.

### Highlights 2014-15

#### i) Tehri HPP & PSP:

→ Gross Income generated during 2014-15 is ₹ 2407.93 Cr which is 10.33% higher than gross income of previous year (₹ 2182.38 Cr.)

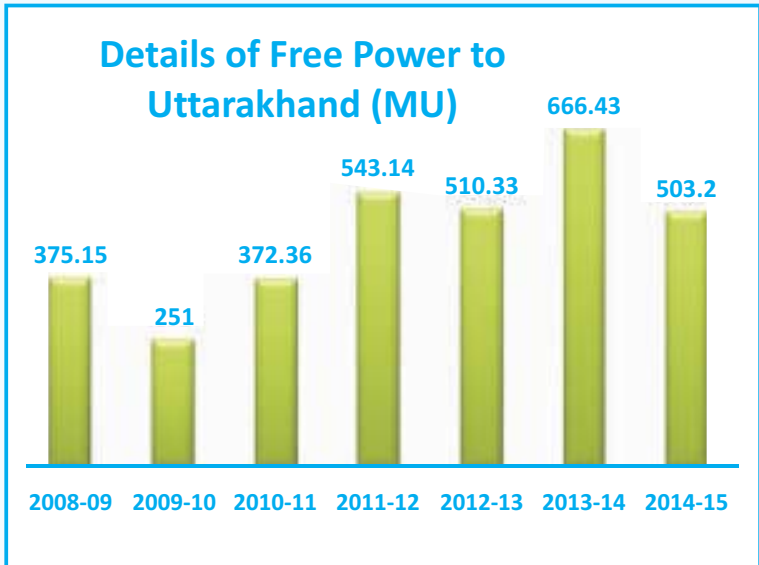
→ THDCIL has earned a net profit of ₹ 691.15 Cr. during 2014-15 which is 16.1% higher than that of previous year (₹ 595.32 Cr.).







- During 2014-15, expenditure on CSR and R&D was ₹ 29.09 Cr and ₹1.54 Cr. respectively.
- During 2014-15, Gross Taxes paid by THDCIL were ₹183.76 Cr.
- Free energy to the tune of 359.43 MU from Tehri HPP(1000 MW) and 143.77 MU from Kotershwar HEP(400 MW) was provided to the Home State of Uttarakhand during 2014-15.



A view of Ganga Bhawan, THDCIL Corporate Office, Rishikesh

## 8.0 SUSTAINABLE DEVELOPMENT PERFORMANCE: ENVIRONMENT

THDCIL is ISO 14001 certified company and has a vision – to develop sustainable power with commitment to environment, ecology and social values.

THDCIL counts on sound Environmental Management Systems (EMS). ISO 14001:2004 has been acquired for corporate office and projects namely Tehri HPP, Tehri PSP, Koteshwar HEP and Vishnugad Pipalkoti HEP. THDCIL strategy on environmental sustainability is to optimize use of energy and water, to reduce carbon footprint and to protect/reconstruct Biodiversity.

THDCIL believes that Company's business should be known not just for the financial results it generates, but for the imprint it leaves on the society as a whole and impact on the environment in particular.

The key environmental concerns affecting components such as land, water, air, flora and fauna are addressed in partnership with different stakeholders, i.e. public agencies, local communities, academic and scientific institutions, the investment community, and international development partners, harnessing their respective resources and strengths for environmental management.

THDCIL makes all-out efforts to integrate environment protection measures at project planning stage itself. This approach is more cost-effective than establishing environmental controls after the commencement of project.

After site selection the company conducts Environment Impact Assessment (EIA) studies and assess the impacts of construction / operation activities and its vulnerability to cause any damage to the environment. Based on this an Environment Management Plan (EMP) is prepared. EMP is aimed at mitigating the possible adverse impact of the project and maintaining the existing environmental quality. The EMP covers all aspects of planning, construction and operation of the project, which are relevant to environment. Based on the findings of EIA/EMP studies, environmental clearance for the project is obtained in accordance with EIA Notification 2006 issued by Ministry of Environment, Forest and Climate Change, Government of India.

All environmental concerns, such as, biodiversity conservation, pollution control measures, waste management, soil erosion control measures, muck management etc. are well addressed in these EMP and six monthly compliance reports of these management plan are regularly submitted to Ministry of Environment, Forest and Climate Change (MoEFCC) regional office for information.

Major Environmental Activities undertaken are as under:

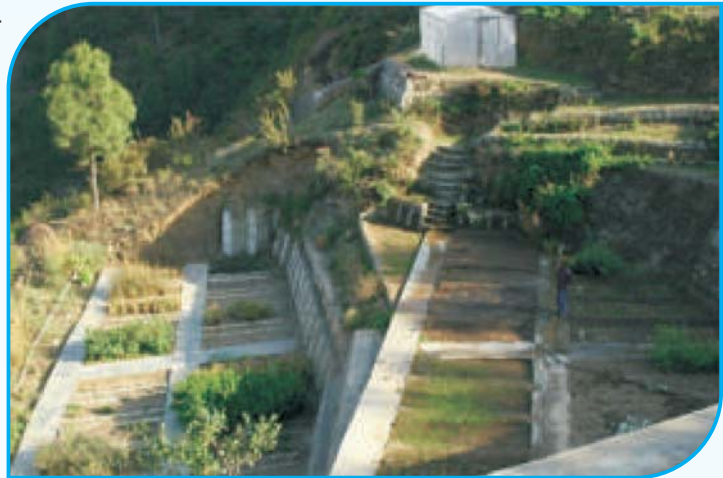
### a) Botanical Garden at Koti

As per recommendation of MoEF, a Botanical Garden has been developed in an area of 14.28 ha. near Koti. The species of plants which has submerged in the reservoir have been conserved in the



Botanical Garden. A total of 249 different species of plant including medicinal, ornamental, timber, fuel and fodder have been planted in the garden. Approximately 12000 plants have been planted in botanical garden.

The botanical garden is being maintained by State Forest Deptt., GoUK since 2011. During the financial year 2014-15, ₹ 3.47 lacs has been spent against maintenance and care of planted saplings, trees etc.



Botanical Garden at Koti

## b) Green Belt Developed in Tehri Project Area

As per recommendations made by Hannumantha Rao Committee (HRC) development of Green Belt along reservoir rim is being carried out by State Forest Deptt., GoUK. 200 m wide green belt (from 840 msl to 1040 msl) with estimated cost of ₹ 820 lacs in 2100 ha. of land (1138 ha. forest land and 962 ha. agriculture land) is being developed as green belt. Out of 2100 ha. an area of 1138 ha. of forest land has been completed while 962 ha. of agriculture land is yet to be developed. An amount of ₹ 476 lacs has been released to Forest Deptt. upto Mar' 2015.

## c) Mahaseer Fish Hatchery

As per conditions laid down by MoEF, THDCIL has conducted the study of flora and fauna in the region. Zoological Survey of India (ZSI) made extensive study of fauna of concerned rivers and recommended to prepare plan to conserve Mahaseer fish. In compliance to ZSI recommendation, Mahaseer fish hatchery having capacity of 3 lacs seeds per annum has been constructed near Jurasi nalla, Koteshwar. The expenditure of ₹ 110 lacs has been incurred



Mahaseer Fish Hatchery

in development of fish hatchery.

The fish hatchery is under operation, where in 60 number of Mahaseer brooders (male & female) are available weighing 1.5 to 2.3 kg with capacity of 5000 to 12000 eggs per brooder. Artificial breeding operation of fish has been successfully made twice in the hatchery, wherein, 60000 fingerlings introduced into the back water of Tehri Dam reservoir. Along this, species of common carp including 112 number of brooder and adults are also available in the hatchery tanks.

#### **d) Plantation along the rim of Tehri and Koteshwar Reservoirs**

Plantation of dwarf plant species around the reservoir of Koteshwar Dam Project is being carried out through Tehri forest Division New Tehri. An MOU has been signed between DFO Forest Division, New Tehri and THDC India Limited, Koteshwar on 14/07/2014 for ₹ 1.60 Cr. (One Crore Sixty Lakh). The area taken for plantation mainly comprises of civil soyam land stripes of 200m to 500m width. The total peripheral land area available for said plantation is 450 ha. The main objective of this dwarf plant species plantation is to stabilize the area and will form the green belt around dam reservoir. It will check the direct siltation into the reservoir and increase the vegetation cover adjoining to the reservoir which will enhance the habitat of wild animals and increase the aesthetic and ecological value of the dam.

#### **e) Nursery at Koteshwar/Slope Stabilization in Koteshwar**

The slope protection work of Tehri – Koteshwar road and Chaaka-Pendars-Ali Halzent road with an expenditure of ₹ 4,08,35,842 (Rs. Four Crore Eight Lakh Thirty Five Thousand Eight Hundred Forty Two) have been carried out during the year 2014-15 through engineering measures.

#### **f) Nala/Slope Treatment**

THDCIL has also conducted treatment of Jurrasi and Palam Nala at Koteshwar by engineering measures. The total expenditure incurred on this work during 2014-15 is ₹ 60.29 Lakhs.

#### **g) Formation of Environment & Social Panel for Vishnugad Pipalkoti Hydroelectric Project (VPHEP)**

A five-member panel of internationally recognized experts has been constituted for monitoring and appraisal of environment and social issues involved in the development of Vishnugad Pipalkoti HEP.

#### **h) Muck Management at Tehri PSP**

Treatment of Chopra Dumping Point Phase –II is under process through Forest Division, New Tehri Town and an expenditure of ₹ 282 lacs was incurred on this front.



## 8.1 Environment Up-gradation

- During the year 2014-15, total 22,891 nos. medicinal, fodder and fruit plants were planted in various locations of Project rim areas and nearby THDCIL campus Rishikesh.
- 800 nos. eco-friendly umbrellas provided to pilgrims for Nanda Devi Raj Jat Yatra at Chamoli with slogan of prevention of ecosystem and environment protection through cleanliness.

## 8.2 Energy Efficiency and Energy Conservation

We depend on energy for almost everything in our lives. We wish to make our lives comfortable, productive and enjoyable with the increasing use of electrical appliances. But most of us forget that energy is not available in abundance but it is limited and hence it is important that we use our energy resources wisely.

THDCIL endeavors to use energy efficient technology in its conscious approach and responsibility to minimize environmental foot prints. THDCIL is adopting use of environment friendly and star rated equipments in the offices, guest houses, street lights, residence etc. The old equipments consuming more electricity are being replaced by star rated equipments in a phased manner.

THDCIL believes in efficient use of electricity as a way to reduce demand. THDCIL is focusing on energy efficiency programs with in the company.

Energy audit of residential and office complexes are conducted on regular intervals. Recommendations of energy auditor are implemented in time bound matter. Following measures have been adopted for energy conservation:

- Solar water heaters have been installed in all hostels and guest houses in Rishikesh.
- ACs in Office and Residential building have been replaced by the star rated ACs to increase the energy efficiency.
- Conventional street light luminaries have been replaced with Energy efficient Light luminaries.
- Old ceiling fans have been replaced with Five star rated ceiling fans.
- New buildings were equipped with energy efficient equipments / Luminary with day light provision to use day light properly
- LED light fittings have been installed in office and guest houses buildings
- Residential electricity consumers of colony premises were inspired towards benefits of use of energy efficient appliances / luminaries in their residence.
- Pamplates and posters of energy saving tips are also pasted in office and guest house buildings to motivate the individual towards energy savings

### 8.3 Biogas Plant

THDCIL has taken an initiative to harness the canteen and horticultural waste for productive use at Rishikesh Township. In this regard, THDCIL carried out an assessment study of all the available technologies. THDCIL adopted the TEAM (TERI's Enhanced Acidification and Methanation) process after the preliminary assessment. THDC awarded project to TERI for the setting up of a waste treatment plant based on the TERI's patented technology-TEAM process for the treatment of kitchen and horticultural waste. The plant of the capacity of 500 kg/day has been awarded on turn-key basis which included the supply of all equipment and construction of civil infrastructure required for the erection and commissioning of the plant at the site of THDCIL. The biogas generated from the plant is utilized for thermal application in the kitchen while the manure is used for in-house horticultural activities.

### 8.5 Steps taken to monitor green house gas emissions from Tehri Reservoir

Likely emission of green house gases from Tehri reservoir is being monitored on regular basis. First study on green house gas emission was got done during 2008-2009 through National Environmental Engineering Research Institute (NEERI), Nagpur. During this period the emission level of CO<sub>2</sub> and CH<sub>4</sub> from reservoir were 2550 (mg/m<sup>2</sup>/d) and 24 (mg/m<sup>2</sup>/d) respectively. Further, study on emission of green house gases is being carried out by National Institute of Oceanography, Dona, Paula, Goa. Samples have been collected during June '14 to Jan'15. During this period the temperature and dissolved oxygen of water column varied between 15.2°C to 26.7 °C and 3 to 6.4 ml/L respectively. The nitrate and silicate concentrations varied between 8.26 to 21.1 μM and 71.97 to 119.17μM respectively. The chlorophyll a in the upper 80 m of the water column varied between 0.06 to 6.79 mg/m<sup>3</sup>.

### 8.4 Total energy consumed by the business entity for its operations

Location	Tehri HPP	Tehri PSP	Koteshwar HEP	VPHEP	Rishikesh	Total
Energy Consumed(KWh)	17785075	4082800	5637400	695424	2963285	31163984
Amount (₹ in Cr.)	7.08	2.94	3.95	0.41	1.26	15.64



## 9.0 SUSTAINABLE DEVELOPMENT PERFORMANCE : SOCIAL

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

Consequent on issue of guidelines by DPE in April, 2010, 'THDC CSR-CD Scheme 2010' was introduced. Subsequently, a separate policy on Sustainable Development was framed in 2012, which was based on DPE guidelines issued in September, 2011.

Because of the close linkage between the concepts of Corporate Social Responsibility and Sustainable Development, DPE issued combined guidelines on Corporate Social Responsibility and Sustainability for CPSEs effective from 1st April 2013. In accordance with the said guidelines THDCIL CSR & Sustainability policy-2013 was issued with the approval of the Board.

New rules and guidelines are being followed since April-2014. As required under Companies Act and CSR Rules, the company is formulating CSR and Sustainability Policy-2015 incorporating the new rules/ guidelines.

As per the Companies Act 2013 an average of 2% PBT of the previous three years shall be taken as CSR Budget for implementation of CSR activities of the company. Accordingly, CSR Budget for the year 2014-15 comes out to ₹13.34Cr.

Implementation of all CSR works of company have been entrusted to company sponsored NGOs i.e. SEWA-THDC and THDC Education Society (TES). CSR budget has been utilized mostly in the vicinity of THDCIL's various project locations /business area as per the Companies Act 2013 and DPE guidelines on CSR & Sustainability 2014 effective from 1st April 2014.

The major thrust areas during current financial year were health & sanitation, promoting education, vocational skills & livelihood projects, women empowerment, environmental sustainability & ecological balance, rural development of backward district Tehri. Overall it has been ensured to have inclusive growth and upliftment of the marginalized and under-privileged sections of the society.

### Details on CSR Activities (F.Y. 2014-15)

Sl. No.	CSR Project for Activity	Expenditure 2014-15 (₹ in Lacs)
1.	Educational Development	417.81
2.	Economic & Community Development	144.69
3.	Health & Veterinary Care	75.45
4.	Environment & Natural Resource Management	5.13
5.	Infrastructure Development	120.63
6.	Women Empowerment, Child Care and Other Welfare Activities	82.76

Sl. No.	CSR Project for Activity	Expenditure 2014-15 (₹ in Lacs)
7.	Office Expenses of executing agency (SEWA)	14.53
8.	Contribution to fund established for rehabilitation and re-settlement as per directives of NDMA	100.00
9.	THDC Institute of Hydro Power Engineering and Technology	1648.00
10.	Toilet Construction under Swach Bharat Abhiyan	300.00
	<b>Total</b>	<b>2909.00</b>

## 9.1 Education Development

As a responsible corporate citizen THDCIL strives to contribute and promote education among needy external stakeholders.

THDCIL is running two schools under THDC Education Society (TES) (Society registered under society registration act 1860), one at Bhagirathipuram, Tehri offering education from 6th to 12th standards and another school at Pragatipuram, Rishikesh offering education from 1st to 10th standards. In both schools children of nearby areas belonging to economically weaker sections including backward and SC/ST are being provided quality education. The buildings are permanent structure with well ventilated spacious class rooms and labs for physics, chemistry, biology and computer education.

In THDC Inter College at Bhagirathi Puram; students of class XI and XII standard are provided education in Science and Art streams. To enhance the knowledge and personality development of students various in house competitions, co-curricular activities viz. Yoga, poem recitation, Quiz, Essay Writing, Games, Cultural Programme, Drawing etc. are organized regularly.

During FY 2014-15 many initiatives have been taken to improve the quality of Education. Experienced Principals with Army school & Central School background have been appointed to ensure effective superintendence and administration. Extra curricular activities are organized from time to time like Summer Camps, Excursion Tours etc. The students are trained for cultural programmes and National Festivals. The initiative taken by TES has yielded fruitful results. There is sharp increase in the enrolment of students in both the schools. Teachers are being provided training from time to time to improve their skills. The total expenditure for both the schools for the year 2014-15 was about ₹ 3.50 Cr.

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.

### 9.1.1 THDC Institute of Hydropower Engineering and Technology

An Engineering College in Bhagirathipuram (near Tehri Dam and HPP), Tehri has been established by THDCIL under CSR initiatives to meet out the future requirements of skilled manpower/ technical





graduates in sustainable manner. The institute has state of art infrastructural facilities such as Administrative Block, Academic Blocks, Laboratories, Workshop, Library, Canteen and Hostel for boys and girls etc. Well furnished infrastructure has been provided for students in five disciplines i.e. Civil, Mechanical, Electrical, Electronics & Communication and Computer Science. The Institute is a constituent college of Uttarakhand Technical University (UTU), Dehradun. There are two more constituent colleges run by UTU in Uttarakhand region, i.e Institute of Technology, Gopeshwar in Chamoli Distt and Simant Institute of Technology, Pithoragarh. THDC Institute of Hydro Power Engineering & Technology, Tehri can be rated as best amongst other constituent colleges of UTU, because of greater facilities, learned faculty and its infrastructure.

During 2014-15 total strength of students was 1097. Engineering College is operational since academic year 2011-12.

During the year 2014-15, Academic Block for the 4th year students was completed. 2nd Girls Hostel was constructed with CSR contribution from Rural Electrification Corporation Limited. Students of far flung areas of Uttarakhand mainly from tribal belt of the state covering district Pithoragadh, Chamoli, Tehri, Uttarkashi etc. are being benefitted and getting higher technical education. Moreover, Tehri Dam project affected families are also being benefitted by opening of the institute close to their homes. 5% seats are reserved for the students from the Project Affected Families.

Presence of THDC-IHET has increased the income level of the local community. It has generated direct / indirect employment. Local communities / vendors engaged in various livelihood activities viz milk supply, news paper/magazines, Book shops, fruits and vegetables, medical shops etc are largely benefitted. Local agencies are operating hostel canteens, transport facilities etc. Grocery and other local needs of the students and staff are also being managed by local shopkeepers and residents of the area. Local people / labours of this area are happy with the presence of THDC-IHET.

### THDC-IHET Total No. of Students (Strength of Students 2011-15)

Year	Total induction during the year		Students from PAFs		Students Category						Students (THDC Employees Wards)	
	Male	Female	Male	Female		SC	ST	OBC	Gen	Total	Male	Female
2011-12	176	65	10	02	Girls	11	2	7	45	65	6	2
	Total- 241				Boys	24	6	19	127	176		
						Total			241			
2012-13	198	72	13	02	Girls	13	4	12	43	72	8	2
	Total- 270				Boys	31	7	21	139	198		
						Total			270			
2013-14	231	81	10	01	Girls	13	5	11	52	81	6	3
	Total-312				Boys	33	6	31	161	231		
						Total			312			
2014-15	204	67	12	02	Girls	12	02	07	46	67	03	03
	Total-271				Boys	37	08	27	132	204		
						Total			271			

#### 9.1.2 Adoption of ITI

Two ITIs one in Chamba and other in Gopeshwar have been adopted by THDC India Limited to meet the skilled manpower requirement in the State. 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, Draftsman (civil) and Steno (Hindi) have been introduced in ITI Chamba. Additional trades like Turner/ Machinists, Motor mechanic, fashion technology is also being considered to be introduced shortly.

Local youth mainly from project affected area have taken admission in various trades of ITI. THDCIL has supported 05 youth of Project Affected Area financially for giving them 02 years fitter trade training for 2014-15 and 2015-16. Entire academic and hostel fee of the students are being borne by THDCIL.

#### Computer Training Programmes

To promote the education and computer literacy



Computer Training Programme at Tehri



06 months computer training program has been organised in 12 remote locations of Project affected areas in the blocks of Bhilangna, Chamba, Narendra nagar, Jakhanidhar, Thauldhar, Pratapnagar and Chiniyalisaur and rehabilitation colonies. More than 600 unemployed youth have benefited from the Computer Training Programme.

### **9.1.3 Books and Furniture in Various College**

- Provided books for library of Govt. Degree College, Agroda, District-Tehri. Furniture, computers and study material are also provided in different schools of project affected area for development of students belonging to project affected families.
- Provided books, school bags etc to 71 students of SC/ST families of village Chopra, district Tehri.

### **9.1.4 ITI and Hotel Management Training**

2 Year Training in Fitter trade is being provided to 05 youths of Chopra Village, Block Jakhanidhar (Tehri Garhwal) through Govt. ITI Chamba, Tehri. In the year 2014-15 Hotel Management Training was given to 42 nos youth of Tehri PAFs. The training has been completed in March 2015. The training in hotel management was provided at Kukreja Institute of Hotel Management, Dehradun, Korbett Institute of Hotel Management, Dehradun, Trihari Institute of Management Education, New Tehri and Annapurana Food Craft Institute, Chamba, Tehri.

## **9.2 Livelihood Enhancement Projects**

In order to enhance the income of the project affected population, following activities were under taken during the year:

- 310 no. poultry units and 30 no. goatery units have been established at villages of Pratapnagar and Thauldar block, Tehri. These units are running in business mode by selling eggs and meat.
- Seasonal vegetable, medicinal plant cultivation and saffron cultivation has been promoted for livelihood development in PAF of district Tehri. A nursery is also established at Rishikesh for in house promotion of saplings/plants for demonstration and distribution in Tehri Distt.
- An information/ farmer services center at Badosarai, District Barabanki, UP was under operation for providing agriculture related information to farmers.
- Kisan Goshthis have also been organized for awareness of the farmers about modern agro technology, hybrid seed and pesticide for enhancing their production.

## **9.3 Health and Veterinary Care**

- 03 regular units of Homeopathic Dispensaries are running effectively at Galiyakhet, Dhontri and Koteshwar and are serving to thousands of patients annually. On an average 150 patients (OPD) are availing free of cost consultations and medicines per day.

→ 13 Multispecialty Medical Health Camps were organized through Nirmal Eye Institute, Rishikesh in the project affected areas and project rehab colonies. Total 4451 patients attended the camps for taking medical treatment. Out of these 664 critical patients have undergone cataract surgery and 91 special surgery.



Health Camp at Bhaniawala

→ A 06 bedded allopathic dispensary has been established at Deen gaon, Pratapnagar, Tehri. A team of MBBS doctor, Pharmacist, Nurses and Medical assistants has been posted at dispensary for regular health care service to rural masses since June'14. Approx. Residents of around 15 villages are primarily benefitted from this dispensary. On an average 40 patients are availing health consultations and free medicines. Up to March-2015, 7524 OPD has been registered.

#### 9.4 Swachh Vidhyalaya Abhiyan

Ministry of Power, Govt. of India allocated construction and repair of 1135 nos. toilets in various schools of Uttarakhand and UP state under Swachh Vidhyalaya Abhiyan. All the toilets are to be completed by the end of July 2015. During the FY 2014-15, THDCIL awarded 391 nos. New toilets to Sulabh International Social Service Organisation and 163 nos. dysfunctional toilet to other agencies to make them functional.



Toilets constructed at Govt. School (U.P.)



## 9.5 Water Supply Scheme

Water Supply scheme has been constructed at Sandana village and Utthad village, district - Tehri for villagers of project affected area.

## 9.6 Women Empowerment and Child Care

Six Months Training Programmes on Tailoring & Knitting have been organized at Villages/Towns of UP and Uttarakhand. Total 20 nos. training centres functioned at various locations during the year. Through these programmes over 900 families of poor and weaker section of the society including minorities benefitted.



Cutting and Tailoring Centre in UP

## 9.7 Economic and Community Development

- THDCIL is operating farmer services centre for providing agriculture related information to the local farmers at Badosrai, Distt. Barabanki and Dhanpatganj, District Sultanpur.
- Technical inputs have been provided through awareness programme on 'Production of off-seasonal vegetables' to the project affected people of Chamiyala, block Bhilangna, and various other locations of block Thoudhar, Distt. Tehri Garhwal. High yield variety seeds were also distributed among the villagers.
- To enhance 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 THDCIL and four centers initially run as pilot projects for skill development and income generation source for about 100 people.

## 9.8 Infrastructure Development Programme

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

→ A school building having 06 class rooms, staircase and toilet complex has been constructed in Sri Ramkrishan Jr. High School, Sitarganj, Udham Singh Nagar. Approx. 550 students are studying in the school. This will primarily benefit children belonging to SC, ST and OBC background from very poor sections of the society.



School Building Constructed at Sitarganj

→ Additional class rooms are constructed in the existing Govt. Schools at Silwal Gaon, Tal Mandar and Mukhmal Gaon, villages of District Tehri Garhwal.

## 9.9 Disaster Relief Measures

During the F.Y. 2014-15, domestic items, tents, relief items etc distributed to disaster affected families in District Tehri, Uttarkashi and Pauri in Uttarakhand through District administration.

## 9.10 Long Term Sustainable CSR Programmes

The Company is working on the long term concept of Holistic Development in the



Distribution of domestic items to flood victims

Rural Areas/ project affected villages of Tehri Garhwal District. Various academic and research bodies of the Government have been involved for running the projects. The main programmes are as under:

### 9.10.1 Empowerment and Enhancement of Livelihood of Rim Area Villages of Tehri Dam Reservoir through Integrated Development Approach

→ THDCIL and Deptt. of Geography, HNB Garhwal University jointly started this project in rim area of project affected area from FY 2010-11.



- The basic purpose of the project activities is to ensure sustainable livelihood, empowering of women, skill development, health care increase incomes of the rural poor and enhance the food security of the villagers of Rim Area through Natural Resource Management.
- Under this Programme, 30 Villages of the Rim Area of Pratapnagar Block in District Tehri Garhwal have been covered. The initial focus is on reducing drudgery and stress among women through regeneration and management of Natural Resources.
- After conducting base line survey 50 Self Help Groups (SHGs) and Mahila Mangal Dal have been formed in the Pratapnagar block to initiate the activities with minimum 10 women in a group. Various livelihood activities have been taken for the villagers viz. Goat Rearing, Poultry Farming, seasonal vegetable with construction of poly house etc. with the focus on developing sustainable source of income.
- Revolving funds provided to the male/female farmers has played a vital role in their livelihood and increase in crop production and made them self reliant.
- Treatment of Pathiyana Water Streams near Tehri Reservoir has been carried out to prevent erosion and water conservation. Total cost of project was ₹ 23.68 lacs.

### **9.10.2 Livelihood Security Programme Through PDFSR, Modipuram**

- Project Directorate for Farming System Research (PDFSR), Modipuram, an Institution under Indian Council of Agriculture Research (ICAR) has been entrusted to conduct this programme.
- Ten (10) villages have been adopted in clusters, one each at Koteshwar Dam area and Kandisaur. During Need Assessment Studies it was found that both the clusters were having the same issues viz. lack of latest information of seeds, farming tools and techniques in crops/vegetable, pesticide use low crop production, livestock, goat rearing, poultry etc.
- To increase crop production, improved variety of wheat seed (VLW-89) were provided to around 200 farmers. Pesticides were distributed to farmers in order to increase yield of the crops. Improvement in yield of wheat crop was confirmed by the villagers. Kitchen Gardening has been promoted among villagers to meet day to day requirement. For the enhancement of agriculture and new technology knowledge time to time Krishak Goshtis were organized through agriculture experts of various fields. During the Kishan Goshti different types of fruits and fodder plants, seeds and small tools were distributed to farmers.
- In animal husbandry, various interventions were carried out for economic up-liftment of the farmers. These are de-worming, medicine for heat inductions, fodder nutrients analysis, vermi composting and mineral mixtures for balanced nutrition of mulching animals. Total expenditure incurred during the year 2014-15 is ₹13.96 Lac.
- Study of crop pattern of downstream areas because of regular flow of water from Tehri Dam has

been done by PDFSR and benefit of ₹1351.50 Cr. has been reported which adds to national income & improved living standards of farmers.

### **9.10.3 Ecological Restoration and Socio-economic Empowerment of Rural Communities for Sustainable Livelihood and Resource Management at Deen Gaon through Kirori Mal College, Delhi University**

In association with Kirorimal College, Delhi University a programme for Ecological Restoration and Socio-economic Empowerment of Rural Communities for Sustainable Livelihood and Resource Management was initiated in 2011, focussing Naguara Watershed of Upali Ramoli in Pratapnagar Block of Tehri Garhwal District in Uttarakhand. This is a long term programme for rural based holistic development of 10 remote villages of Tehri Region. The theme is to work for the people, by study and survey of the people of that



Individual Toilet constructed at Deen Gaon

area. Major activities initiated at Deen Gaon Centre include:

- An allopathic dispensary is running with a team of MBBS doctors, Pharmacists, Nurses and attendant. Average 40-50 patients per day from 12-16 villages are taking treatment from this dispensary.
- From time to time health checkup camps have been organized through doctors from Govt. hospital and Nirmal Eye Institute Rishikesh, with experts in eye, gynaecology, ortho & General physician.
- Distribution of High Yielding Varieties of Seeds to increase crop production.
- For women empowerment, Stitching Centre opened to make them self sufficient.
- Two Computer Training Centers opened for imparting training to the local youth.
- Eco Huts as model were constructed to promote village Tourism among villagers.
- Experts in various fields were invited from time to time, to address the issues of the villagers.





Awareness programme for promotion of cash crop in villages was taken up.

- Tuition has been provided to students of Class X & XII through local teachers.
- Farmers visits for training were conducted.
- Efforts were made to promote Local product as forward linkage.
- Plantation of fodder and fruit plants.
- Nearly, 25 to 30 major and minor programmes were initiated in the field of Education, Agriculture, Health, Horticulture, Culture, Energy etc.
- The results are encouraging and THDCIL have been able to build the confidence among the local population. More activities shall be included in the years to come and the efforts shall be made to have linkage with various Government Schemes. The aim is to prepare the communities to take up responsibilities by themselves through the formation of SHGs and NGOs. To make health and skill development project more scalable and sustainable a joint project of ₹ 50.00 Lac is started with Rotary Club by THDCIL.
- Total expenditure incurred during the year is ₹ 57.77 Lac.

### **9.11 R & R 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 has 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 Sectary 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. Against ₹ 25.00 Cr. of commitment from Power CPSUs a sum of ₹ 6.00 Cr. was directly released to Uttarakhand State Govt. THDCIL has received ₹ 12.50 Cr. till 2014-15.

### **9.12 Reconstruction of Micro Hydel Project in Disaster Affected Area in Uttarakhand**

In Consultation with National Disaster Management Authority (NDMA) and Government of Uttarakhand it was decided to reconstruct the 25 nos. damaged Mini Hydro Electric Projects identified in district Bageshwar, Rudraprayag, Chamoli, Tehri, Uttarkashi and Nanital. Accordingly the works has been carried out through UREDA.. Till March'15 an amount of ₹ 182.63 Lac has been paid (during 2014-15, ₹ 85.01 Lacs) to Uttarakhand Renewable Energy Development Agency (UREDA) against total cost of ₹ 280.41 Lac for reconstruction works of 25 nos. Mini Hydro Electric Project.

## GRI/NVG INDEXING

	Sustainability Principles and Core Elements	Corresponding GRI Aspects	Reference
<b>Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability</b>			
<b>Core Elements:</b>			
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"> <li>• Sustainability Governance</li> <li>• Social</li> <li>• Corruption</li> </ul>	8-12
1.2	Businesses should communicate transparently and assure access to information about their decisions that impact relevant stakeholders.		8-12
1.3	Businesses should not engage in practices that are abusive, corrupt, or anti competition.		8-12
1.4	Businesses should truthfully discharge their responsibility on financial and other mandatory disclosures.		Full Report
1.5	Businesses should report on the status of their adoption of these Guidelines		2
1.6	Businesses should avoid complicity with the actions of any third party that violates any of the principles contained in these Guidelines.		2
<b>Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle</b>			
<b>Core Elements:</b>			
2.1	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"> <li>• Product Responsibility</li> <li>• Health and Safety</li> </ul>	5-7 13-17 26-28
2.2	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	N.A.
2.3	In designing the product, businesses should ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.		31-35
2.4	Businesses should regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical, and environmental considerations.		Full Report
2.5	Businesses should recognize and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property.	Local Communities	36-46
2.6	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.		34-35



**Principle 3: Businesses should promote the well being 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	18-23
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"> <li>• Employment</li> <li>• Diversity and Equal Opportunity</li> </ul>	18-23
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"> <li>• Child Labour</li> <li>• Forced and Compulsory Labour</li> </ul>	18-23
3.4	Businesses should take cognizance of the work-life balance of its employees, especially that of women.	Employment	19-21
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.		19-21
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"> <li>• Occupational Health and Safety</li> <li>• Security Practices</li> </ul>	26-28
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	22-26
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	19-21

**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	13-17
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		13-17
4.3	Businesses should give special attention to stakeholders in areas that are under developed.		13-17
4.4	Businesses should resolve differences with stakeholders in a just, fair and equitable manner		13-17

<b>Principle 5: Businesses should respect and promote human rights</b>			
<b>Core Elements:</b>			
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	Full Report
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.		Full Report
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.		Full Report
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	25
5.5	Businesses should not be complicit with human rights abuses by a third party.	Human Rights	Full Report
<b>Principle 6: Business should respect, protect, and make efforts to restore the environment</b>			
<b>Core Elements:</b>			
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	31-35
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	35
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	31-35
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	34-35
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.		31
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"> <li>• Energy</li> <li>• Water</li> <li>• Bio Diversity</li> </ul>	31-35
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 Services	31-35



<b>Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner</b>			
<b>Core Elements:</b>			
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	8-12
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.		8-12
<b>Principle 8: Businesses should support inclusive growth and equitable development</b>			
<b>Core Elements:</b>			
8.1	Businesses should understand their impact on social and economic development, and respond through appropriate action to minimize the negative impacts.	Economic Performance	29-30 36-46
8.2	Businesses should innovate and invest in products, technologies and processes that promote the well being of society.		4-6
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"> <li>• Local Communities</li> <li>• Indigenous Rights</li> </ul>	17
8.4	Businesses operating in regions that are underdeveloped should be especially sensitive to local concerns.	Local Communities	36-42
<b>Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner</b>			
<b>Core Elements:</b>			
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.		16 36-42
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	N.A.
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	N.A.
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	N.A.
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	31-35
9.6	Businesses should provide adequate grievance handling mechanisms to address customer concerns and feedback.		13-17



Sh. D.V. Singh, Director(Technical) & Sh. S.K. Biswas, Director (Personnel), THDCIL jointly flagging off the Ambulance Service provided by SEWA-THDC for Primary Health Centre, Deegaon, Tehri



एक कदम स्वच्छता की ओर



Please forward your queries/suggestions to :

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महाप्रबंधक (कॉरपोरेट प्लानिंग / एम.पी.एस.)  
General Manager (Corporate Planning/MPS)



**टीएचडीसी इंडिया लिमिटेड**  
**THDC INDIA LIMITED**

(भारत सरकार एवं उ.प्र. सरकार का संयुक्त उपक्रम)  
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एक कदम स्वच्छता की ओर

विद्युत उत्पादन हमारी कटिबद्धता...

समाज का विकास हमारी प्रतिबद्धता...



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