

SUSTAINABILITY REPORT 2017-18

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1.0 Message from Chairman and Managing Director

Sustainable development is the organizing principle for meeting human development goals while at the same time sustaining the ability of natural systems to provide the natural resources and ecosystem services upon which the economy and society depend.

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

Sustainable development is in the news every day as the world copes with climate change, biodiversity loss, conflict and resource scarcity.

The United Nations Conference on Sustainable Development (UNCSD; also known as Rio 2012) was the third international conference on sustainable development, which aimed at reconciling the economic and environmental goals of the global community. An outcome of this conference was the development of the Sustainable Development Goals (SDGs) that aim to promote sustainable progress and eliminate inequalities around the world.

The 17 SDGs and 169 targets are part of what is known as the 2030 Agenda, which recognizes "that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development." In adopting the agenda, countries resolved to take the "bold and transformative steps which are urgently needed to shift the world onto a sustainable and resilient path. As we embark on this collective journey, we pledge that no one will be left behind."

India has emerged as one of the champions of the global energy transition. At the end of 2017, India represented the world's fourth largest wind installed capacity and the sixth largest solar installed capacity. Investment flow into the renewable energy (RE) sector in India is the second highest among developing countries. India's RE ambitions are lofty – it targets 175 GW of RE installed capacity by 2022 including 100 GW of solar energy and 60 GW of wind energy. In its Nationally Determined Contributions (NDC) under the Paris Agreement, India has committed to achieving a 40 per cent share of non-fossil-fuel-based sources in its installed capacity by 2030.

Sustainable energy is clean and can be used over a long period of time. Unlike fossil fuels and bio fuels that provide the bulk of the world's energy, renewable energy sources like hydroelectric, solar and wind energy produce far less pollution. Hydro power is the



cleanest, greenest, bulk non fossil based power. Solar energy is commonly used on public parking meters, street lights and the roof of buildings. Wind power has expanded quickly. More and more solar power generation is becoming available at cheaper cost and it has advantage in terms of environmental impact. Solar power can meet daytime and night time energy demands with the help of pumped storage units.

The International Hydropower Association estimates that the total hydropower potential in India is 660,000 TWh/year, of which 540,000 TWh/year (79%) is still undeveloped. Hydro power has lowest Carbon footprint and due to its quick ramping ability, it is best suited for grid stability as well as for renewable grid generation. The share of hydro power in total installed capacity has declined from 50.36% in 1962-63 to 13.5% in 2017-18.

THDCIL is operating 1513 MW including two hydroelectric projects viz. Tehri HPP (1000 MW) and Koteshwar HEP (400MW) and two wind power projects. In order to contribute to National Goal of 175 GW by 2022 electricity generation from renewable sources, THDCIL has successfully ventured into the wind energy sector with the commissioning of 50MW wind power project at District Patan and 63 MW wind power project at Devbhumi Dwarka in Gujarat 2016-17.

THDCIL's sustainability vision goes all beyond the environmental issues. Our vision reflects our desire to understand stakeholders concerns and expectations so that we can better take them into account in our choices, decisions and action. The Company remains committed to create value for its Stakeholders through performance excellence.

I have high hopes for the support of all our employees in achieving our future endeavours in a sustainable manner.

(D.V. Singh)
Chairman and Managing Director

2.0 About the Report

THDCIL follows Global Reporting Initiative (GRI) guidelines, International Hydropower Association (IHA) Guidelines and National Voluntary Guidelines on Social, Environmental and Economical Responsibilities of Business. Ministry of Corporate Affairs, Govt. of India in July, 2011 released '**National Voluntary Guidelines on Social, Environmental and Economical Responsibilities of Business**'. These Guidelines draw insights from good practices and international norms and frameworks such as ISO:26000, UNGC, GRI, OECD Guidelines in such a way that they help to address Indian particularities as well as national resources like the BIS standard:16000, PSU CSR Guidelines, and other sources. The current Report is the 10th Sustainability Report for the year 2017-18 based on National Voluntary Guidelines (NVG) on Social, Environmental and Economical Responsibilities. However efforts have also been made to incorporate GRI Guidelines along with NVG. THDCIL is continuously releasing Sustainability Report ever since publication of its first Sustainability Report for the year 2008-09.

Scope of Report and Management Approach:

The scope of this report is to present the performance of THDCIL in the wider context of Sustainability. Sustainability Report 2017-18 addresses activities of THDCIL viz; Business operations, Environment measures, Employee's welfare, CSR works etc. and their impact during the year 2017-18 related to its business areas. Copy of this report is available on THDCIL website (www.thdc.co.in) so as to enable stakeholders to find the desired information without much effort.

Company's Management approach reflects on economic, environmental and social impact that affects the sustainable development and enables stakeholders to access the performance of THDCIL.

Boundary:

Sustainability Report 2017-18 is confined to Corporate Office, Operational Plants and Under Construction Projects of THDCIL.

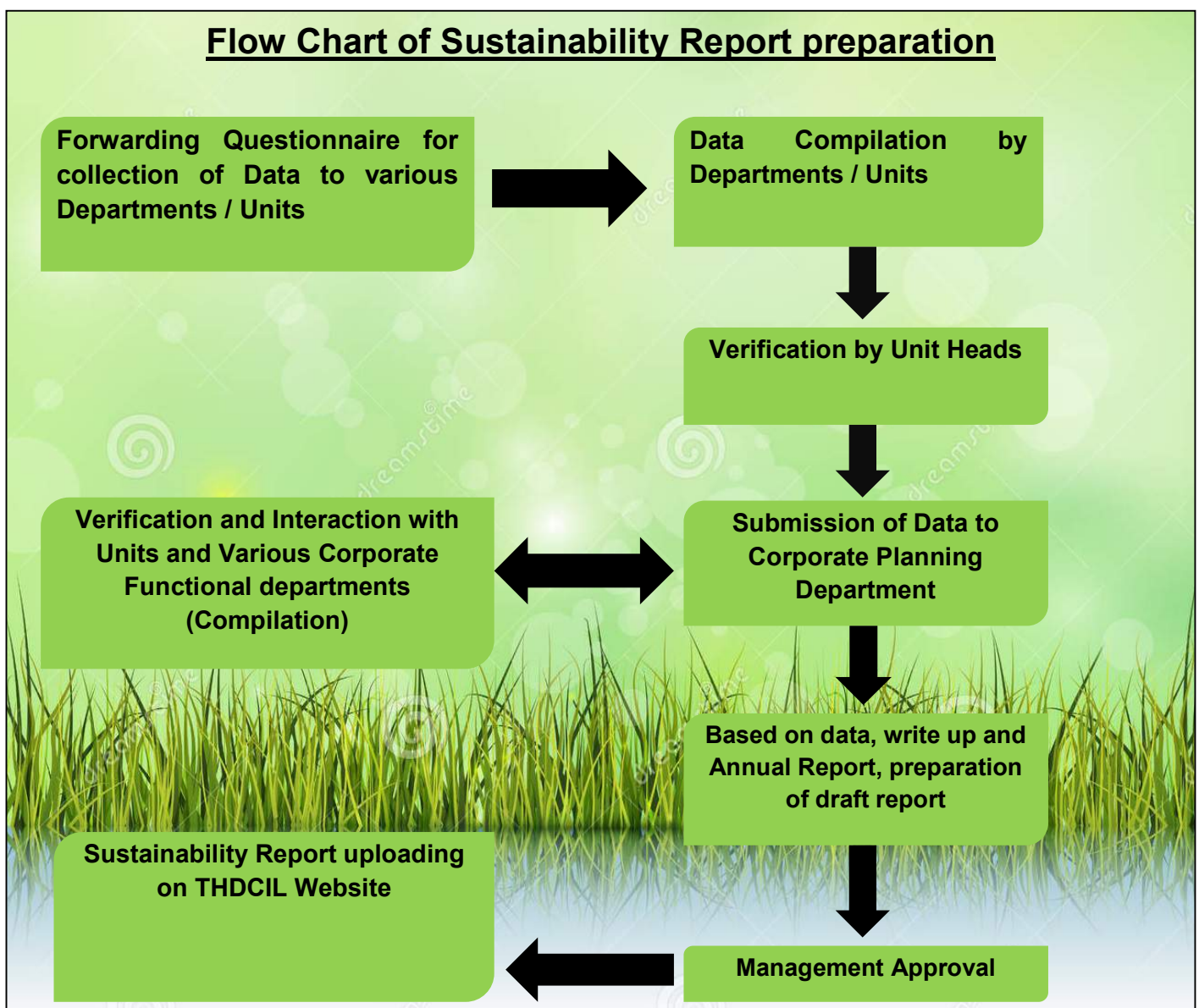
Data Collection:

Data has been collected from various departments of Corporate Office, Operational Projects, 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 incorporation 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:

- GRI Guidelines
- NVG Guidelines
- Ministry of Power directions and guidelines issued from time to time.
- Sustainability Report 2016-17 of THDCIL.(www.thdc.co.in)
- Web site containing details on Corporate Social Responsibility and sustainable development.
- Annual Report 2017-18, presenting F.Y. 2017-18 highlights. www.thdc.co.in
- Business Responsibility Report provided in Annual Report 2017-18.
- THDCIL's Policy on CSR & Sustainability. (www.thdc.co.in)
- THDCIL's CSR Communication Strategy.
- Sustainability Reporting Framework available in CSR Communication Strategy.



3.0 About us

3.1 Vision, Mission and Values:



A world class Energy entity with commitment to Environment and Social values.



- ✓ **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.**



- ✓ **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 (GoI) and Govt. of Uttar Pradesh (GoUP). The equity is shared in the ratio of 75:25 between GoI 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 Rs. 4000 Cr. THDCIL is a Mini Ratna Category-I and Schedule 'A' CPSE.

Presently total installed capacity of THDCIL is 1513 MW. THDCIL has two Hydro Electric Generating Stations, namely; Tehri HPP (4X250 MW) and Koteshwar HEP (4X100 MW) and two Wind Power Generating Stations of 50 MW at Patan and 63 MW at Devbhumi Dwarka, Gujarat. All the Generating Stations are operating successfully.

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 having an installed capacity of 5719 MW under various stages of implementation / development. The total Operational capacity is 1513 MW.

The 1,000 MW Tehri Hydro Power Project (Tehri HPP) was commissioned by THDCIL in 2006-07. The Tehri Project is a Multipurpose Project providing Peaking Energy to the Northern Region, Irrigation benefits to Uttar Pradesh and Drinking Water to NCT of Delhi and U.P. Due to regulated releases from Tehri Storage Reservoir, the existing downstream Hydro Projects of the State are also getting benefitted by way of augmentation in their Generation at no additional cost to them.

The 400 MW Koteshwar HEP, downstream of Tehri Hydro Power Project 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 upper and lower reservoir respectively.

In addition to the 2,400 MW Tehri Hydro Complex, THDCIL is implementing 444 MW Vishnugad Pipalkoti Hydro Electric Project (VPHEP) on 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 several Hydro Projects of THDCIL, which are under various stages of Survey & Investigation / DPR preparation.

THDCIL is a consistently Profit making Company since Commissioning of Tehri Dam & HPP in the year 2006-07.

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

Towards diversification of the Company into Renewable Energy areas, THDCIL has commissioned 50 MW Wind Power Project at Distt. Patan, Gujarat in June'16 and 63 MW Wind Power Project in Devbhoomi Dwarka, Gujarat in Mar'17. THDCIL has signed

MoU with Solar Energy Corporation of India (SECI) for setting up Grid Connected Solar Power Projects up to 250 MW capacity in a phased manner. THDCIL has also signed a tripartite agreement with SECI and Kerala State Electricity Board for development of 50 MW Solar project in Distt. Kasaragod, Kerala. Award of work is under progress.

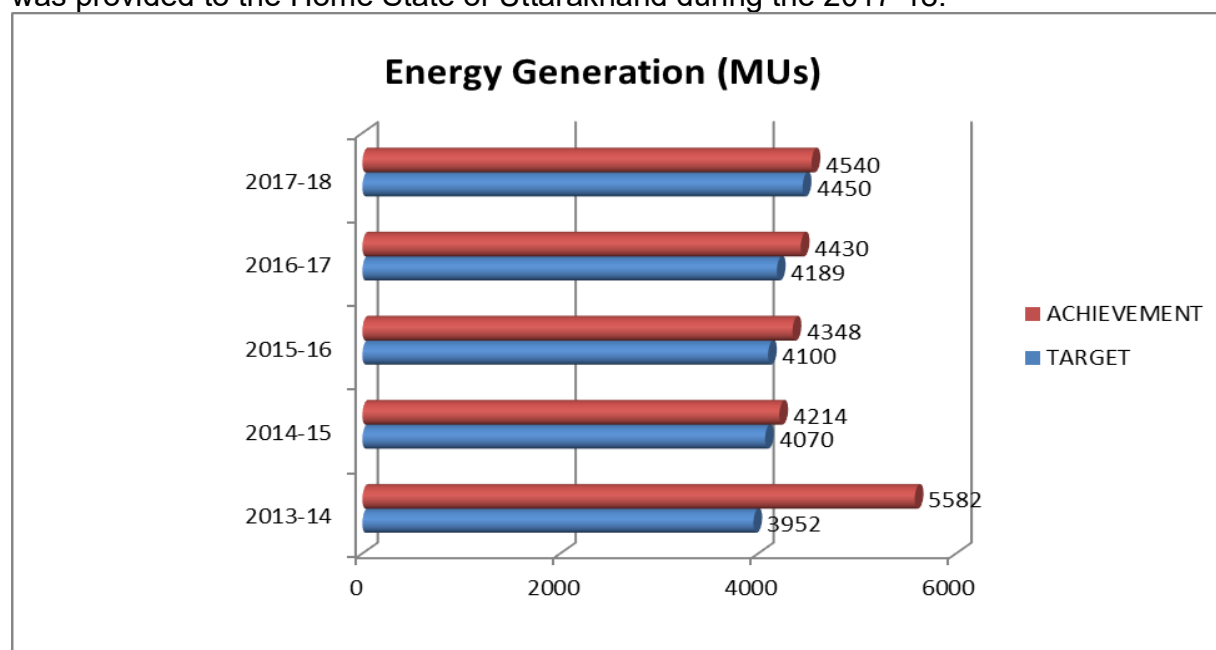
Under India-Bhutan Co-operation in Hydro Power development, THDCIL is involved in implementation of Bunakha HEP (180 MW) as a Joint Venture Project. The Company has also updated DPR of Sankosh HEP (2585 MW) in Bhutan as a consultancy assignment.

THDCIL has obtained ISO 9001:2008 Certification (Quality Management System), ISO 14001:2004 Certification (Environment Management System) and ISO 18001:2007 Certification (Occupational Health and Safety Management System) for Corporate Office, Rishikesh, Tehri HPP, Tehri PSP, Koteshwar HEP, Vishnugad Pipalkoti HEP and Dhukwan SHP. Corporate IT Department, Rishikesh of THDCIL is ISO 27001:2013 (Information Security Management System) certified. The ISO certification has been upgraded to ISO 9001:2015 & ISO 14001:2015 for Corporate Office, Rishikesh, Tehri HPP, Tehri PSP and Vishnugad Pipalkoti HEP in Sep'17.

3.3 Energy Generation Statistics

Operational projects of THDCIL Generated 4540 MU* Energy during 2017-18 against annual target of 4450 MU. This Generation is 2.5% higher than Generation made during 2016-17.

Free Energy to the tune of 368.79 MU amounting to Rs. 164.69 Cr. from Tehri HPP (1000 MW) and 145.67 MU amounting to Rs. 48.82 Cr. from Koteshwar HEP(400 MW) was provided to the Home State of Uttarakhand during the 2017-18.



* includes 239.67 MU Wind Energy.

3.4 Key Business Locations / THDCIL Projects

S. N	Projects / State	Ins. Cap. (MW)	River / Basin	Remarks
Hydro Electric Projects				
A Uttarakhand				
1.	Tehri Dam & HPP	1000	Bhagirathi	Commissioned in 2006-07 (Under operation)
2.	Koteshwar HEP	400	Bhagirathi	Commissioned in 2011-12 (Under operation)
3.	Tehri PSP	1000	Bhagirathi	Under implementation. Expected Commissioning 2021-22
4.	Vishnugad Pipalkoti HEP	444	Alaknanda	Under implementation. Funding by World Bank. Expected Commissioning 2021-22
5.	Jhelam Tamak HEP	108	Dhauliganga	DPR submitted to CEA and pending for want of finalization of e-flow by MoEF&CC. Project is also affected due to Supreme Court order dated 13th Aug-2013
6.	Bokang Bailing HEP	330	Dhauliganga	Preparation of DPR under progress.
7.	Gohana Tal HEP	50	Birahiganga	GoUK has allotted three small projects in the reach of Gohana Tal HEP. FR for modified Gohana Tal (50 MW) was submitted to GoUK for approval. THDCIL has requested GoUK to cancel two small projects on which no work has been done. Project is also affected due to Supreme Court order dated 13th Aug-2013
B Uttar Pradesh				
8.	Dhukwan SHP	24	Betwa	Under construction, PPA signed with UPPCL. Expected commissioning 2019-20.
C Maharashtra				
9.	Malshej Ghat PSS	700	Kalu	DPR Prepared. Signing of Implementation Agreement is pending for approval of Govt. of Maharashtra.
D Bhutan				
10	Bunakha HEP	180	Wangchu	DPR cleared by CEA. Project envisaged to be implemented by Joint Venture between THDCIL and Druk Green Power Corporation, Bhutan.
Thermal Project- Uttar Pradesh				
11	Khurja STPP	1320		DPR Prepared. PPA signed. Pre-investment activities under progress. Investment approval is awaited. Tenders for Main Works floated.
Solar Project- Kerala				
12	Solar Power Project	50	-	NIT under "open tender" being floated. Award of the work shall be done after signing of the PSA.
Wind Power Project- Gujarat				
13	Patan Wind Power Project	50	-	Commissioned in 2016-17 (under operation)
14	Dwarka Wind Power Project	63	-	Commissioned in 2016-17 (Under operation)
Total		5719		
Coal Mine Project- Madhya Pradesh				
Amelia Coal Mine		-	-	Allotted for Khurja STPP (1320 MW). Development of Coal Mine under progress.

4.0 Corporate Governance and Ethics

4.1 THDCIL's Board of Directors:

THDCIL is a Government Company within the meaning of Section 2(45) of Companies Act, 2013 with Equity Share Holding of 75% by President of India and 25% by Governor of Uttar Pradesh. As per Articles of Association of the Company, President of India shall from time to time determine the number of Directors of the Company, which shall not be less than seven and not more than fifteen.

THDCIL is a Schedule-A, "MINIRATNA (Category-I) Public Sector Enterprise. Being a Miniratna Company, THDCIL has been provided increased flexibility in decision making regarding investment and Operations of THDCIL.

The Board of Directors is entrusted with the ultimate responsibility of the management, general affairs, direction and performance of the Company. The Board of Directors function in accordance with the Powers delegated under the Companies Act, 2013, AoA, DPE and other guidelines issued by the Government of India.

Systems are in place for Strategic Planning, Risk Management, Financial Plans and Budgets, Integrity of internal controls and reporting, Communication Policy with emphasis on transparency and full disclosures on the various facets of the Company's Operation, its functioning, financials and total compliance with all regulatory requirements not only in letter of law but also in the spirit.

The Board of Directors comprises of full time and part time directors, which are in conformity with the provisions of Companies Act, 2013, which interalia stipulates that the Board should have an optimum combination of Executive and Non-executive Directors with atleast one Woman Director. Presently, Board of Directors of THDCIL comprises of Chairman and Managing Director, Functional Directors, Government of India & Government of Uttar Pradesh Nominee Directors, and Independent Directors. The Directors bring to the board wide range of experience and skills. Brief Profile of Directors of THDCIL is set out on THDCIL's Website <http://thdc.co.in> and also in Annual Report of THDCIL.

Presently, THDCIL has three Sub Committees of Board as under:

- Audit Committee
- Remuneration Committee
- CSR and Sustainability Committee

Independent Directors, Functional Directors and Govt. Nominee Directors serve on these Committees and one of the Independent Director 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 2017-18 of THDCIL. Annual Report 2017-18 is available on THDCIL's website (<http://thdc.co.in>)

Details of Board Meetings during the year 2017-18

SN	Date of Board Meetings	Strength of Board	No of Directors Present
1.	June 15, 2017	9	7
2.	August 30, 2017	9	6
3.	September 20, 2017	8	7
4.	November 13, 2017	9	7
5.	January 2, 2018	10	8
6.	January 29, 2018	10	8
7.	March 26, 2018	9	6

4.2 KMP (Key Managerial Personnel)

As per the Section 203(1) of Companies Act, 2013 and Rule-8 of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, every Company belonging to prescribed class or classes of Companies shall have the whole time Key Managerial Personnel (KMP). Accordingly, THDCIL has designated following key Managerial Personnel.

1. Shri D.V. Singh, Chairman & Managing Director
2. Shri J. Behra, GM (F)/ Chief Finance Officer
3. Smt. Rashmi Sharma, Company Secretary

4.3 Governance

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 proactive to the Government Policies.

THDC India Limited has an established framework of Corporate Governance which emphasizes on commitment towards ethical and efficient conduct of affairs of the Company. It helps in maximizing the value of all its Stakeholders at large and build an environment of trust and confidence among all the constituents. THDCIL's management is taking all possible steps to fulfill its commitment in a judicious, fair transparent manner.

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.

A clear definition of roles and division of responsibility between the Board and the Management is necessary to enable the Board to effectively perform its role. There are well documented and widely circulated 'Delegation of Powers' which define the powers of the Board and the powers sub-delegated to the Executives in the hierarchy.

Corporate Governance Mechanism of THDCIL is based on following parameters:

- Transparency and fairness.

- Timely and Balanced Disclosures
- Role and responsibilities of the Board to Add value.
- Integrity in Financial Reporting.
- Promote ethical and responsible decision making.
- Obligations towards Environment.
- Rights and Interests of stakeholders.
- Compliances.

4.3.1 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 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.co.in>).

4.3.2 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.

4.3.3 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 behaviour 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.

4.3.4 Whistle Blower Policy

In order to achieve 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. The objective of the Policy is to:

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

No case of Whistle Blowing reported during 2017-18.

4.3.5 Right to Information

In order to promote transparency and accountability, an appropriate mechanism has been setup across the Company in line with RTI Act, 2005. The Company has taken concrete actions to provide information to the Citizens of the Country by online linking of RTI application , appeals and reply with “RTIMIS Portal” to comply with RTI Act 2005. Nodal Officer(NO)/Appellate Authority (AA)/Central Information Officer(CPIO)/All Public Information Officer(PIOs) and Assistant Public Information Officer(APIO) are linked to this portal for receiving application and providing information online. THDCIL’s Official website contains information as required, published under Section 4(1)(b) of the Act. Particulars of Nodal Officer(NO)/Appellate Authority (AA)/Central Information Officer(CPIO)/All Public Information Officer(PIOs) and Assistant Public Information Officer(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- <http://thdc.co.in>

Application/Appeals received manually and online from the information seekers are dealt with as per the provision contained in RTI Act 2005 and prompt action is taken on their disposal.

Highlights 2017-18:-

- During year 2017-18, 128 applications were received from citizens across the Country seeking information of various nature and information was made available to them on time.
- During 2017-18, 11 appeals have been received by the First Appellate Authority and after examination all the appeals have been disposed off by the Appellate Authority timely.
- 3 Appeals have been filed before Central Information Commission (CIC), New Delhi. Out of 3 Appeals, 1 rejected and 2 Appeals were partially accepted.

4.3.6 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.

- The procurement process is done mostly through 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 and also on Central Public Procurement Portal to ensure complete access and transparency.

- Presently, THDCIL is doing its all procurement related to Goods, Services & Works through e-tender using Central Public Procurement Portal of NIC, Ministry of Electronics and Information Technology, Government of India.

CPP Portal provides a single point access to the information on all procurements made across various central government organizations across the country. It aims at transparency and non discrimination amongst bidders, by allowing free access to tender documents, clarifications, secure on-line bid submission and access to bid opening event.

DGS&D has developed a 'Government e-Marketplace' (GeM) Portal (an on-line marketplace) for procurement of both Products & Services. An on-line marketplace (or e-commerce marketplace) is a type of e-commerce site, where product or services are offered by a number of sellers and all the buyers can select the product/services offered by any one of the seller, based on his own criteria.

Human Rights Clause has also been incorporated in all major Agreements viz; EPC Contract covering all EM equipment works for the execution of Tehri PSP (1000 MW), Civil & HM works and EM works of VPHEP (444 MW), Civil works, EM & HM works of Dhukwan SHP (24 MW) and balance Civil works of Koteshwar HEP (400 MW).

All Procurements of goods/works/services are being carried out through e-tendering process. To encourage local & small vendors/ Contractors participation, following steps have been taken:

- Local/small vendors are being sensitized to participate in e-tendering. Vendors are assisted through "Suvidha Kendras" opened by THDCIL for registration and uploading of tender through electronic mode.
- Tenders valued upto Rs. 2.0 Cr. are published only in local/regional news papers. The tenders valued more than Rs. 2.0 Cr. in addition to leading national dailies are also published in local news papers so as to enable maximum participation from local and small producers.
- Small works related to infrastructure / maintenance works in townships are awarded to local contractors.
- Services like hiring of vehicle for the Projects / Business Installations, cleaning of office complex, horticulture works are also got done through local vendors/agencies.
- The main works contractors engaged in specialized works are also encouraged to hire services of local contractors/vendors.
- In order to encourage procurements from micro, small and medium enterprises concessions as per guidelines such as; waving of tender cost and payment of EMD are also being given.

Utmost Transparency and Accountability has been ensured by THDCIL with introduction of various measures such as e-payments, e-billing, e-procurement, e-auction, vendor registration, online-tracking of bill status, uploading of contract documents as well as pre & post award details on THDCIL website.

In F.Y. 2017-18, Procurement worth Rs. 27.49 Cr. has been done. 100% payment to the service providers has been done through e-payment and cashless transaction was implemented.

4.3.7 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 customers and deals with them in fair and transparent manner. In order to achieve goals, THDCIL in its endeavour to promote transparency in its contracts, is implementing the integrity pact(IP) program in line with the requirement of Central Vigilance Commission (CVC) and Transparency International India (TII).

THDCIL, as a Policy, has adopted Integrity Pact (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 present threshold limit fixed is Rs. 50.0 Cr. for procurement of goods and services and Rs. 100.0 Cr. for procurement of works. Presently, IP is included in following works/tender:

1. EPC contract for execution of Tehri PSP (4x250 MW)
2. Civil Works of Dhukwan HEP (3x8 MW)
3. Balance Civil works of Koteshwar HEP.
4. EPC Contract for Wind Power Project at Patan, Gujrat (50MW)
5. EPC Contract for Wind Power Project at Dwarka, Gujrat (63MW)

As a part of this initiative, a panel of 2 Independent External Monitors (IEMs) comprising of Shri M. Deena Dayalan, Ex-Director General (CAG) and Shri B.P. Rao, Ex-CMD (BHEL) is in place to oversee implementation of Integrity Pact Program.

Highlights 2017-18:-

During the year 2017-18 regular review meetings of Independent External Monitors (IEMs) with THDCIL's Management were held on 12.10.2017 and 23.01.2018 at Rishikesh and at NCR Office on 29.03.2018. During the meetings with IEMs, brief status of ongoing major tenders and progress of works at ongoing projects including critical issues affecting the progress at projects were apprised to IEMs. IEMs also 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 complains have so far been received by the IEMs on any matter and they have expressed satisfaction about the progress made by THDCIL in this regard.

4.3.8 Corruption Mitigation:

1. Vigilance Division of THDCIL, headed by CVO, has a full-fledged department headed by General Manager at Corporate Office and one Vigilance Officer of DGM/Sr. Manager level posted at major Projects.
2. THDCIL has adopted Preventive and Pro-active approach to create incorruptibility in the functional areas. The strategy of preventive vigilance is drawn and implemented to draw an environment of integrity and to add values to the system for increasing transparency and accountability in the working. The approach to preventive vigilance includes a combination of measures like review of rules and policies particularly concerning procurement and recruitment, awareness measures and focusing on specific functional areas.
3. **Areas prone to Corruption:** A few areas have been identified to be vulnerable in terms of possibility of Corruption. Mainly among them are, Award of Contracts for Works and Services, Execution of Works and Services through contracts, Appointment of consultant, Construction and Maintenance activities of all works(Civil/Electrical/Mechanical), Operation and Maintenance of Dam, Power House, Spillway and Hydro-Mechanical Procurement, Irregularities in Release of payments to Contractors against Works/Procurement, SEWA/THDC, EBM under CSR-CD Scheme.

A detailed Corruption Mitigation Action Plan in respect of potential areas of Corruption in THDCIL has been prepared and implemented. Potential areas of Corruption has been identified, and in each case, the detailed strategy has been identified in respect of causes of Corruption, proposed action to mitigate the same and measurable targets and persons responsible for implementation in the respective units.

4. **Action Plan for Preventive Vigilance:**

- Identification of sensitive posts and monitoring the activities of personnel occupying the posts.
- Regular Surprise Checks of identified corruption prone areas.
- Undertake CTE Type Inspection of Major works and Contracts.
- Meeting of CVO with CMD to review Vigilance related work.
- Systemic improvements are recommended to reduce opportunities for Corruption on the regular basis and activities are aimed to enhance the level of Managerial efficiency and effectiveness in the Organisation.
- Training courses and sessions are conducted to create Vigilance awareness.
- Extent of IT usage and e-Governance has been augmented in the various spheres. To ensure transparency and compliance of the Standard Operating Procedures at all times.

As part of Preventive Vigilance, CTE Type/Surprise inspections based on source information are conducted. During the Year 2017-18, 27 Nos of Surprise Inspections &

05 Nos of CTE Type Inspections were carried out by Vigilance Department. Reports on Surprise Check/ CTE Type inspection have been submitted. Necessary action, i.e; administrative action / disciplinary action/closure/recoveries as per the recommendations of the Competent Authority have been taken. A total Recovery of Rs. 28,26,824.00 was affected against various agreement through surprise and CTE inspections/check during the Year 2017-18.

5 Training Course Conducted in Vigilance awareness:

- Training Programme on, “Eagle Eye to Curb Corruption” conducted by Delhi Productivity Council from 11-12-17 to 15-12-17 at Cochin was attended by 01 Vigilance official.
- Training Programme on, “Administrative Vigilance” conducted by Delhi Productivity Council, New Delhi from 08-07-17 to 12-07-17 was attended by 02 Vigilance officials.
- Training Programme on “Effective Teambuilding and Leadership” conducted by Delhi Productivity Council, New Delhi from 18.11.2017 to 22.11.2017 was attended by 02 Vigilance officials.
- Vigilance Awareness Workshop for 41 No. Executives was conducted by HRD deptt. THDCIL from 02-11-2017 to 03-11-2017 at Rishikesh.

6 Systemic Improvement:

Vigilance department carries out Routine/CTE Type/Surprise Inspections regularly. The observations/learnings from inspection are shared with the Management. Based on feedbacks, various system improvements are initiated by the Management. In addition, various time to time Circulars for Systemic improvements are also issued.

The inspections are conducted on regular basis at all locations of the Corporation. As and when any irregularity is noticed by the Vigilance department, it is brought to the notice of the concerned officials. Meetings with Executives of all the departments were held at all the Projects regarding irregularities/lapses noticed during Surprise Checks & CTE Type Inspections.

Following Systemic Improvements were issued during the period:

- i. During Surprise Inspection, it was noticed that there was inordinate delay in signing of Contract agreement by the Contractor. An Office order dated 28-04-2017 regarding Tender provision for levying a penalty for delay in signing of Contract agreement by the Contractor was issued.
- ii. An Office order dated 15-05-2017; regarding Systemic Improvement in respect of adherence to Policies & Procedures for Procurement of Goods and Works & Services as laid down in THDCIL was issued.

- iii. During Surprise Inspection of Plying of hired taxies, certain observations have been noticed. A Systemic Improvement in respect of irregularities observed in plying of hired taxies was issued on 15-05-2017.
 - iv. During Surprise/CTE Type Inspections, it was observed that in some cases there was non-compliance of Work Manual and Contract clauses. A Systemic Improvement in respect of compliance of THDC Works Manual as well as Contract Clauses was issued on 09-10-2017.
 - v. During Surprise/CTE Type Inspections, it was observed that in some cases there was non-compliance of Work Manual/ Procurement Policy. A systemic Improvement in respect of Estimates & Bills for various works was issued on 10-10-2017.
 - vi. During Surprise Inspection of Medical Bills, certain discrepancies were observed. A Systemic Improvement regarding undertaking Ayurvedic treatment was issued on 13-11-2017.
 - vii. During detailed investigation of AGVM System in Power House, certain discrepancies were observed. A Systemic Improvement in respect of Pre-dispatched Inspection & Issuance of Final Installation & Commissioning Report for any System was issued on 26-12-2017.
7. Agreed list & List of Officers of Doubtful Integrity is also being maintained. None of the Executives figuring in these list have been working at any sensitive post. Exercise to identify sensitive post in THDCIL has been conducted by THDCIL in consultation with the Management. Executives from sensitive posts have been transferred to non-sensitive post. CVC guidelines on rotation of officials from Sensitive posts are being implemented in THDCIL.

4.3.9 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 on Quality Assurance
- On-line Billing System
- e-Office.

5.0 Our Stakeholders

Our Mission includes '**To build sustainable value based relationship with Stakeholders through mutual trust**'. Stakeholder engagement takes into account the varying perspectives, priorities, and limitations of different Stakeholders.

With the aim to make its Citizens aware of THDCIL's Vision, Mission, functioning and its Business areas, THDCIL has formulated Citizen's Charter. This also includes information about Grievance Redressal and expectations of the Company from its Stakeholders for achievement of its future endeavors. Citizen's Charter is available on THDCIL's website.

Stakeholder engagement in decision making and accountability towards its activities is essential for every Company for its all round growth. To understand the Stakeholders' needs and expectations, it is essential to have a mechanism in place for effective communication. 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.

THDCIL engage Stakeholders to provide 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 Centers & circulating the brief to the villagers of Project Affected Areas. A range of insight tools are used to gather Stakeholders' feedback on both existing activities and future sustainability priorities of Company.

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 launched its quarterly electronic magazine called "THDCIL Communication Charter" with interesting, informative and imaginative content. The attempt behind this initiative is to promote "User Generated Content" (UGC) and encouragement of employees' participation in the communication process of the Corporation.

THDCIL's official facebook page & twitter handle is disseminating regular information about activities of THDCIL. Both these social Media tools are linked with Ministry of Power, PMO & MyGov (A Platform for Citizen Engagement towards Good Governance) of Govt. of India.

In order to facilitate internal exchange of knowledge, information, key learning, Success Stories etc, THDCIL has started a Collaborative Knowledge Desk on its Web Portal.

THDCIL has always been conscious of its responsibilities towards, people, Community and the Nation. The Company has aligned its growth to the needs- Economic, Social and Environmental - of these Stakeholders in an equitable and inclusive way.

5.1 Stakeholders Identification and Dialogue with the Stakeholders:

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

List of identified stakeholders of THDCIL include:

- Government and Statutory Bodies,
- Employees,
- Customers / Beneficiaries,
- Suppliers & Contractors,
- Media,
- Project Affected Persons / Local and Indigenous Communities,
- Non Government Organizations,
- Vulnerable groups within local Communities,
- Environment and Society at large.

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

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.

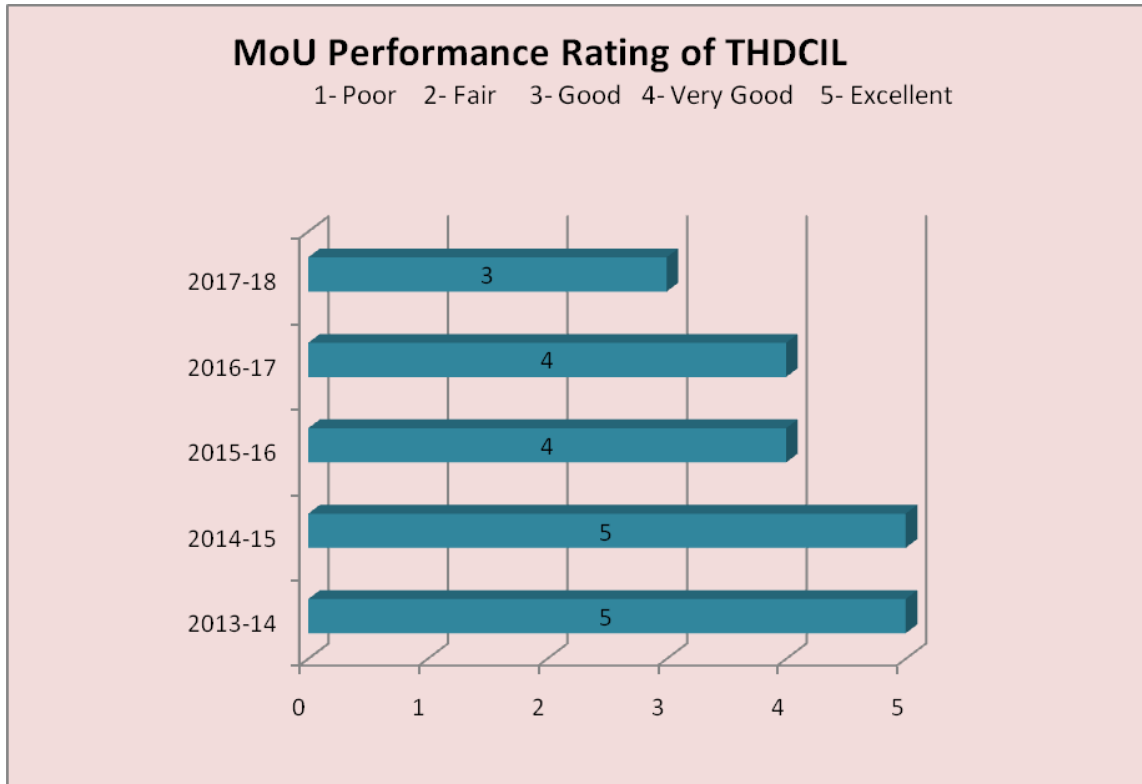
5.2 Stakeholder Engagement Summary

STAKEHOLDERS	MODE OF ENGAGEMENT	REGULARITY
Government and Statutory bodies	<ul style="list-style-type: none"> ✚ Signing of MoU ✚ Correspondence ✚ Annual Report ✚ Meetings ✚ Presentations ✚ Site Visits 	<ul style="list-style-type: none"> ✚ Annually ✚ Round the year ✚ Annually ✚ As and when required ✚ As and when required ✚ As and when required
Employees	<ul style="list-style-type: none"> ✚ Publication of Magazines ✚ Grievance Redressal Mechanism ✚ Circulars and Officer Orders ✚ Communal Programmes 	<ul style="list-style-type: none"> ✚ Quarterly, Annually, Half-yearly ✚ Round the Year ✚ Round the Year ✚ Round the Year

	<ul style="list-style-type: none"> ✚ Feedbacks ✚ Suggestion Mela 	<ul style="list-style-type: none"> ✚ Round the Year ✚ Annually
Customers	<ul style="list-style-type: none"> ✚ Signing of PPAs ✚ Feedback survey ✚ Meetings ✚ Correspondence 	<ul style="list-style-type: none"> ✚ Well before commissioning of any Project ✚ Annually ✚ As and when required ✚ Round the year
Suppliers & Contractors	<ul style="list-style-type: none"> ✚ Tenders ✚ Open Bid Discussions ✚ Policy and Procedures ✚ Meetings ✚ Joint Discussions 	<ul style="list-style-type: none"> ✚ As and when required ✚ With every award ✚ Round the year ✚ Regular basis ✚ Regular basis
Project Affected Persons/ Local and Indigenous communities	<ul style="list-style-type: none"> ✚ CSR Programmes ✚ Meetings ✚ Grievance Redressal ✚ Magazines ✚ Pamphlets / Website Disclosures ✚ Public Information Centres 	<ul style="list-style-type: none"> ✚ Round the Year ✚ As and when required ✚ Round the Year ✚ Quarterly, Annually, Half-yearly ✚ Round the Year ✚ Opened at project sites- Operational Plants
Media	<ul style="list-style-type: none"> ✚ Press Briefings ✚ Invitations to events 	<ul style="list-style-type: none"> ✚ Round the Year ✚ Round the Year
Society at a large	<ul style="list-style-type: none"> ✚ Press News ✚ Notice ✚ Publicity ✚ CSR Programmes ✚ Display on website ✚ Facebook and Twitter Page 	<ul style="list-style-type: none"> ✚ Round the year ✚ Round the year ✚ Round the year ✚ Round the year ✚ Round the year ✚ Round the year

5.2.1 Government and Statutory Bodies: THDCIL is a Joint Venture of Govt. of India and Govt. of Uttar Pradesh with shareholding of 75:25. THDCIL is expected to provide various input information to Ministry of Power (MoP) 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 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 non-financial 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.



5.2.2 Employees: 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 organize various events to stimulate creativity and encourage employees to participate in Sustainability activities.

The career growth is through a transparent system with Performance Management Review System in place for the Executives and Annual Confidential Report System for the other employees.

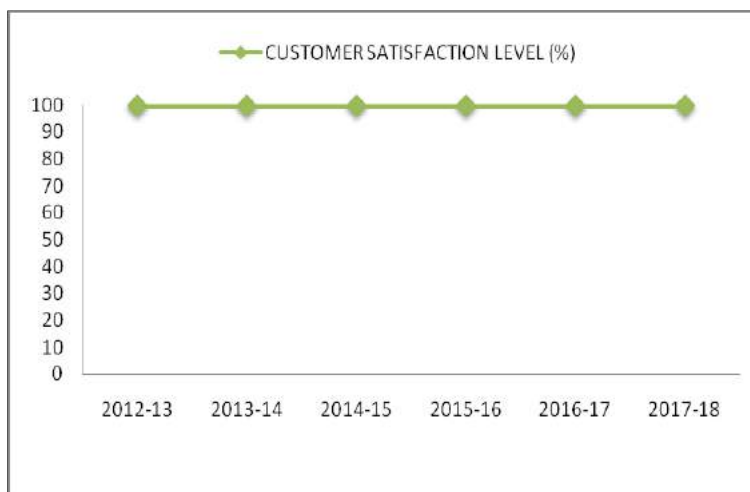
The details on well being of the employees are briefed in Chapter 6.0

5.2.3 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 and Uttarakhand. The Hydro Generating Stations of THDCIL provide the scarce Peaking Energy to the Northern Grid. State of Western Region (Gujarat) gets entire Power generated from its Wind Power Plants.

THDCIL takes prompt measures and offers assistance to its valuable Customers by synchronising its activities with other concerned Organizations/ Agencies so that the Customers avail access to Electricity produced by THDCIL under supervision of Northern Regional Load Dispatch Centre (NRLDC).

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, Company's practices and programs are adjusted to improve the services.

Senior officers of THDCIL regularly visit the headquarters of the beneficiaries and meet the concerned officials for resolution of day-to-day techno-commercial issues. Similarly, the officials of beneficiaries also visit THDCIL's Corporate Office. This in turn, gives the most valuable feedback to THDCIL, which adjusts its programs and approach to keep the satisfaction level of the customers very high. The regular mutual interaction



ultimately enhances mutual trust, cooperation and goodwill, which is the essence for the success of a Commercial Organisation.

Annual feedback on 'five-scale rating' basis is obtained from the customers (beneficiary States/UTs) on availability of Generating Units, timely sending of bills, responsiveness of THDCIL personnel, timely response to queries and support extended in case of problems.

5.2.4 Suppliers & Contractors: Procurement Management is one of the most important activities in Project Implementation which involves outsourcing of various Construction, Erection, Supply and Consultancy activities to specialized agencies on contract basis. THDCIL believes that Contractors, Suppliers and Consultants and their employees are key Stakeholders in Project Implementation. Concerns of the Contractors are regularly addressed.

Pre-Bid Conferences are held in all Major Contract Packages, where they can voice their concerns and seek clarifications on the various provisions of Contract document. The clarifications are given in a transparent manner.

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.

5.2.5 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, THDCIIL has also engaged a Media Consultant and formulated a communication strategy for key Stakeholders.

5.2.6 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 nearly 15000 families has been carried out with a human face.

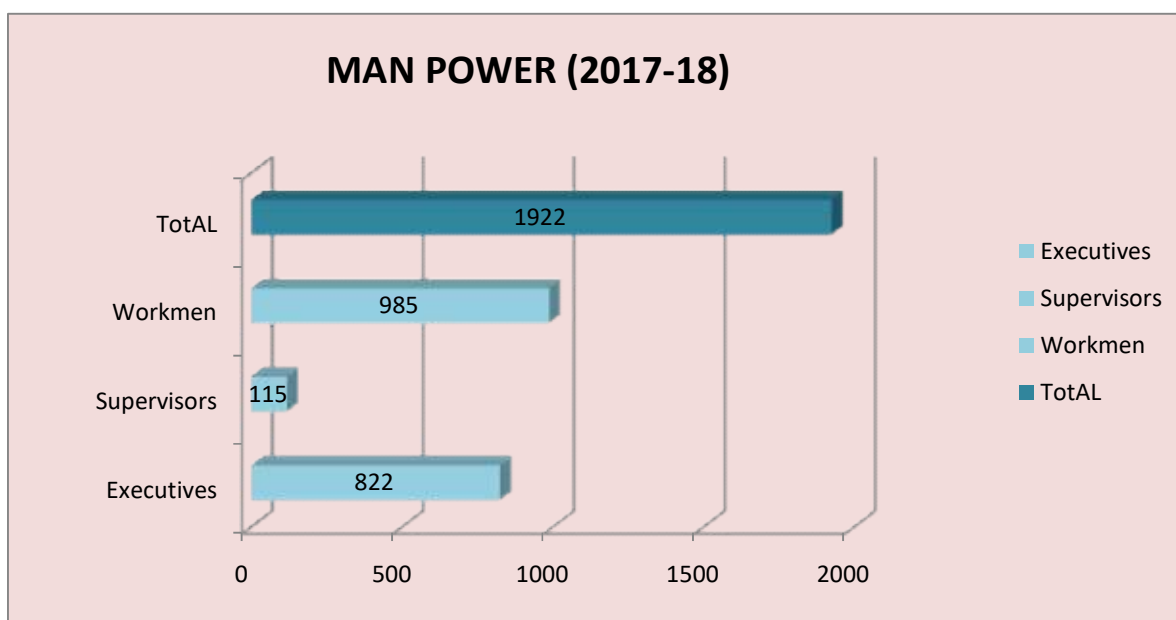
R&R cost (including land acquisition, compensations, development of facilities etc.) of Tehri HPP, is approx. Rs. 1500 Cr., i.e; nearly 18% of the total cost of the Tehri Project. This is one of the highest in the Country for such Projects.

The Resettlement & Rehabilitation Policy for VPHEP exceeds provisions laid down in the National Policy on Resettlement and Rehabilitation (2007). In VPHEP (444 MW), M/s Himalayan Educational and Resource Development Society (HERDS), an NGO has been engaged to act as interface between THDCIL and the Project Affected Communities. Resettlement of PAFs of Khurja STPP is also being conducted with human face and providing benefits over and above National Policy.

6.0 Our Employees- Human Resource Management

HRM consists of people related functions as hiring, training, and development, performance review, compensation, safety and health, welfare and industrial relation. (HRM includes such opportunities as employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification and Organization development) These are typically the functions of Personnel Management and are administrative and supportive in nature. HRM necessitates alignment of HR Policies and practices with the Organizations strategies- both Corporate as well as functional. By meshing HR practices and policies with strategies, the HR executives formulate and implement business strategies. The very concept of HRM signifies that the role of executive is elevated from an administrative level to that of the board.

6.1 Human Resources



THDCIL has a strong work force base of 1922 employees as on 31.03.2018 comprising of 822 Executives, 115 Supervisors and 985 Workmen. The Men-Megawatt Ratio is 1.27 including construction projects. For operational projects it works out to 0.76. THDCIL has always considered its human capital as its biggest asset, which play a vital role in the growth of the Company. Both, Men and Women are treated with equal respect & dignity and it is strictly ensured that all aspects related to human rights are upheld by the Organization.

THDCIL has all along endeavoured to create congenial environment and adopted wage policies at par with other Power Sector Organizations. The Rate of Attrition is negligible in THDCIL.

THDCIL respects the right to freedom of association, participation, collective bargaining and provide access to appropriate grievance redressal mechanism.

THDCIL is strictly against the child labour, forced labour or any form of involuntary labour, paid or unpaid and do not allow contactors or sub- contractors to engage child labour, forced labour or any form of involuntary labour.

THDCIL has systems and practices to ensure a harassment free workplace, where employees feel safe and secure in discharging their responsibilities.

Accordingly, particular attention is paid to employees' Professional and personal development. The Company uses training, awareness and guidance tools to encourage employees to commit to Sustainability.

THDCIL provides a workplace environment that is safe, hygienic, humane, and which upholds the dignity of the employees. THDCIL values the respect for dignity and potential of individuals, which is communicated to the employees and trains them on a regular basis.

6.1.1 Recruitment

THDC India Limited being a premier Power Generator in the Country, recruit a Talent Pool of Multi Disciplinary Professionals in the Executive Cadre-Engineers, Geologists, Chartered Accountants, PR Professionals, Law Professionals and HR Professionals by way of All India Written Test or using scores of established competitive examinations such as GATE, UGE-NET, CLAT etc. In Non-Executive cadre, appointment is done based on written test. The recruitment is carried out on the basis of manpower requirement in a transparent manner. The examinations are conducted as and when required. All the Executive Cadre Recruitments are carried on All India Basis, whereas Non-Executive Recruitments, viz; Diploma Engineers, ITI Holders etc. are Area / State specific. THDCIL also conduct examinations for filling up Backlog Vacancies in SC, ST, OBC & PWD Category. THDCIL 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.

Projected retirement and recruitment during next 05 years is as under:

Year	Retirement	Proposed Inductions*
2018-19	57	140
2019-20	68	-
2020-21	87	200
2021-22	82	-
2022-23	92	200

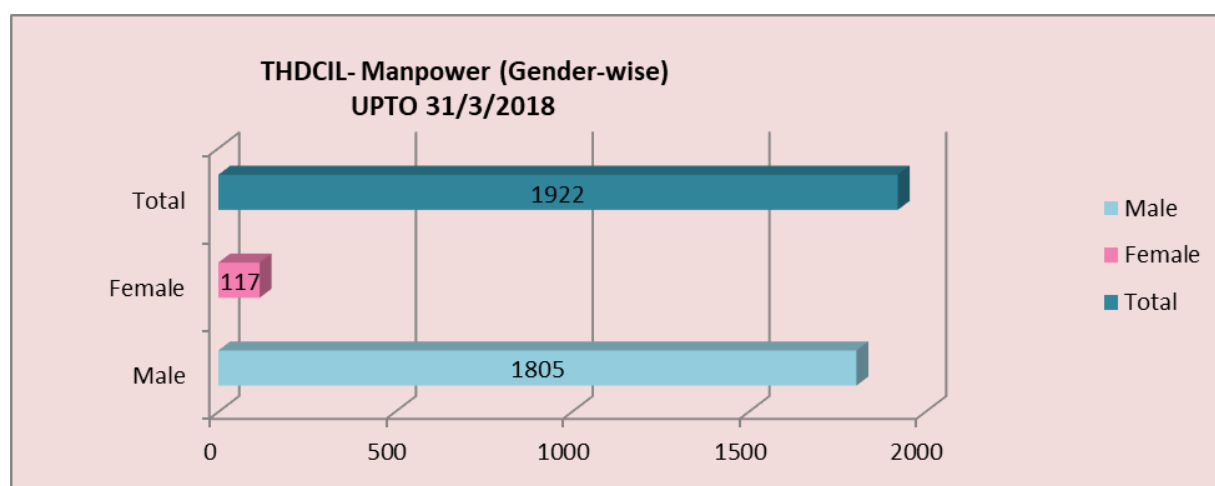
****Proposed Inductions are indicative and depend upon the progress of Construction Projects.***

6.1.2 Gender wise Categorization

THDCIL is an equal opportunity provider and professes gender neutrality. THDCIL follow all rules and regulations issued by Govt. of India from time to time in this regard. All employees irrespective of their sex and marital status, are given equal opportunity in terms of employment and career growth. There is no discrimination in remuneration on the basis of gender in THDCIL. There are 117 women employees as on 31.03.2018 in different categories. They represent 6.08% of the total strength of the Company.

THDCIL has constituted WIPS (Women in Public Sector) and is a member of forum of Women in Public Sector, which is agency under SCOPE. THDCIL has a duly constituted internal complaint committee under Sexual Harassment of Women at Workplaces (Prohibition, Prevention, Redressal) Act 2013.

During the year, no incident of Non-Discrimination reported.



6.2 Employee Relations

Cordial Employee Relationship is the driving force behind performance of the Company. The Employee Relation in the Company is founded on mutual trust & respect. Both employees and management complement each others efforts in furthering the interest of the Company as well as its Stakeholders.

Employee relations were cordial and harmonious at all THDCIL Projects/Stations/Units during the year. There have been continuous interactions between the management and the apex forum of Workmen and Executives. Structured meeting were organized during the year, wherein issues relating to performance and productivity were extensively discussed. Representatives of Workmen were allowed to participate in joint management council, where equal number of employees and Management representatives participated in constructive discussion. THDCIL organized several welfare activities during the year ranging from organizing summer sports, winter sports, inter-PSU sports etc. A number of other cultural activities were organized to de-stress the employees, as well as to create better relationship among each other. Celebration of Yoga Day,

arrangement of Workshops on several health related issues, Medical Check-up Camps at different Units and Blood Donation Camps etc. were also an additional feature throughout the year.

The **Quality Circle Team** from THDC bagged the Par Excellence Award and three excellence award, thus proving its mettle in commitment of continuous improvement and content-oriented approach.



6.3 Women Welfare

In compliance with the provisions of “Sexual Harassment of Women at Work Place (Prohibition, Prevention and Redressal) Act, 2013”, an Internal Complaints Committee has been set up at Rishikesh and Tehri, which deals with issues of Sexual Harassment at work place. This Committee has a specific role of dealing with issues of Women Harassment at work places and any untoward incident of the like nature within the Organization. Awareness / Sensitization Programmes are conducted for both Men and Women in this regard. This helps in generating a healthy work environment. THDCIL is an active member of the networking platform of Forum of Women in Public Sector (WIPS), which conducts programmes in collaboration with SCOPE for which company nominates Women employees. The WIPS committee conducts various awareness programs for Women employees of the Corporation.

The Committee deals with issues related to Sexual Harassment at work place and other local issues related to Women employees. Women are often made members of various Committees formed to oversee/ recommend employee related matters and policies.

THDCIL has time to time organized various programmes for its Women employees. Some of the topic discussed in these programme are Female Foeticide, Dowry System, Women Education, Women Safety, Domestic Violence Act, “Beti Bachao-Beti Padhao” etc.

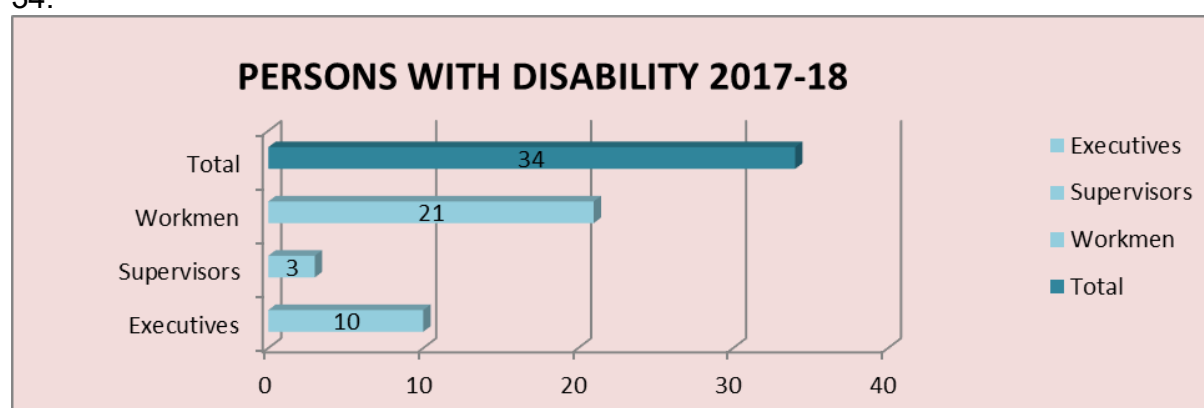
6.4 Persons with Disabilities (different abilities)

With a view to provide equal opportunities in services to the Persons with Disability (PWD), the Government of India has laid down a number of Presidential Directives. In

compliance with directives of Government of India, THDCIL has made efforts to encourage the participation of the Physically Challenged Persons in the Organization and thus has always given preference to representatives of this category in the process of recruitment.

In compliance of implementation of United Nations Convention on the Rights of Persons with Disabilities, THDCIL has provided easy accessibility by way of erecting ramps and toilets for physically challenged persons in most buildings of the Corporation. Employees belonging to Physically Handicapped category were also nominated for attending special training programmes as per their special needs.

THDCIL has made efforts to encourage the participation of the Physically Challenged Persons in the Organization. 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) by fulfilling their specific need, where ever arises. As on 31.03.2018, total strength of the employees in THDCIL with disabilities is 34.



6.5 Employees Remuneration and Benefits

THDCIL offers one of the attractive pay package / remuneration to its employees at par with the industry. THDCIL follows Industrial Dearness Allowance (IDA) pattern for pay packages.

However, present employee benefits includes Basic Pay, Dearness Allowance, Perks and Allowances @ 35% of the basic pay under Cafeteria Approach, House Rent Allowance/Lease Accommodation, Provident Fund contribution, Group Saving Linked Insurance, Gratuity etc.

THDCIL provides reimbursement for Medical Treatment of Employees and their dependents. Post retirement medical facility is also available. (Details at Para 6.7.5)

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 up gradation of Executives “Scheme for facilities of higher education” is also in place.

6.5.1 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.

6.5.2 Scheme of Financial Assistance to dependents of Deceased Employees

The scheme shall provide monetary assistance to the legal heir(s) in the event of death and total permanent disablement leading to separation of employee as a social security measure.

The financial assistance is made as equivalent to two month's salary (Basic+DA) for each completed year of service and part thereof or salary for the months of service-left, if any, to superannuation/ normal retirement on the date of death, whichever is less.

1. Subject to Minimum of Rs. 4,47,000/-
2. Subject to Maximum of Rs. 13,40,000/-

6.5.3 Death Benevolent Fund Scheme

- THDCIL “Employees Death Benevolent Fund Scheme” is introduced with a view to provide Financial Assistance to the family members of the employee, who dies while in the employment of the Corporation.
- The Scheme covers all employees (Executives/ Supervisors/ Workmen) borne on the regular rolls of the Corporation.
- An amount of Rs. 500/- is deducted from the all employees' salary, only in the event of death of the employee. The nominated family member(s) of the deceased member employee is paid actual amount so collected from all employees.

6.6 Grievances Redressal Mechanism

As a responsible Corporate Citizen, THDCIL undertakes and implements widely accepted initiatives like the Grievance Redressal Mechanism, 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.

6.7 Post Retirement Benefits

Every Organization needs to provide a proper Superannuation Plan to its employees in order to facilitate smooth transition from active work life. THDCIL take good care of the employees, even when they Superannuate. Statutory payments like payment of Gratuity Fund, Statutory Pension etc. is taken care of. Apart from Statutory payments, there are provisions of Post Retirement Medical Facility and Pension Scheme for retired employees in the Corporation. In line with Post Retirement Benefits Plan, Pension Schemes has been implemented in the Company w.e.f. 01.01.2007 after approval of Ministry of Power.

The Salient features of the above schemes are given below:-

6.7.1 THDCIL Employees' Defined Contribution Pension Scheme

Employees on regular rolls of THDCIL on or before 01.01.2007 are covered under the Scheme. The Ordinary monthly mandatory contribution payable by an employee is 1% of his/her Basic + DA from the date of notification of the Scheme. The Employer Contribution in respect of each employee is 30% of his Basic Pay and DA minus Employer's contribution towards CPF, Gratuity and Post Retirement Medical Scheme. They have the option to make the Voluntary contribution towards Pension Scheme. The minimum service condition for payment of pension in THDCIL is 15 years. Services rendered in any other CPSEs prior to joining THDCIL would also be counted for this purpose provided similar scheme is there. Employee is eligible for pension in case of Superannuation, death while in service, separation on medical grounds, i.e; total permanent disablement leading to cessation of service. Employee or beneficiary/nominee(s), as the case may be, may commute 1/3rd of accumulated corpus for lump sum payment. Employees Superannuated from the Corporation in between 01.01.2007 to 31.12.2007 have the option to withdraw the entire accumulation.

6.7.2 Contribution Provident Fund (CPF)

Employees are covered under THDC Provident Fund Rules. The contribution payable by employees under these rules is 12% of Basic Pay & DA. Equal contribution is payable by the Company. Out of the contribution payable by the Company, 8.33% of the Basic Pay & DA is remitted to Employee's Pension Fund.

6.7.3 Gratuity

For every completed year of service or part thereof in excess of six months, the employer shall pay Gratuity to an employee at the rate of fifteen days wages based on the rate of wages last drawn by the employee concerned, subject to maximum of Rs. 20 Lakh.

6.7.4 GSLI- Group Saving Linked Insurance Scheme-

Board of Directors has approved the Introduction of GSLI with Double Accident Benefits (DAB). The GSLI Policy has been implemented w.ef. 01.04.2007 through LIC.

The brief of the benefits of GSLI Scheme, amount of Coverage and monthly contribution from employees at various levels is as given below:-

Group	Converge of Employee	Revised Insurance coverage under GSLI in case of Normal Death (Rs.)	Amount payable by LIC in case of accidental death (DAB) (Rs.)	Monthly Premium Payable		
				Risk coverage to be borne by THDCIL (35% + DAB Premium) + Service Tax @12.36% (Rs.)	Saving portion to be borne by individual employees (65%) (Rs.)	Total amount payable to LIC (Rs.)
A	Directors + CMD	8.50 Lakh	17.00 Lakh	390+55.00+55.00	715.00	1215.00
B	Executive E7 to E9	7.50 Lakh	15.00 Lakh	340+50.00+48.00	630.00	1068.00
C	Executive E2 to E6	6.00 Lakh	12.00 Lakh	270+40.00+38.00	510.00	858.00
D	All Employee (Supervisor + Workmen)	5.00 Lakh	10.00 Lakh	230+30.00+32.00	420.00	712.00

6.7.5 Post Retirement Medical Facility

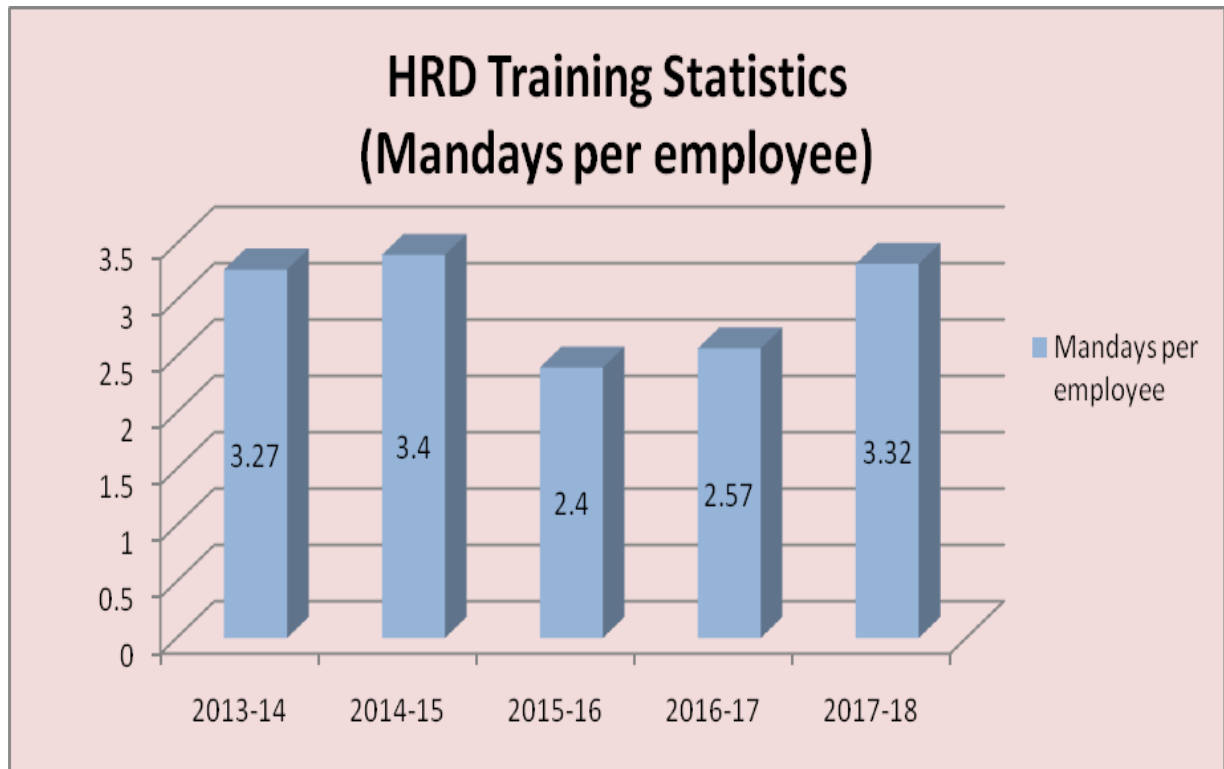
There is a provision of Post Retirement Medical Facility, wherein retired employees are reimbursed for OPD and IPD treatments just like regular employees. The retiring employees are required to become member of the scheme by paying annually or may opt to pay the one time" contribution as membership fee.

6.8 Trainings and Skill Development of Employees

THDCIL ensures continuous skill and competence up-gradation of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. THDCIL promotes employee morale and carrier development through enlightened human resource interventions. THDCIL has a dedicated HRD department and HRD Centre, which ensures continuous up-gradation of skill and competence of employees by providing relevant training and learning opportunities.

During the year, THDCIL continued to enhance its learning and development processes to create empowered experiences at the workplace. Through concentrated efforts towards enabling capability and talent development, THDCIL focused on career conversations, skill building and leadership development. Multiple forums for learning includes classroom training, e-learning, on-the-job training, mentoring etc.

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.



Career Development approach adopted by THDCIL- Broadly, employees have been divided in five categories i.e. Professionals, Non-Professionals, Skilled, Semi –Skilled, and Unskilled. In THDCIL, Career Development Approach identifies the potential employees. Long Term or short term training in the fields related to the Industry requirements is provided to these potential employees converting them into assets. It removes the barriers for Growth. In past, following Career Development Programs were taken up in THDCIL to convert Non- Professionals into Professionals, Unskilled into Semi-Skilled or Skilled Category. Highlights of 2017-18 are as under:

- Upto 2017-18, 10 Employees have successfully completed the 01 year post diploma in Industrial Safety from RLI, Kanpur.
- During 2017-18, 05 Executives were sponsored for pursuing MBA(WX) from IIM Kashipur.

Objective of the above mentioned Career Development Schemes was to remove the barrier of Career growth.

For short term training programs, a form is designed in Performance Management Review (PMR) booklets, where executives after discussion with their reporting officers identifies the trainings required to remove the skill gaps and consequently HR Department organize such training in due course of time. Apart from PMR booklets, time to time Training Need Analysis (TNA) is being done for the executives and competency mapping is also made part of TNA, where trainings are planned to fill the gap between present competencies and desired competencies.

2017-18 Highlights

During the year 2017-18, a total of 50 dedicated In-house training programmes were conducted for augmentation of Technical, Managerial and Behavioral Competencies, besides floated nomination(s) spanning a total of 6380 Training Mandays, against the target of 4000 Training Mandays. Average Mandays works out to 3.32 for 1922 employees as on 31.03.2018. The program can be categorized as under:

- Leadership Development Programme
- Management Development Programme
- Cross Functional Competencies.
- Domain Specific Programme
- Long Term Certificate Course
- External Training Programme (i/c foreign training)

Besides external floated nominations, significant training programmes organized during the year are as under:

- Emotional Intelligence for Senior Leaders.
- Dam Safety Aspects of Civil Structures and HM Equipments through USBR as a part of Contract Agreement.
- Certificate Course on "Environment Management, Bio-diversity and Environmental Monitoring (Air & Water Quality)
- Computer Proficiency
- HR for HR Professionals
- Gender Sensitizations

Average Mandays of training per year per employees:

Average Mandays of training as per gender and as per employee category in 2017-18				
Category	Male		Female	
	Total Mandays Training	Average per employee	Total Mandays Training	Average per employee
Officers	1972	2.52 (1972/782)	137.5	3.43 (137.5/40)
Supervisors	3136	28.50 (3136/110)	129	25.8 (129/5)
Workmen	851.5	2.01 (851.5/913)	154	2.13 (154/72)
Total	5959.5		420.5	

Programmes on Skill Management and Life Long learning:

Category	Programs for skills management and life long learning that support the continued employability of employees and assist them in managing career ending
	Total Mandays (2017-18)
Officers	391
Supervisors & Workmen	2520

Details of Skill Development Programs conducted during year 2017-18:

S N	Name of Program	Target Group	Duration	No. of Participants	Total Mandays
Supervisors & Workmen					
1	Computer Training-MS Office & HRMS Awareness	Workmen	13 th to 15 th March, 2018 (03 days)	16	48
2	Global Positioning System & Electronic Total Station	Workmen	16 th to 20 th Jan,2018 (05 days)	12	60
3	13 Weeks O&M Training	JETs (Elect/ Mech)	16 th August to 31 th October, 2017 (13 Weeks)	22	1716
4	01 Week Hydro Simulator Training	JET (Civil)	16 th to 22 nd June, 2018 (01 Week)	25	150
5	Communication & Presentation Skill	Workmen	28 th to 29 th June, 2018 (02 days)	23	46
6	04 Weeks Functional Training	JET (Civil)	30 th October to 24 th Nov, 2017 (04 Weeks)	25	500
Total				123	2520
Executives					
1	Vibration Analysis & Monitoring	Executives	19 th to 21 st Sept, 2017 (03 days)	22	66
2	Advance Refresher Course for Certified Trainers	Executives	04 th to 08 th Sept, 2017 (05 days)	20	100
3	Mentoring and Coaching Skills	Executives	09 th to 10 th Aug, 2017 (02 days)	23	46
4	Solar PV System Design	Executive	15 th to 19 th Jan,2018 (14 days)	01	05
5	Carbon Reduction Technology	Executive	14 th to 27 th Feb, 2018 (14 days)	03	42
6	Practical NDT for Inspectors	Executive	27 th Nov to 2 nd Dec,2017 (6 days)	06	36
7	Protection System	Executive	12 th to 23 rd March, 2018 (12 days)	08	96
Total				83	391

In addition, following Certificate course was conducted for Executives through reputed Institute:

SI No	Name of programme	No. of participant	No. of Mandays	Agency/Institute
1	Certificate course in Environment Management & Bio diversity	15	204	NEERI, Nagpur
Total Mandays			204	

Training on Policies and Procedures concerning aspects of Human Rights:

Level	Total Employees (2017-18)	Total Mandays of Employee training on Policies and Procedures concerning aspects of Human Rights relevant to Corporation
Executives	822	73
Supervisors & Workmen	1100	479

Details of training programmes related to Policies and Procedures concerning aspects of Human Rights are as under:

S N	Name of Program	Target Group	Duration	No. of participants	Mandays
Workmen & Supervisors					
1	Safety Awareness Programs	Workmen & Supervisor	28-29 April, 2017 (one and half day)	20	30
2	Stress Management through Yoga and Murm Chikitsa	Workmen / Supervisor	30-31 st May 2018 (2 days)	26	52
3	Safety Comprehension and Electrical Safety	Workmen	13-14 June, 2018 (2 days)	25	50
4	Gender Sensitization	Workmen/ Supervisor	19-20 dec, 2017 (02 days)	90	90
5	Safety Awareness Programs	Workmen/ Supervisor	09-11 Jan, 2018 (One and half day)	54	81
6	Stress Management through Yoga for Women	Workmen/ Supervisor	26-27 Sept, 2017 (02 days)	19	38
7	Women Empowerment	Workmen/ Supervisor	08 th March, 2018	80	80
8	Healthy Body-Healthy Mind through Yoga	Workmen /Supervisor	27-28 March 2018 (2 days)	29	58
Total				343	479
Executives					
Sl N O.	Name of Program	Target group	Duration	No of participants	Mandays
1	Safety awareness Program	Executives	28-29 April 2017 (1.5 day)	10	15
2	Prevention of Sexual Harassment	Executives	14-15 Sept 2017 (2 days)	2	4
3	Dam Safety &	Executives	2-3 Nov, 2017	07	14

	Disaster Management		(2 days)		
4	Earthquake Safety of heavy buildings in Himalayas	Executives	21-22 Nov,2017 (2 days)	02	04
5	Reservation Policies for SC/ST employees	Executives	08-09 March,2018 (2 days)	18	36
Total				39	73

Training Course conducted for Vigilance Awareness:

Percentage of employees trained in organisation on Anti- Corruption Policies and Procedure = 1.71% (33/1922*100)

Details of programs based on Anti corruption Policies and Procedures are as under:

S N	Name of the Program	Target Group	Duration	No. of participants
1	Vigilance Management and Awareness	Executives	02-03 Nov,2017(2 days)	30
2	Administrative Vigilance	Executives	08-12 July,2017(05 days)	02
3	Vigilance- An Eagle Eye to curb Corruption	Executives	11-15 Dec,2017(05 days)	01
			Total	33
			Total Mandays	75

6.9 Occupational Health and Safety

THDCIL offers stimulating working conditions and maintains a harmonious working atmosphere. Company also consider employees and their families' Health and Safety of prime importance. 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. 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.

Accident ▶	Work Related		Elect. Related.	
	Fatal	Non Fatal	Fatal	Non Fatal
Period ↓				
2012-13	NIL	NIL	NIL	NIL
2013-14	NIL	NIL	NIL	NIL
2014-15	NIL	NIL	NIL	NIL
2015-16	03	NIL	NIL	NIL
2016-17	NIL	NIL	NIL	NIL
2017-18	NIL	NIL	NIL	NIL

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. Safety Manual has been revised and issued.

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 System 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 System amongst employees, train employees and relevant Stakeholders on Health and Safety aspects and yearn to achieve excellence in Occupational Health and Safety.

Safety Highlights 2017-18

Tehri HPP & PSP:

- Tehri HPP Safety Committee meetings are held on Quarterly basis. While for Tehri PSP, meetings are held on monthly basis. Safety Committee comprises of representatives both from officers and workers.
- OHSAS : 18001 has been implemented at Tehri HPP & PSP.

Koteshwar :-

- Koteshwar HEP Safety Committee meetings are held on Quarterly basis. Safety Committee comprises of representatives both from officers and workers.
- OHSAS : 18001 has been implemented at Koteshwar HEP.

VPHEP :-

- VPHEP Safety Committee meetings are held on monthly basis. Safety Committee comprises of representatives both from officers and workers.
- OHSAS : 18001 has been implemented at VPHEP.

Annual Dam Safety Inspection:

Every year, Annual Dam Safety Inspection is carried out for both Operating stations by team consisting of engineers from Design Department, OMS Department and Concerned Project unit after monsoon during the months of Oct. & Nov. The inspection is carried out on the basis of checklist format prepared by THDCIL itself in line with criteria fixed by Central Water Commission (CWC), New Delhi and SEED Manual of USBR. Besides inspection by THDC engineers, Tehri HPP has been inspected twice by CWC, New Delhi and once by United States Bureau of Reclamation (USBR), USA, whereas Koteshwar HEP once by CWC.

6.10 Health Care

Various programs for First Aid, Stress Management through Yoga, Occupational Health & Safety, Risk Management etc. have been organized by Tehri Unit through premier Training Agencies/ Institutions during the year 2017-18 to create awareness amongst employees and their families.

The trainings 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 situation and for taking care of preventive diseases and maintaining good Health etc

2017-18 HIGHLIGHTS

- Number of Doctors in Hospitals at Projects and Corporate Office – 13
- Total Number of Nurses in Hospitals at Projects and Corporate Office –11
- Total number of Consultations provided to employees/contract workers during 2017-18- 52200
- Total number of Consultations provided to local people other than employees during 2017-18- 8987
- No. of Ambulance – 04
- No. of cases, in which Ambulance provided to employees- 181
- No. of cases, in which Ambulance provided to local people-16

6.11 Disaster Management Plan and Emergency Action Plans (Tehri HPP and Koteshwar HEP):

- Crisis and Disaster Management Plans (C&DMP) of Tehri HPP and Koteshwar HEP have been prepared as per guidelines issued by Central Electricity Authority (CEA), New Delhi for Power Plants.
- Emergency Action Plans (EAP) of Tehri and Koteshwar Dams have been prepared as per “Guidelines for development and implementation of Emergency Action Plans (EAP) for Dams” of CWC, New Delhi.
- These plans are reviewed every year irrespective of occurrence of natural disaster. During review, problems encountered during the implementation as well as suggestion of implementing officers are also considered.
- Emergency situations envisaged in the EAP’s of Dams lead to controlled or uncontrolled release of water from Tehri / Koteshwar reservoir resulting in flooding of areas downstream of Koteshwar Dam upto Haridwar. In Sep-2016, a Mock Drill for flooding of low lying areas of Rishikesh was conducted in association with Disaster Mitigation and Management Centre (DMMC), GoUK, Dehradun and National Disaster Response Force.
- Emergency situations are envisaged in C&DMP that can lead to problems in Operation of Power Plants resulting in disruption of Power Supply to Grid. Mock

drills for these situations like fire, flooding of Power House, Security threats and Earth quake etc. are being carried out every year in association with CISF team.

6.12 Emergency Action Plan (Vishnugad Pipalkoti HEP):

In line with the guidelines issued by CWC, EAP for VPHEP has been prepared to identify potential emergency conditions at VPHEP and specified pre-planned actions to be followed to minimize property damage and loss of life. The EAP specifies actions to be taken to moderate the problems at the Dam site as well as in the areas downstream of the Dam. It contains procedures and information to assist THDCIL in issuing early warning and notification messages / request for assistance to responsible Emergency Management authorities, viz., District Magistrate / Collector, Armed forces, Paramilitary forces, Project Authorities and other Central/ State Agencies. It also contains Inundation Maps to show the emergency management authorities of the critical areas for necessary relief and rescue actions in case of an emergency.

6.13 Real Time Inflow Forecasting System for Tehri Dam

The Catchment area of Tehri Dam is 7511 Sq. Km. out of which approximately 2323 Sq. km. is Snow bound. The inflow forecast helps in Safety of Dam by giving advance information regarding the inflow into the reservoir from the Catchment, which helps in reservoir operation thereby safeguarding the Dam. It also increases the flood warning time, which also helps in taking mitigation measures in advance for safety of downstream population.

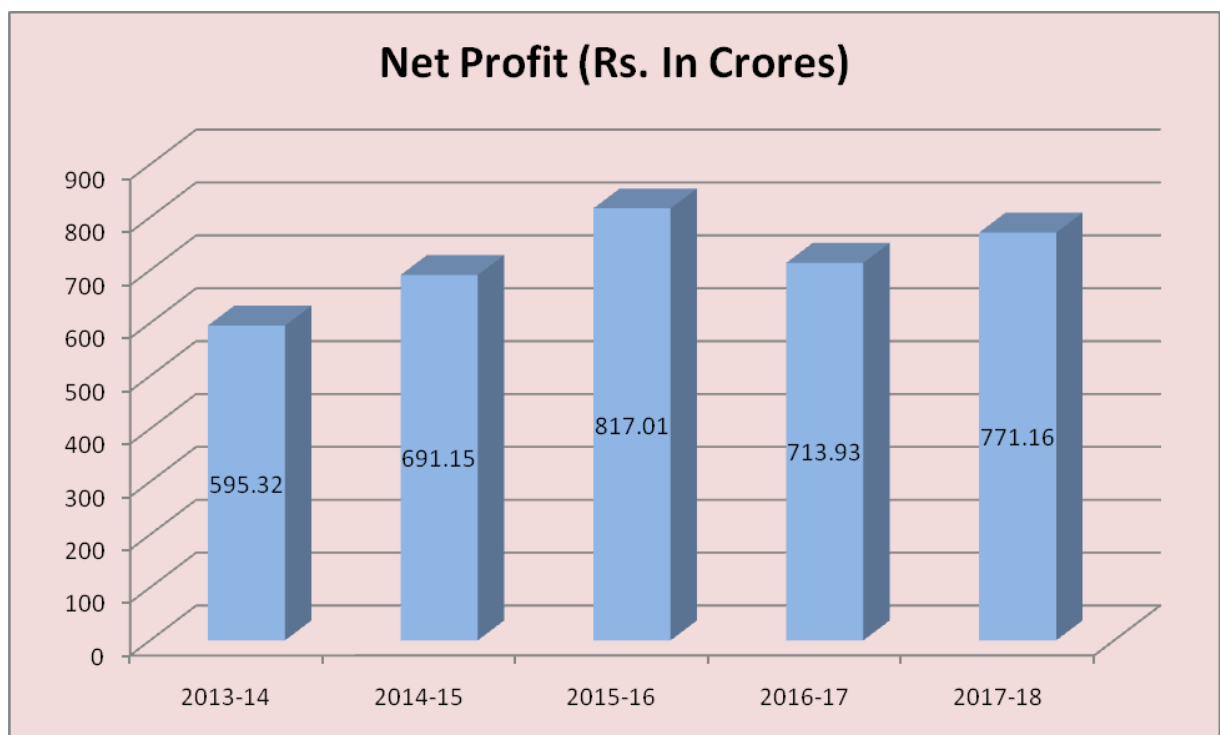
A real time inflow forecasting system consisting of eleven number Automatic Weather Stations (AWS) and four G&D stations in the Catchment area of Tehri reservoir with its central earth station (control room) established at Tehri Dam. The system observe Real Time Meteorological and Hydrological data and transmit the same to earth station established at Tehri for further processing of data for forecasting the inflow for Tehri reservoir. Mathematical model for inflow forecasting system has been developed by IIT, Roorkee. The system is presently operational and capable to forecast inflows with 3-4 hours lead time.

6.14 Early Warning System for Tehri / Koteshwar Dam

Timely dissemination of information about the release of water from Dam during floods or any other emergency situation is of prime importance to ensure safety of population in the downstream of Dams. In order to disseminate information to the d/s population up to Rishikesh about water releases from Tehri and Koteshwar dams, an advance warning system has been established through Disaster Mitigation and Management Centre (DMMC), GOUK, Dehradun. The system consists of Sirens and Speakers at eight stations from downstream of Koteshwar Dam up to Triveni Ghat, Rishikesh and two control rooms, at Koteshwar Project and at DMMC, Dehradun. The system is presently operational and regular warnings / messages are being issued.

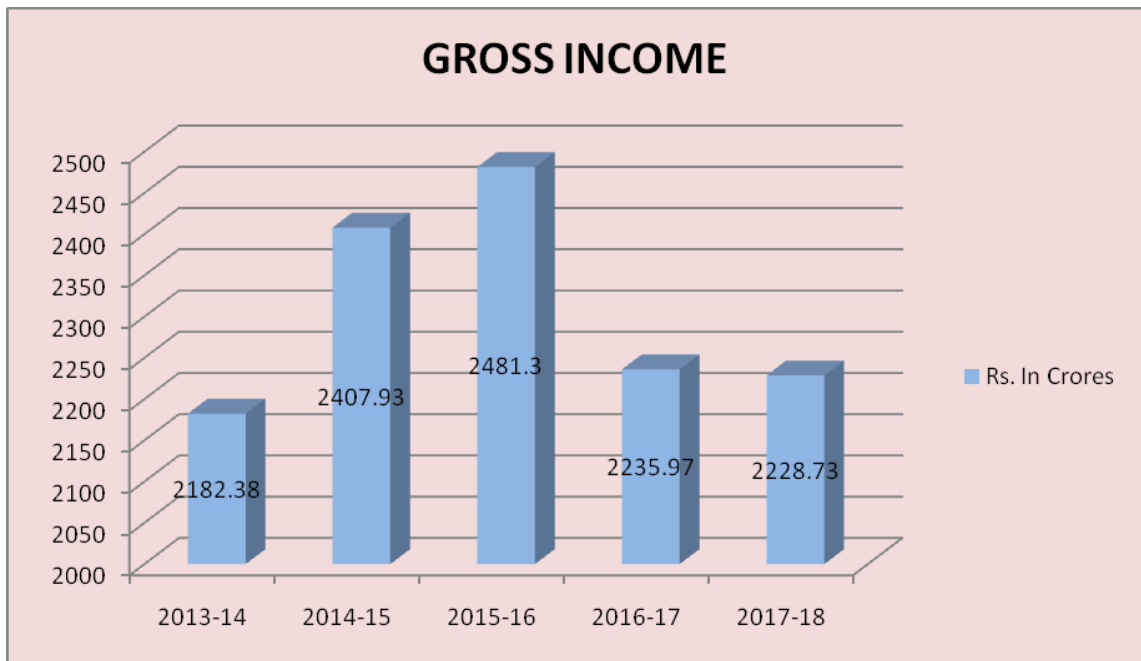
7.0 Sustainable Development Performance: Economic

THDCIL has been contributing in its own small way, towards the growth of the Economy of the Nation. Since its first year of Commercial Operation, THDCIL is a profit making Organization. The Company has an authorised Share Capital of Rs. 4000 Cr. having a strong financial base. THDCIL values financial interest of all its Stakeholders and always thrives to optimize value addition to its financial capital by earning profit along with discharging its Social Responsibility not just restricting itself to statutory minimum. The Company ensures adherence to the debt:equity norm of 70:30 from Project inception. A part of the profits earned by THDCIL is paid back as dividend to Shareholders. The paid-up Equity capital of THDCIL as on 31.03.2018 is Rs. 3627.43 Cr. Within the broad regulated parameters, THDCIL try to control cost without compromising on quality to add to our bottom line. With efficient management of financial capital, THDCIL has never incurred loss since its first project went into Commercial Operation in 2006-07. 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 Hydro Power Plants.

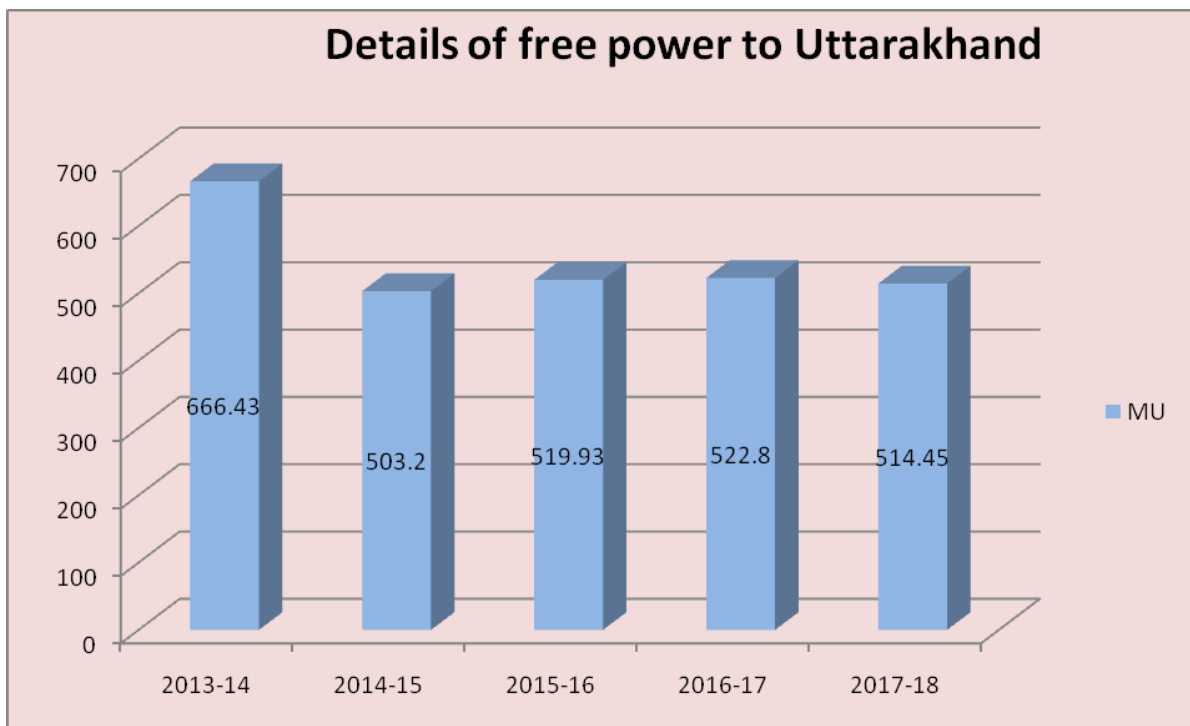


Highlights 2017-18:

- Gross Income generated during 2017-18 is Rs.2228.73 Cr.
- THDCIL has earned a net profit of Rs.771.16 Cr. during 2017-18 which is 8% more than last year's profit.
- During 2017-18, expenditure on CSR was Rs.16.18 Cr.



- During 2017-18, Gross Taxes paid by THDCIL were Rs.258.80 Cr.
- During 2017-18, Dividend Paid to Govt. of India and GoUP was Rs. 335.21 Cr.
- Free energy to the tune of 368.78 MU amounting to Rs. 164.69 Crs. from Tehri HPP(1000 MW) and 145.669 MU amounting to Rs. 48.82 Crs. from Koteshwar HEP(400 MW) was provided to the Home State of Uttarakhand during 2017-18.



8.0 Sustainable Development Performance: Environment

THDCIL's Vision – **A World Class Energy Entity with commitment to Environment and Social Values.** As a responsible Corporate Citizen, THDCIL strives to control the Environmental impact of its activities. Reduction of atmospheric emissions (especially Greenhouse Gases), measures for Soil and Water Conservation, Bio-diversity protection, integration of facilities with their surroundings, reduction at source, re-use, re-cycling: the efforts extend to all aspects of reducing Environmental impact.

THDCIL strategy on Environmental Sustainability is to optimize use of Energy and Water, to reduce Carbon Footprint and to protect/reconstruct Bio-diversity.

THDCIL counts on sound Environmental Management Systems (EMS). ISO 14001:2015 has been acquired for Corporate Office and Projects namely; Tehri HPP, Tehri PSP, Koteshwar HEP, Vishnugad Pipalkoti HEP and Dhukwan SHP. THDCIL strategy on Environmental Sustainability is to optimize use of Energy and Water, to reduce Carbon footprint and to protect/reconstruct Bio-diversity. In addition, impact studies are conducted for Construction Projects that are likely to affect the bio-physical and human environments; mitigation, compensation and follow-up measures are also developed

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 regional office of Ministry of Environment, Forest and Climate Change (MoEFCC).

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.

8.1 Major Environmental Activities undertaken:

a) Botanical Garden at Koti:

As per the stipulations under the Environment Clearance of the Tehri Power Complex granted in 1990, THDCIL conducted a study through Botanical Survey of India (BSI) on the Flora going under Submergence as well as that affected by related works in the region.

As per the recommendations of BSI, a Botanical Garden has been developed in an area of 14.28 Ha. near Koti village, located adjacent to the Reservoir. The Garden is being maintained by Forest Department, GoUK since 2011, for which funds are provided by THDCIL. The Species of plants, which have submerged into the Dam 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 12500 plants of different Species (approx. 250 types) have been planted in the Botanical Garden.



Botanical Garden at Tehri



Entry to Botanical Garden



View of Botanical Garden

b) Green Belt developed in Tehri Project area

As per recommendations made by Hanumantha Rao Committee (HRC), Green Belt development work along Reservoir Rim is being carried out by State Forest Deptt., GoUK through funds provided by THDCIL. The plan includes development of 200 M wide Green Belt (from 840 MSL to 1040 MSL) with estimated cost of Rs. 820 Lakh (approx.) in 2100 hectare of land, which includes 1138 Ha. forest land and 962 Ha. agriculture land. Out of 2100 hectare, plantation on an area of 1138 Ha. of forest land has been

completed. The entire forest land treated by planting Approx. 40 different plant species which includes:

- MEDICINAL PLANTS: Harad (*Terminalia ghebula*), Bhera (*Terminalia balerica*), Beal (*Aegle marmelos*), Amaltas (*cassia fistula*), Timru (*Xanthoxylem eatum*), Mehal (*Pyrus pashia*), Tejpat (*Cinnamomum tamala*), Satawar (*Asparagus racemosus*), Sharpgandha (*Rauwolfia serpentine*).
- ORNAMENTAL PLANTS: Gulmohar, Jakranda, Bottelbrush, Cassia Shamia, Gudhal, Sabni, Kaner, Rohni, Silveroak.
- FRUIT AND TIMBER PLANT SPECIES: Selex, Shisam (*Dalbergia sissoo*), Kachnar (*Bauhinia variegata*), Toon (*Toona cilita*), Samel (*Bombax ceiba*), Pipal (*Ficus religiosa*), Bargad (*Ficus bengalensis*), Pilkhan, Jamun (*Syzygium cuminli*), Chitwan (*Alastonia scholaris*), Gular, Neem (*Azadiratcha indica*), Baken, Khair (*Acacia catechu*), Padam (*prunus cerasoides*), Kanji (*Pongamia pinnata*), Semala (*Bahunia retusa*).
- Grass Species: seeds and slips of Grasses like lemon Grass, *Pama rosa*, *citronella* and Ginne Grass also grown in the interspaces

Mahasheer Fish Hatchery

As per the stipulations under the Environment Clearance of the Tehri Power Complex granted in 1990, THDCIL conducted a study through Zoological Survey of India (ZSI) on the Fish Fauna. As suggested by ZSI, action plan for possible mitigation of Mahaseer fish had been framed through M/s Tropical Fisheries Consultants Ltd. and submitted to MoEF.

In compliance of ZSI recommendations, Mahaseer Fish Hatchery having capacity of 3 Lakh Seeds per Annum has been constructed near Jurasi Nalla Koteshwar under consultancy of National Research Centre for Cold Water Fisheries (NRCCWF), Bhimtal. An expenditure of Rs. 110 lac has been incurred in development of Fish Hatchery. The Fish Hatchery is operational, where 60 number of Mahaseer Brooders (male & female) are available weighing approximately 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 waters of Tehri Dam reservoir. Along this, species of Common Carp including 112 number of Brooder and Adults are also available in the Hatchery tanks. Meanwhile, the Hatchery has been transferred to Deptt. of Fisheries, Govt. of Uttarakhand in Nov, 2015 on lease for a period of 29 years. Now, State Fisheries Deptt, is running and maintaining the Fish Hatchery.



Fish Hatchery at Koteswar

c) Slope Stabilization in Koteswar

The slope protection work between Ch.0.0 to 10.0Km., Ch.10.0 to 17.0, of Tehri-Koteswar Road and Chaaka-Pendars-Ali Halzent Road was carried out during the year 2014-15 through engineering measures. The slope protection work between 0 to 10 km was executed at T-K road during 2016-17. The Protection work of Ali –Halzent road was carried out during 2016-17.

The slope protection work in between TK road at Ch.1.755-1.905 KM hillside in the area 3163.60 Sq.M was carried out by high strength cable net was carried out during 2017-2018.

The protection work in damaged Koteswar Mahadev Road at village Sain boundary adjoining to Pendars dumping Area (Hill side and Valley side) and protection of road from Switch yard to Rotac Camp at KHEP was also carried out during the year 2017-18.

During the financial year 2017-18, the protection works carried out by KHEP on TK road between Ch.12.332 to 12.405 KM (324 Sq.M), Ch.12.405 to 12.511 KM (411Sq.M.), Ch.1.925-1.965 KM. In addition to this Repair and Protection work on TK road at Ch1.755-1.792, 2.249-2.899, 15.420-15.461KM (2307.0 Sq.M) & 15.551-15.564 KM (445.75Sq.M), Construction of Concrete Pavement at different location on TK road. The Protection work in damaged Koteswar Mahadev Road at village Sain boundary adjoining to Pendars dumping Area (Hill side and Valley side) and Protection of Road from Switch yard to Rotac Camp at KHEP was also carried out during the year 2017-18.



Protection Works at KHEP

d) Plantation in Koteshwar Project:

The plantation work near KHEP Power House area and Colony premises was carried out through Tehri Dam Forest Division-I, New Tehri during the period 2010-11. 1500 plant saplings of Alstonia, Silver oak, Bottle brush, Gulmohar avenue tree were planted in the colony area and 3.00 Km. from Helipad to CISF barrier via Rotec camp of KHEP during this period.

In compliance of FC condition of MoEF, the plantation of Dwarf Plant Species around the reservoir of Koteshwar Dam Project is being carried out through Tehri Forest Division, New Tehri. A MoU has been signed between DFO, Forest Division, New Tehri and THDCIL, Koteshwar on 14/07/2014. The **plantation** area mainly comprises of Civil Soyam land strips of 200 M to 500 M width. The total peripheral land area available for said plantation is 450 Ha. The major objectives of this Dwarf Plant Species plantation are to stabilize the area and form the Green Belt around Dam Reservoir, which will check the direct siltation into the reservoir, to 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. During the year 2016-17, near Zero Bridge area, around 1500 plant saplings, 1500 bunches of Lemongrass herbs and 1000 Rambans have been planted in the designated area. In the first part of Chopra dumping point phase -1, natural disaster affected plantation and wire crates has been reconstructed by State Forest Department through funds provided by THDCIL. In the year 2016-17, around 500 plant saplings plantation, 500 bunches of Lemongrass herbs plantation and reconstruction work of wire crates has been done.

Under the greenery development work at various sites such as carpet grassing and hedge plantation at THDC Guest House, grassing and ornamental plants such as Cinnamon camphora, Palm and hedge plants at Administrative Building, fruits plants like Guava, Litchi, Mango, Kathal,Neem, Nimbbu and Amla at CISF Fire Station and new Field Hostel of KHEP area done during 2016-17. ₹

During the year 2017-18 certain species of ornamental, fruits plants like Ashoka Gulmohar and Medicinal Plants (Harda, Bahera, Amla, Aloe vera, Giloy, Jamun, Tulsi, Belpatri) have been planted in the Switchyard, New Field Hostel and CISF Barrack area of Kotesher Project.

During the year 2017-18 certain Species of Ornamental Fruits and Medicinal Plants have been planted in the Switchyard, New Field Hostel and CISF Barrack area of Kotesher Project. In this regard, total expenditure of Rs.2.17 Lakh has been incurred during the year 2017-18.



Plantation Works KHEP



Beautification Work at Guest House, KHEP

e) Herbal Garden at VPHEP

Clearing and grubbing of land is required during construction of any Hydro Power Project, which may have negative impacts on the local Flora. To mitigate these negative

impacts, project proponent usually undertakes various activities such as Compensatory Afforestation, Green Belt Development etc.

Medicinal /Herbal plants have played key roles in the lives of peoples living in the Himalaya by providing forest produce for both food and medicine. Numerous Wild and Cultivated plants have been utilized as curative agents since ancient times, and Medicinal plants have gained importance recently, not only as Herbal medicines, but also as natural ingredients for the Cosmetic industry.

VPHEP has also undertaken above mentioned mitigating measures. However, keeping in view the important medicinal values of the local herbal plant species, VPHEP has made a commitment to conserve and promote the cultivation of local Herbal plants of Medicinal values.

THDCIL in consultation with the Herbal Research and Development Institute (HRDI- a nodal agency of Uttarakhand Medicinal Plant Board), Mandal, Gopeshwar, has developed an Herbal Garden in approx. 1800 Sq. M, area wherein around 30 different Herbal Species has been planted that includes Amla, Alovera, Herb, Lemon Grass, Reetha, Sarp Gandha, Ashwagandha, Silpara etc. THDCIL has also been conducting educational session on medicinal and economical values of herbal plants for the local people through scientists of HRDI from time to time and said Herbal Garden is being used as a place for practical exposure and training. During these training sessions, sapling of above mentioned medical plants developed in Herbal Garden were also distributed. The said Herbal Garden shall be used as nursery for the seed conservation, which shall be distributed among the local people. Approximately an expenditure of Rs. 11 Lakh have been incurred on various works related to the development of the Herbal Garden.

f) Other Initiatives

Celebration of World Environment Day:

World Environment Day was celebrated on 05th June 2017 at Rasmanjri THDCIL Rishikesh. The same is being organized every year to make the public aware about conservation of the Environment.



World Environment Day (WED) Celebration 2017 at THDCIL Rishikesh

Water Conservation Drive under CSR works:

THDCIL has taken initiative for Water Conservation at remote villages of Pratapnagar Block, Tehri Garhwal by creating Water Recharge Pits and Chhal-Khhal for recharging Ground Water.



Creation of Water Recharge Pits and Chhal-Khhal under CSR works

1. Strategies, current action and future plans for managing impacts on Bio-diversity.

S. No.	Project	Strategies, current actions, and future plans for managing impacts on biodiversity	
1	Tehri Hydro Power Complex	Strategies	To develop habitats for wildlife, fodder for cattle and fuel for local inhabitants by developing forest Eco system in the Project area.
		Current actions	Habitats for Wild life and Birds is being developed by dense Afforestation activities in area.

		Future plans	<ul style="list-style-type: none"> To organize awareness activities /programs for protection of Wild life and forest Eco-systems among local villagers/ inhabitants. To make densification of forest in residential and reservoir area.
2	VPHEP	Strategies	Address impacts & conserve Environment in accordance with various applicable acts, rules & guidelines etc.
		Current actions	Implementation of following segments for Management measures are under progress by Project: Bio-diversity, CAT Plan, Compensatory Afforestation, Fish Management, Green Belt Development, Solid Waste Management, Public Health Delivery System, Environmental Monitoring, Archaeological Management etc. Apart from above, measures viz; Management of labour Camps, Muck Management, labour Health & Hygiene etc. is under the process of implementation by Contractor & being monitor by project.
		Future plans	Implement Management measures to conserve Environment in broader spectrum.

2. Initiatives to reduce Green House Gas Emission and reductions achieved.

Development of Green Cover: Plantation activities at Project level and at Corporate level have carried out.

CSR: During FY 2017-18, approximately 11,000 plant saplings have been planted under CSR schemes. Cumulatively more than 2.5 Lakh plant saplings have been planted upto 31st March 2018.



Plantation Drive under CSR works

Koteshwar HEP: - During year 2017-18, certain Species of Ornamental, such as, Kapur, Palm, Gulmohar, Hibiscus, Ashok, Ficus etc, fruits (Jamun, Belpatri, Mango, Peech, Lemmon etc.) and Medicinal plants (Neem, Aloe vera, Giloy, Tulsi, Amla etc)

have been planted in the Switchyard, New Field Hostel and CISF Barrack area of Kotersher Project. In this regard, total expenditure of Rs. 2.17 Lakh have been incurred during 2017-18.

VPHEP: Green Belt Development is being implemented under the Consultancy of Sh. Jagat Singh Chaudhary noted Environmentalist. upto Mar' 2018, 5000 (approx.) trees are planted included Broad Leaved, Fast Growing Plant species.

Expenditure towards Environment protection (2017-18)

S. No.	Head	Expenditure (in lacs)
Tehri HEP		
1	Botanical garden	7.95
2	Greenery development works by Environment Unit	0.73
3	Greenery development works by Dam Unit	5.00
KHEP		
1	Plantation	2.17
2	Slope Stabilization	292.12
3	Protection work	498.76
VPHEP		
1	CAT Plan	4700.00 (Fund given to CAMPA for state forest Department)
2.	Biodiversity Management Plan	133.32
3	Solid waste management plan	11.38
4.	Fish Management	63.89
5	Environmental monitoring	86.76
6	Green development	22.27
7	Implementation of EMP as per responsibility	29.28
Corporate Office, Rishikesh		
1.	Celebration of world Environment day on 5 th June 2017	2.00 lakhs approx.

8.2 Energy Efficiency and Energy Conservation

The Company is involved in Hydro Electric Generation and Wind Power Generation which itself is a clean and Renewable Energy.

THDCIL believes in efficient use of Electricity as a way to reduce demand. THDCIL is focusing on Energy Efficiency programs within the Company.

Energy conservation and demand side management measures can reduce Peak and average demand of Energy. Conserve Energy is important because it helps safeguard the Environment and its resources. Investment in Energy conservation at the margin provides a better return than investment in Energy supply.

With the stabilization of the irrigation in the Command area in U.P. from the regulated flow of river water from Tehri & Koteshwar Dam, there is substantial reduction in the use of Energy requirement for pumping water for irrigation. This has helped in reduction in consumption of Diesel & Electricity and reduced Carbon Emission.

THDCIL believes in efficient use of Electricity as a way to reduce demand. THDCIL is focusing on Energy Efficiency programs, within the Company. The following actions have been taken towards conservation of energy in F.Y 2017-18:

- (i) Work of replacement of old bulbs including street lights have been completed in almost all Offices / Project units of THDCIL, however, some work is under progress in Projects located in remote and hilly terrain area.
- (ii) Work of replacement of non-energy efficient light fixtures in all Office Complex of THDCIL, Rishikesh has been completed except in Saraswati Bhawan and IT department.
- (iii) Work of replacement of non-energy efficient 40W fluorescent tube rod with 20 W LED tube light fixture has been completed in the residential part of THDCIL Complex, Rishikesh.
- (iv) Operation and Maintenance of 500 KW rooftop Solar Power Plant has been done successfully and Energy amounting to Rs. 2.98 lakh has been credited by UPCL towards export of supply to the Grid of nine months besides own consumption.
- (v) All new non-residential Complex have provision of LED Lights.
- (vi) Maintenance /renovation work of Electrical Distribution System for non-residential buildings have been taken up with LED lights.
- (vii) In order to reduce consumption of Electricity, Ceiling fans in residential as well as non-residential buildings are provided with five star rating.
- (viii) Non-residential buildings have been provided with star rated Air conditioners and old air conditioners were changed from non-star rated to five star rated.

Approximately 396 ACs are running in the Office Complex and Guest Houses, out of which 308 nos. ACs has been changed with the star rated ACs to increase the Energy Efficiency. Balance ACs are also being replaced by Star Rated ACs.

Park area lighting and fencing of office and residential area has been done through Solar system. All the new buildings are equipped with day light provision to use day light properly. Automatic Power factor controller has been installed to improve Power Supply system and to reduce the losses.

In addition, The Company has completed following two Projects outside its premises for Energy conservation in the FY 2017-18

8.2.1 Solar light Project in District Unnao and Lucknow Cantt in Uttar Pradesh and District Udham Singh Nagar in Uttarakhand.

The Project was implemented with the objective to support outdoor community activities, increase commerce, improve safety condition especially for Women and increase in regional aesthetics through promotion of green and Energy efficient technologies. Under this Project, Solar High Mast Lights(HML) and Solar Street Light (SSL) have been installed through the Energy Efficiency Services Ltd (EESL) at a cost of Rs. 2.47 Cr.

8.2.2 Construction of 200 KW Solar Rooftop Grid Connected Plant at Gaidikhata in District Haridwar

Under this Project, Shri Krishnyan Desi Gauraksha Evam Goloak Dham Samity, a registered Charitable Society, running Gaushala for more than 2000 abandoned cows at Haridwar was supported with 30.9 Lakh as gap funding against the total cost of 110 Lakh. Balance was approved as subsidy by Solar Energy Corporation of India (SECI). THDCIL's objective behind supporting this activity was to contribute to National Solar Power Mission by facilitating 200 KW Solar Power to the Grid and also to help and safeguard to abandoned cows.

Energy Consumption Statistics:

Location	2016-17		2017-18	
	Unit (KWH)	Amount (In Rs.)	Unit (KWH)	Amount (In Rs.)
Corporate Office, Rishikesh*	3221818	Rs. 1.45 Cr.	2814234	Rs. 1.34 Cr.
Tehri HPP	15823450	Rs. 7.69 Cr.	14897708	Rs. 8.12 Cr.
Tehri PSP	5316766	Rs. 4.39 Cr.	5626937	Rs. 4.77 Cr.
Koteshwar HEP	5474160	Rs. 4.90 Cr.	4230240	Rs. 4.26 Cr.

*Energy Conservation drive in colony in line with GOI initiatives resulted in saving of Rs. 11.16 lakh.

9.0 Sustainable Development Performance: Social

9.1 THDCIL'S CSR Policy, 2015

As per new rules/ guidelines formulated by Ministry of Corporate Affairs/DPE, the Company has its own Board approved CSR policy-2015 in place as per Companies Act-2013. New rules/ guidelines were followed during the gap period since April-2014.

On an average, the yearly CSR budget based on the guidelines varies between Rs. 10 Cr. to Rs. 15 Cr. THDCIL's approach to CSR is based on long-term Sustainable Development. Depending upon the operation location and resource capabilities of the THDCIL, the CSR activities are planned to ensure that the benefits should reach up to the smallest unit i.e. Village, Panchayat, Block or District.

Implementation of these CSR activities is sponsored by NGOs namely "SEWA-THDC" & "THDC Educational Society".

SEWA-THDC

THDC INDIA LTD has formed a Company sponsored Non-Government Organization, "SEWA-THDC" under Society Registration Act, 1860, on 17.03.2009; for the implementation of the CSR & Sustainable activities of the Company. SEWA-THDC has started working since 2009-10 with objectives being charitable and non-profitable. The Managing Committee has 07 members (designated employees of THDCIL) nominated by THDCIL. CMD, THDCIL is the ex- officio Patron of the Society.

THDC EDUCATION SOCIETY (TES)

The Society is formed in 1992 to impart education to the children of Project affected population as well as marginalized and under privileged society in the backward District of Tehri and Rishikesh. At present, the Society is running two schools under the auspices of TES, one at Bhagirathipuram, Tehri offering education from 6th to 12th standard and another school at Pragatipuram, Rishikesh offering education from 1st to 10th standard.

9.2 Institutional Mechanism

Board Level CSR Committee

- THDCIL have constituted a four member CSR Committee of the Board.
- An Independent Director is Chairman to the Committee.
- Company Secretary is the Secretary to the CSR Committee.

The CSR Committee acts as per the roles & responsibilities defined in the Company's Act/ new guidelines issued by Gol and regular meetings are arranged once in every three months and four times in a year to review the progress of CSR works & to discuss the related issues.

Below Board Level Committee

- An officer of the level of General Manager/ Executive Director (ED), heading the CSR and Sustainability functions is the designated Nodal Officer & is head of the Below Board Level Committee (BBLC).
- The other members of the BBLC are from various functional Departments.
- Independent Experts in the field of CSR and Sustainable development, from outside the organization are also nominated in the BBLC.
- The Nodal Officer is permanent Special Invitee to the Board Level CSR Committee.

9.3 Planning

9.3.1 Resources

At least 2% of the average & company's net profit of the three immediate preceding financial years is spent in pursuance of its CSR & Sustainability Policy. The unspent amount is not considered as lapsed and is carried forward to the next financial year.

The Budget and Annual CSR and Sustainability Plan are approved by the Board on the recommendations of the CSR Committee.

9.3.2 Selection of CSR Programmes

CSR programmes / activities are being selected as specified in Schedule VII of the Companies Act 2013. THDCIL CSR initiatives are titled '**THDC Sahridaya**' (Corporate with a Human heart). Focus areas where THDCIL undertakes CSR programmes is titled by the objective they seek to achieve as under:

- THDC Niramaya** (Health) - Nutrition, Health and Sanitation and Drinking Water projects
- THDC Jagriti** (Initiatives for a Bright future) – Education initiatives
- THDC Daksh** (Skill) - Livelihood Generation and Skill development initiatives
- THDC Utthan** (Progress)- Rural Development
- THDC Samarth** (Empowerment)- Empowerment initiatives
- THDC Saksham** (Capable) - Care of the aged and differently abled
- THDC Prakriti** (Environment) - Environment protection initiatives

As far as possible, CSR programmes are undertaken in Project mode following 'THDCIL's CSR Communication Strategy'.

9.3.3 Selection of location and beneficiaries

Preference of CSR and Sustainability Projects is given to the local area i.e; (i) the periphery of the Company's Plant / Project / Business activities and (ii) the Broad Geographical Area directly impacted by the Company's operations and activities.

9.4 Implementation

The CSR and Sustainability programs are mainly implemented through SEWA-THDC and THDC Education Society (TES), the two Company sponsored / established registered Societies. CSR programs are also be undertaken by the Projects / Units of THDCIL directly.

9.5 Monitoring

To ensure transparency and effective implementation of the CSR programmes undertaken, a robust monitoring mechanism is instituted by the Company using the following indicative medium:

- i. Monthly Progress Report
- ii. Quarterly Progress Report
- iii. Video Conferencing
- iv. Site Visits
- v. Documentary evidence including photographs, films and videos
- vi. In – house monitoring mechanisms, as determined by the CSR Committee
- vii. Third Party is also engaged for monitoring

9.6 Reporting

Quarterly progress report on CSR and Sustainability is placed before the Board after consideration by the Board Level CSR Committee.

The Annual Report also includes report on CSR & Sustainability containing particulars as specified in the Act/ Policy and the same is displayed on the THDCIL's website. A brief narrative on the action taken for implementation of DPE guidelines on Sustainability initiatives is also be included in the Board's Report on CSR.

Annual Sustainability Report is also displayed on Company's website as per the 'THDCIL's CSR Communication Strategy'.

9.7 Impact Assessment

Impact assessment of all completed CSR & Sustainability programmes above Rs 5 Lakh is done through specialized external agencies and the report containing the success/failure is also submitted to Board Level CSR Committee.

9.8 Overview of the CSR Projects undertaken during FY 2017-18

THDCIL integrates its CSR and Sustainability planning with its business plans and strategies. The activities are planned well in advance, targets are fixed at different milestones, with pre-estimation of quantum of resources required within the allocated budget and having a definite time span for achieving desired outcomes. For easy

implementation, long-term CSR and Sustainability plans are categorized into medium-term and short-term. The company accords priority for CSR & SD Projects to those Stakeholders who are directly impacted by its operations. CSR activities are planned in accordance with the CSR Policy of THDCIL.

To bring positive Sustainable changes, THDCIL focuses on holistic development of the targeted Communities rather than addressing sporadic needs in piecemeal, which result in less or no impact in long run. The areas addressed in holistic development are Women Empowerment to reduce Women drudgery, income generation through intervention in agriculture and horticulture activities, income generation through revolving fund among SHGs, revival/promotion of traditional ecological knowledge by construction/ rejuvenation of Chal-Khals (ponds); promotion of water harvesting structures; modernizing traditional water mills for enhanced efficiency, plantation of fuel, fodder & medicinal plants; health services; providing safe drinking water; sanitation facilities; promoting education (among economically weaker section; SC/ST and OBC); skill training in computer & tailoring and generation of employment including assistance to local ITI's; ensuring environmental sustainability; ecological balance, etc.

9.8.1 THDC Jgri- Educational Development

Considering education and skill development as an important aspect of employment generation, various steps have been taken up and are as follows:

9.8.1.1 Education through Schools at Rishikesh & Tehri being run by THDC Education Society:

As a responsible Corporate Citizen, THDCIL strives to contribute and promote education among needy external Stakeholders by running two schools, one at Bhagirathipuram, Tehri offering education from 6th to 12th standard and another at Pragatipuram, Rishikesh offering education from 1st to 10th standard under THDC Education Society (TES) for economically weaker sections including backward and SC/ST. Free of cost dress, books & stationary, bus service etc. are being provided to students including **Mid Day Meal under "Naivedyam" Scheme.**

The details of students for year 2017-18 are as under:-

Schools	OBC Category Students		SC Category Students		ST Category Students		General Category Students		Total Students		Total Students	BPL	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Rishikesh	59	65	45	51	06	09	72	114	182	239	421	78	65
Tehri	00	00	48	62	0	0	67	58	115	120	235	6	18
Koteshwar	00	00	33	24	01	01	78	53	112	78	190	0	0



During the year, students participated in different curricular activities i.e. debate, essay writing competition, cultural events. They also took part in Swachh Bharat Abhiyan Mission.

9.8.1.2 Jr. High School Koteshwarpuram

In addition to above, one English Medium Jr. High School runs at Koteshwar, Distt-Tehri with grant provided by SEWA-THDC to an NGO i.e.; Omkaranand Saraswati Public School Education Society, to provide quality education to children of Project Affected Families of KHEP. Approx 190 number students are getting education from this school.

9.8.1.3 Distribution of Logistics to Govt. Schools of Uttarakhand

During the FY 2017-18, total 2349 sets of School furniture was provided to 156 Govt. Schools of Tehri & Dehradun Districts to facilitate 7047 students at a cost of Rs.1.00 Cr. In addition to this, 13 schools of District Tehri and Dehradun were also provided with 14 no. Water Filters cum Coolers.

9.8.1.4 Skill Development Trainings

- Job oriented Skill Development Trainings in various trades, viz; ITI, Hotel Management, were provided through expert agencies/Institutions. More than 30 youths have got benefitted through these programmes.
- Various trainings/workshops have been organized for inside and outside Stakeholders on "Sensitization on CSR & Sustainability and THDCIL's CSR Communication Strategy".



9.8.1.5 Self-Employment through Computer Education :

- From the past few years, SEWA THDC is continuously involved and providing free computer education through its various institutes in the areas of New Tehri Town.
- The beneficiaries are provided with 6 months free training.
- This training is helping them to get employment in Technical areas and to improve their living standard.
- During the training in 2017-18, more than 400 people were trained and maximum were able to get better opportunities.



9.8.2 THDC Niramaya- Health & Sanitation:

Promoting health care including preventive health care and sanitation, drinking water etc. is included in this initiative.

- An Allopathic Dispensary with a team of MBBS Doctor, Pharmasist, Nurse and Medical Assisstant has been established at Deen Gaon, a very remote area in Tehri District and in operation since the year 2014-15. Average yearly OPD is More than 12000 with surrounding approx. 20 beneficiary villages. The dispensary is equipped with minor OT and basic diagnostic facilities, i.e; Pathology Lab, X-ray, ECG etc. and also has on-call Ambulance facility. Medicines are also provided free of cost.

ALLOPATHIC DISPENSARY- YEAR WISE PATIENT AND EXPENDITURE DETAIL

S. N.	Year	Male	Female	Child	Total	Cost of Operation (in Lakh Rs.)
1	2014-15	2094	4176	1958	8228	28.99
2	2015-16	3354	6387	2981	12722	20.30
3	2016-17	3782	6530	3252	13564	33.53
4	2017-18	4892	9189	5064	19145	26.79
	Total	14122	26282	13255	53659	109.61

- Total 27 Multispeciality Medical Health Camps were organised through Nirmal Eye Institute, Rishikesh and THDCIL's own Doctors in the Project Affected Villages in Tehri District and Rehabilitaion Colonies in Dehradun District attending over 6900 patients with more than 270 Cataract Operations with no cost to patients even for surgeries. Year wise gist of Multispeciality medical camps are as follows:

Multispecialty Medical Camps- Year Wise Patient and Expenditure Detail					
Sl. No.	Year	No. of Camps	OPD	Cataract	Expenditure (Rs. In Lakh)
1	2011-12	08	1099	-	4.01
2	2012-13	10	3604	161	6.08
3	2013-14	19	3944	419	13.87
4	2014-15	15	4897	664	47.48
5	2015-16	6	1704	200	9.45
6	2016-17	26	5142	205	20.56
7	2017-18	27	6924	276	15.00
Total		111	27314	1925	116.45

- At present Five Homeopathic Dispensaries are running at Galiyakhet, Dhontri and Koteshwar in District Tehri and two in slum area of Rishikesh through Swami Narayan Mission Society, Rishikesh with free of cost medicine facility. These dispensaries collectively have more than 60,000 OPDs per annum.

HOMEOPATHIC DISPENSARY- YEAR WISE PATIENT AND EXPENDITURE DETAIL				
Sl. No.	Year	No. of Dispensary	OPD	Cost of operation (in lac Rs.)
1	2009-10	1	14800	0.40
2	2010-11	1	42043	1.74
3	2011-12	3	71697	10.67
4	2012-13	3	79054	9.71
5	2013-14	3	70057	13.54
6	2014-15	4	91274	16.35
7	2015-16	4	84142	15.29
8	2016-17	4	66193	21.13
9	2017-18	5	69250	21.17
Total			588510	110.00

- An Ambulance has been provided to VPHEP Project for organizing medical camps and awareness on AIDS for Project Affected Peoples.
- Medical Equipment, Dental Treatment Chair and Lab Equipment have been provided to Govt. CHC, Lambgaon for proper treatment of villages.
- Under Swatchh Bharat Abhiyan, massive public awareness campaign is being done within THDCIL Offices and Colonies at various locations, Schools, Hospitals, work place, streets, roads, markets, railway stations, Bus Stations, Bank area of holy River Ganga, Parks and other Public places. As per need, cleaning was done in local areas and dustbins were provided at different locations in consultation with Nagar Palika Rishikesh, Muni ki reti & New Tehri Town.



- 41 shopkeepers of Indira Nagar market were provided dustbin of 25 litres to each shopkeeper & 800 families of Indira Nagar and Nehrupuram were provided with 2 dustbins of 12 liters each (Total-1600 dustbins) to effectively segregate bio and non-bio degradable waste.
- Provided 8 no. dustbins each of the 120 liter capacity and 2 no. hand trolleys of the 200 liters capacity including 4 no. cloth mops to Railway station, Rishikesh.
- 04 Government schools have been adopted for cleaning and maintenance.
- A Generic Medicine shop is made available near Govt. Hospital New Tehri Town to provide cheap medicines to public .

9.8.5 THDC Prakriti- Environment Management

To achieve Environmental Sustainability and Ecological Balance, following efforts have been made:

- More than 12000 plants of different fruit, fodder, fuel and medicinal species have been planted at various locations in Project Affected Villages.
- Environment Day has been celebrated on 5th June 2017 at Rishikesh. Independent Director, THDCIL Officials, Forest department and Rehabilitees participated in the programme. Various competition / programs were organised among school childrens in presence of leading achievers of Environment field.



- 375 Solar Street Lights and 170 High Must Lights have been installed in various villages of District Unnao (UP), Lucknow (UP) and Sitarganj (Uttarakhand). The activity has been implemented for Energy saving and Environment protection.

9.8.6 THDC Utthan (Rural Development)

The company in association with HNB Garhwal University, Shaheed Bhagat Singh College of Delhi University, Project Directorate for Farming System Research, Modipuram and Veer Chandra Singh Garhwali Uttarakhand University of Horticulture & Forestry through Ranichauri Campus is working for holistic development of around 60 remote Project Affected Villages on long term basis since 2009.

The main activities carried out are creation of Farmer SHGs, helping these SHGs with seed money to initiate small activities of their own, establishment of computer & stitching centres, vocational trainings, plantation of fruit, fodder & medicinal species, health & hygiene activities, farmer centric agriculture interventions which include technical know-how to the farmers through experts by organizing kisan ghosthies, exposure visits to Agriculture Universities/ Institutes, demonstration of farm plots, promotion of off-seasonal vegetables, promotion of organic farming by constructing vermin compost pits, construction of poly houses and livestock management etc to improve the productivity through crops and mulching animals.



Training of mushroom cultivation has been given to villagers to improve their livelihood.

Benefits through these projects:

- Through agriculture programmes, the confidence among the farmers has increased to take up agriculture as a source of Sustainable livelihood.
- The level of income and standard of living has increased over the past years.
- The level of participation of Rural Community has increased.
- Due to these agriculture development programmes, the capacity of farmers has increased considerably.
- The program is able to merge advance technological innovations along with local wisdom.
- Mitigation from affects of flood during rainy season and protected earth from erosion.

Therefore, these programmes have helped in checking out migration, resource management and surrounding environment. It can also be viewed that the national objectives of rural development and farming community are met in totality.

9.8.7 THDC Samarth- Women Empowerment

- Various Tailoring, Knitting, Beautician and Production Centers were established for Women, especially from weaker sections, in order to strengthen their livelihood and also provide Empowerment to the Women to act as a strong channel of growth and development. The centers are run free of cost. Approximately, 560 Women have been benefitted from these centres.



- A Women Co-operative Credit Society has been formed & registered under Society Act. A financial grant of Rs. 10 Lakh has been provided to the Society. Members of Society have also contributed their wealth. Around 70 Women farmer members have joined the Society. Loan of around 8 lakh has been disbursed and recovery has also been started. The loan is being recovered along with some workable interest rate decided by the Society itself, which will further add to the pool. The members of the Society have been empowered through various livelihood training and awareness programs conducted by SEWA-THDC.



9.8.9 Protection of Natural Heritage, Art and Culture

In view of the Historical & Cultural importance of mighty river Ganga and millions of National & International Pilgrims/visitors visiting Rishikesh, a LED based lighting Project has been implemented in Ganga Ghat areas of Laxman Jhula, Swargashram-Rishikesh through Energy Efficiency Services Ltd. (EESL). The Project includes strengthening of existing lighting system, installation of new LED High Mast lights to improve the overall lighting conditions & aesthetics, replacement of existing conventional lighting units with energy efficient LEDs, highlighting prominent structures such as Ram Jhula, Laxman Jhula, Parmarth Niketan and Triveni Ghat etc. with facade lights.

Comments of IIT Roorkee & SR Asia after evaluation & impact assessment of major CSR projects:

- The performance of THDC in implementation of projects related to education in schools is excellent.
- The programmes were planned for long term benefits and it will make positive impact & bring about positive change in the life of people.
- The record and dossiers are properly maintained by SEWA-THDC.
- The programmes were highly desirable and relevant in the given situation.

Sector-wise information of CSR activities undertaken by THDCIL during 2017-18

Details & Expenditure on CSR activities of FY. 2017-18				(Amount in Lakh)		
1	2	3	4	6	7	8
Sl. No.	CSR projects or activities identified	Sector in which the project is covered	Project or Programs (1) Local area or other (2) State and district where project or programs was undertaken	Amount spent on project or programs Sub-head: (1)Direct expenditure on projects or programs (2)Overhead s	Cumulative expenditure up to the reporting period.	Amount spent: Direct or through implementing agency (CSR works are being implemented through company sponsored NGOs)

1	Construction of toilets under "Swachh Vidhyalaya Abhiyan", Individual toilets for under privilege people, various works under Swachh Bharat Abhiyan, Running of four Homoeopathic & one Allopathic dispensaries, Multi Specialty medical camps, Water supply schemes & distribution of water purifiers etc	Item Number (i) of Schedule VII of the Companies Act, 2013 ie; Eradicating Hunger, Poverty & Malnutrition, Promoting health care including preventive health Care & Sanitation and making available Safe Drinking Water.	Project affected area	191.14	191.14	SEWA-THDC
2	Running of three schools at Tehri, Koteshwar & Rishikesh, Construction of THDC- Institute of Hydro Engineering & Technology, Providing infrastructure to schools, Computer Training programs, Hotel Management & IT training etc.	Item Number (ii) of Schedule VII of the Companies Act, 2013 Promoting Education, including Special Education and Employment Enhancing vocational Skills etc		749.67	749.67	SEWA-THDC & THDC Education Society
3	Setting up of Tailoring & Stitching centres for Women Empowerment	Item Number (iii) of Schedule VII of the Companies Act, 2013 Promoting Gender Equality, Empowering Women etc		26.05	26.05	SEWA-THDC
4	Plantation & Nursery Development & installation of Solar Lights	Item Number (iv) of Schedule VII of the Companies Act, 2013 Ensuring Environmental Sustainability, Ecological balance, Protection of Flora & Fauna, Animal Welfare, Agro forestry, Conservation of Natural Resources and Maintaining Quality of Soil, Air & Water.		144.62	144.62	SEWA-THDC

5	Promotion and development of traditional Art & Culture	Item Number (v) of Schedule VII of the Companies Act, 2013 Protection of National Heritage, Art & Culture etc	195.22	195.22	SEWA-THDC
6	Promotion of sports	Item Number (vii) of Schedule VII of the Companies Act, 2013 Training to promote Rural Sports, Nationally recognized Sports, and Olympic Sports	19.79	19.79	SEWA-THDC
7	Emergency needs for taking up permitted CSR programmes during natural calamities / disasters (5% of the annual CSR Budget)	Item Number (viii) of Schedule VII of the Companies Act, 2013 Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government etc			SEWA-THDC
8	Construction of Shamshan Ghats, Pathways, Yatri Sheds, Village Community Centres, Livelihood development programs in Project affected area, works, Establishment of custom hiring centre etc.	Item Number (x) of Schedule VII of the Companies Act, 2013 le; Rural Development Projects	245.02	245.02	SEWA-THDC
9	Administrative Overheads, Capacity Building, base line / Need Assessment Survey, Impact Assessment etc. (should not be more than 5% of yearly budget)		48.50	48.50	SEWA-THDC
	Total		1620.01	1620.01	