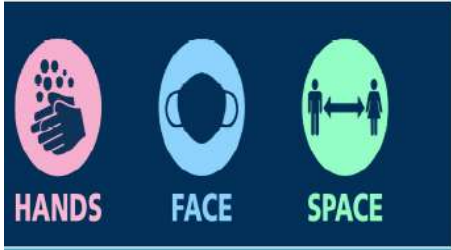


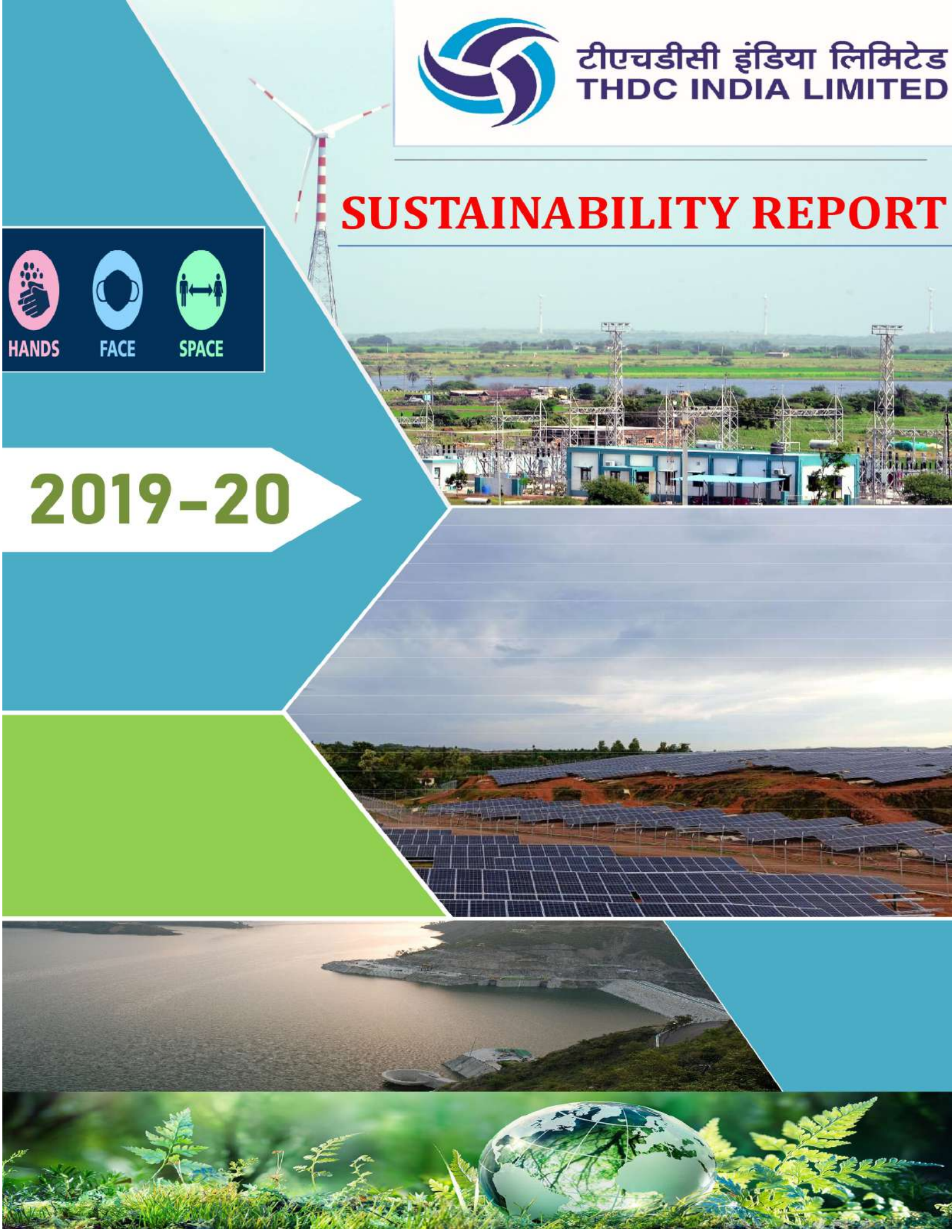


टीएचडीसी इंडिया लिमिटेड
THDC INDIA LIMITED

SUSTAINABILITY REPORT



2019-20



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1.0 Message from Chairman and Managing Director

Dear Stakeholders,

I would like to express my deepest sympathy and condolences for all the people who have lost their lives to COVID-19, as well as for everyone who has suffered through the pandemic and their families and acquaintances. In addition, I would like to express my sincere gratitude and respect to everyone working on the front lines of the medical field and other fields to prevent the spread of disease and treat patients.

12th Edition of THDCIL's Sustainability Report for the financial year 2019-20, reflects another feather in the sustainable growth of the Company. The report is compliant with the Global Reporting Initiative (GRI) Standards & based on National Voluntary Guidelines (NVG) on Social, Environmental and Economical Responsibilities. THDCIL aims to showcase our efforts toward enhanced value delivery to our stakeholders, and also our earnest engagement with the planet in making it a better place for the citizens.



This report provides detailed information on our responsible business practices across the economic, social and environmental parameters 'in accordance' – comprehensive with the Global Reporting Initiative's (GRI) G4 guidelines. The GRI G4 content index is available in the GRI reporting framework G4 – Content Index section of this report. The report also conforms to the United Nations Global Compact (UNGC) principles and forms the basis of our communication on progress (CoP) with the UNGC each year. We have been reporting our sustainability disclosures in accordance with the GRI G4 (comprehensive) guidelines since 2014. Our sustainability disclosures showcase the maturity of our sustainability management system and reporting practices, and address the growing interest and heightened expectations of our global stakeholders. Our reporting framework fits the broader process of setting organizational strategy, deciding management approaches, implementing action plans, and assessing output and outcomes.

Energy plays an ultimate role in driving India's economic growth and social progress as well. THDCIL, as a pioneer in providing clean energy to nation, is reshaping the Power industry in India and is also striving to establish sustainable practices in every facet of its business verticals. Sustainable efforts towards conservation of Energy, Resource and Environment are some of the key parameters for overall growth and development of an organization and nation as a whole

It is difficult to think beyond the impact of the corona virus pandemic on the economy, families, and communities around the world. Some suggest this isn't the right time to talk about environmental and societal issues but I think these conversations are critical-now more than ever. The crisis has sparked innovation, collaboration, and resilience I hope we apply to future global challenges. From a business management perspective, we are committed to minimizing the business impacts of the pandemic by working to ensure that there are no interruptions to the generation of electricity. All four operational plants of THDCIL kept its continuous operation in the entire lockdown period and were meeting the Grid demand. At this critical juncture of crisis, as a responsible Corporate Citizen, besides other relief measures to

local communities, THDCIL has also contributed Rs.10.00 Cr. to PM CARES fund and Rs.2.00 Cr. to CM relief funds of GoUK, including one day salary of employees.

Our organization is fully dedicated and focused towards expanding in segments of Renewable Energy. The Government of India has an ambitious target of 175 GW cumulative Renewable Power installed capacity by the year 2022. THDCIL has successfully commissioned 50MW wind power project at District Patan & 63 MW wind power project at Devbhumi Dwarka in Gujarat and 24 MW SHP at Jhansi, UP. A Solar Project of 50 MW in Kerala State is expected to be commissioned in 2020-21, now the project has been successfully commissioned in Dec,2020. Ministry of New and Renewable Energy (MNRE) has allotted THDCIL to develop UMREPPs through SPV/JVC in the state of Uttar Pradesh and Rajasthan. The capacity of UMREPPs to be developed in UP is 2000 MW and in Rajasthan 1500 MW. After approval by UP Cabinet on 16.06.2020, MoU between THDCIL and UPNEDA for formation of JV has been signed on 06.08.2020. JV Company namely TUSCO Limited has been registered on 12.09.2020. In the initial phase, JV is working to develop 600 MW capacity of Solar Park, each at Jhansi and Lalitpur District of UP.

At THDCIL, we are cognizant of climate change and sustainable development initiatives taking the centre-stage at the global platform. We have achieved a significant improvement in this area through energy saving initiatives at various process plants and also through increased use of renewable energy at our Campus.

THDCIL believes in building trust amongst our stakeholders and assure them transparent, responsive and efficient services. We work towards ensuring our employees' safety, satisfaction and happiness and keep our communication channels open to all our stakeholders. We respect the natural habitats and the local communities in the areas we operate in and work towards nurturing its flora and fauna. THDCIL's CSR projects/activities continue to reshape sustenance and livelihood of over 3 million underprivileged people. In FY 2019-20, under the Corporate Social Responsibility, an expenditure of Rs. 21.62 Cr. is recorded against the target of Rs. 21.51 Cr. (against the mandated norms).

THDCIL's philosophy of Corporate Governance stems from its belief that the spirit of good governance lies in adherence to highest standards of transparency, accountability, ethical business practices, compliance of law in true letter and spirit, adequate disclosures, corporate fairness, social responsiveness and commitment to the organization to meet stakeholder's aspirations and societal expectations. It is an immense pleasure to share that our Company has been continuously achieving "Excellent" rating for compliance with DPE guidelines on Corporate Governance.

THDCIL is a socially responsible corporate entity which is committed to improving the quality of life of the society at large by undertaking projects for Sustainable Development. In pursuit to help "save environment", THDCIL has shifted to web-based e-office with the help of NIC. Further, THDCIL has also implemented paperless Board for transparency and good governance many years ago. It reduces usage of paper to large extent and has brought accountability and speedy clearances of files.

Sustainability is and will continue to remain 'work-in progress' at THDCIL. We have just commenced the journey and have a long way to go. We invite you to be a part of this journey and help us navigate through the terrain more effectively through your continued feedback and support.

(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 and 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 12th Sustainability Report for the year 2019-20 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.

2.1 **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 2019-20 addresses activities of THDCIL viz. Business operations, Environment measures, Employee's welfare, CSR works etc. and their impact during the year 2019-20 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.

2.1.1 **Boundary:**

Sustainability Report 2019-20 is confined to Corporate Office, Operational Plants and Under Construction Projects of THDCIL.

2.1.2 **Data Collection:**

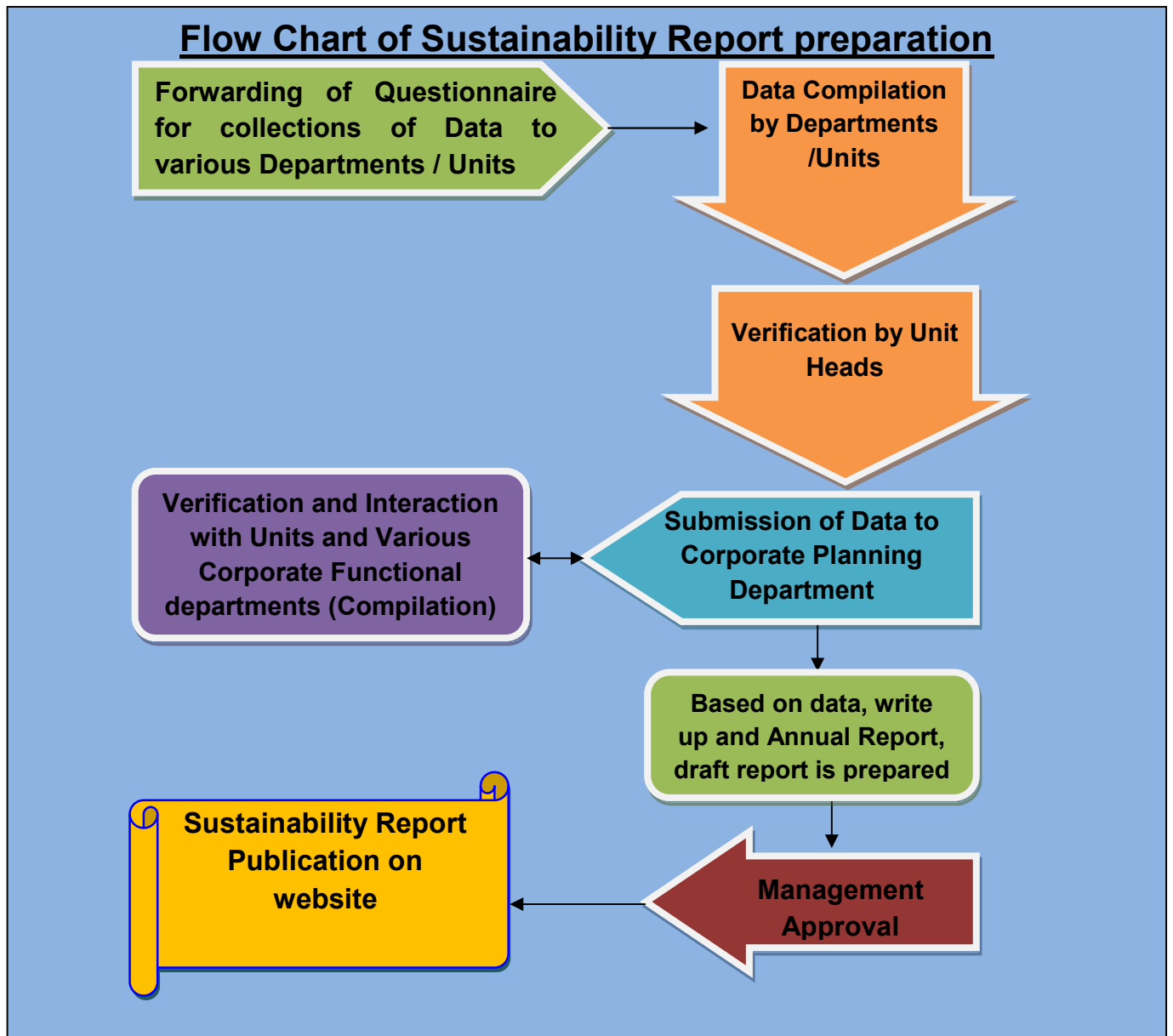
Data has been collected from various departments of Corporate Office, Operational Projects, Construction Project Sites and CSR Units. For collection of data, specific questionnaires were prepared based on National Voluntary Guidelines and GRI Performance indicators. Uniform approach has been adopted 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.

2.2 **Communication Tools:**

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

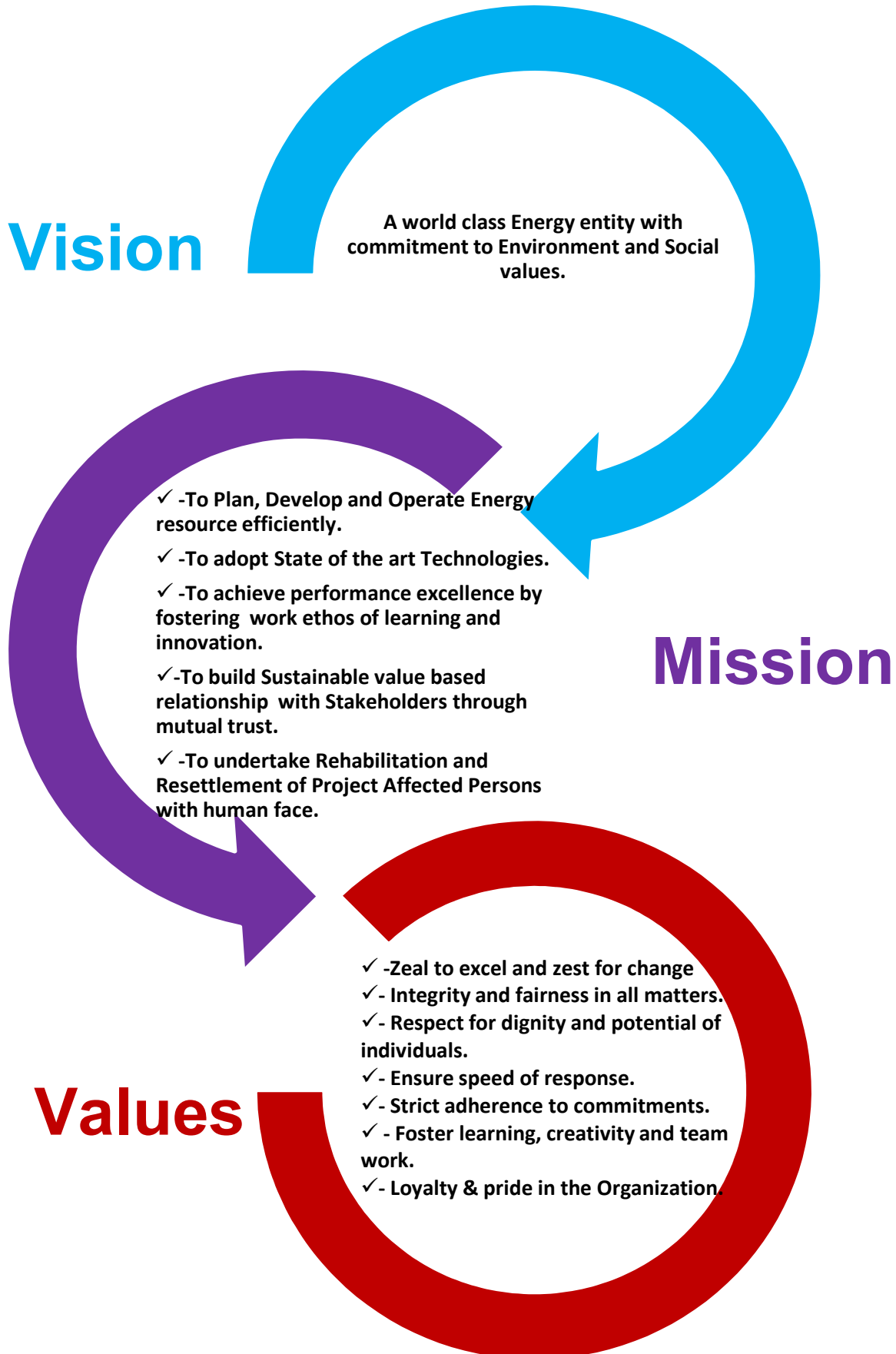
- GRI Guidelines
- NVG Guidelines
- Ministry of Power directions and guidelines issued from time to time.
- Sustainability Report 2018-19 of THDCIL.(www.thdc.co.in)
- Web site containing details on Corporate Social Responsibility and sustainable development.
- Annual Report 2019-20, presenting F.Y. 2019-20 highlights. www.thdc.co.in
- Business Responsibility Report provided in Annual Report 2019-20.

- 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/Values:



3.2 Company's Profile:

THDCIL India Limited is a Public Sector Enterprise and registered as a Public Limited Company in July-88 under the Companies Act, 1956. THDCIL was conferred 'Mini-Ratna, Category-I Status in Oct-09 and up-graded to Schedule 'A' PSU in July-10 by the Govt. of India.

The Equity of company was earlier shared between Govt. of India and GoUP in the ratio of 75:25. Recently, the Share Purchase Agreement was executed between NTPC Limited and President of India on March 25, 2020, for acquisition of legal and beneficial ownership of equity held by the President of India in THDCIL India Limited which represents 74.496% of the total paid up share capital of THDCIL for an aggregate consideration of INR 7500 Cr. (Rupees Seven Thousand Five Hundred Crores only).

The Authorized Share Capital of the Company is Rs. 4000 Cr. Paid up Capital of the Company is Rs. 3665.88 Cr. as on 31st March-20. THDCIL started earning profits from first year (2006-07) of commercial operation of its maiden project i.e. Tehri HPP (1000 MW) THDCIL is a consistently profit-making company since then.

THDCIL was constituted with the sole objective to develop, operate & maintain the 2400 MW Tehri Hydro Power Complex and other Hydro projects. The 2400 MW Tehri Hydro Power Complex comprises of (1) Tehri Dam & HPP (1000 MW), (2) Koteshwar HEP (400 MW) and (3) Tehri PSP (1000 MW).

The Memorandum of Association of the Company was last modified on 31st August 2010 to reflect the current business reality of projects outside Bhagirathi valley. The article of Association of company has been amended on 14th Feb'2020 to incorporate new provisions which are required to be inserted due to amendment in Companies Act and Dematerialization of shares of the company.

The Corporation has grown into a multi-Project Organization, with Projects spread over various States as well as neighbouring country, Bhutan. Presently, THDCIL has a portfolio of 13 projects (Hydro, Thermal, Wind & Solar), totalling to an installed capacity of 5,539 MW, which includes 1537 MW Operational and balance under various stages of development / implementation. In addition, a number of Projects in the country are in the business development stage.

THDCIL has three operational hydro power plants namely Tehri HPP (1000 MW), Koteshwar HEP (400 MW), Dhukwan Small HEP (24 MW) and two operational Wind Power Plants namely Patan Wind Farm (50 MW) and Devbhumi Dwarika Wind Farm (63 MW) and one operational Solar Plant namely Kasargod Solar power Plant (50 MW) (Commissioned recently in Dec'20).

The 1000 MW Tehri HPP was commissioned in 2006-07. The Tehri HPP (1000 MW) is a multipurpose project, providing electricity to the Northern Region, Irrigation benefits to Uttar Pradesh, and Drinking Water to NCT of Delhi and Uttar Pradesh. Due to regulated releases from the Tehri storage reservoir, the existing downstream Hydro projects of the State are also benefitted by way of augmentation in generation at no additional cost to them.

The 400 MW Koteshwar HEP was commissioned in 2011-12. The project is integral part of Tehri Hydro Power Complex and its reservoir will also serve as lower reservoir for 1000 MW Tehri PSP.

The 24 MW Dhukwan Small Hydro Project on Betwa River in Uttar Pradesh has been commissioned in 2019-20.

Towards diversification of the company into Renewable Energy areas, THDCIL has commissioned 50 MW Wind Power Plant at Distt. Patan, Gujarat in June-2016 and 63 MW Wind Power Plant at Devbhumi Dwarka, Gujarat in Mar-2017. A Solar Project of 50 MW in Kerala State has also been successfully commissioned in Dec,2020.

Presently, two hydro power projects namely Tehri PSP (1000 MW) & VPHEP (444 MW) and one Thermal Project namely Khurja STPP (1320 MW) are under construction.

The 1000 MW Tehri Pumped Storage Project is under construction and its 1st unit is expected to be commissioned by June-22. The Tehri PSP would utilize the Tehri and Koteshwar reservoirs as the upper and lower reservoir respectively.

THDCIL is also implementing 444 MW Vishnugad Pipalkoti Hydro Electric Project (VPHEP) on the river Alaknanda in Uttarakhand and its 1st unit is expected to be commissioned by Dec-23. In addition, various Hydro Projects of THDCIL are under Survey & Investigation / DPR preparation stage.

Khurja Super Thermal Power Project (2X660 MW) in Distt. Bulandshahr (UP) is under construction by THDCIL. Govt. of India has accorded investment approval for Khurja STPP for Rs. 11089.42 Cr. and Amelia Coal Mine for Rs. 1587.16 Cr. on 7th March-19. Hon'ble Prime Minister has also laid foundation stone of the Project on 9th March-19. With award of major packages, construction works at Site is in progress. The First Unit is expected to be commissioned by Feb'24.

THDCIL and Solar Energy Corporation of India (SECI) have signed an MOU on 13.02.2015 for setting up 250 MW Solar PV Projects in India. A Tripartite agreement amongst SECI, Kerala State Electricity Board (KSEB) and THDCIL has been signed on 31.03.2015 for development of 50 MW Solar Project at District Kasargod, Kerala. The work of 50 MW (AC) Solar PV Power Plant in district Kasargod, Kerala has been completed and now the project has been successfully commissioned in Dec,2020.

Besides above, various power projects are under pre-construction/business development stages.

Government of Maharashtra has entrusted Pumped Storage Scheme (PSS) namely, Malshej Ghat (700 MW) to the Joint Venture of THDCIL & NPCIL for updation of DPR and subsequent implementation, if found viable. DPR for Malshej Ghat has already been submitted. Implementation Agreement is to be signed with Govt. of Maharashtra, for which consent of GoMH is awaited.

Under India-Bhutan Co-operation in Hydro Sector development, MoP allotted two Projects namely Sankosh Storage Project (2560 MW) in Bhutan for updation of DPR and Bunakha HEP (180 MW) in Bhutan for updation of DPR and subsequent implementation on Inter-governmental Authority Model/JV with Bhutanese PSUs. THDCIL has updated DPR of

Sankosh HEP (2585 MW) and Bunakha HEP (180 MW). Modalities for execution of Sankosh HEP and Bunakha HEP are under process.

Ministry of New and Renewable Energy (MNRE) has allotted THDCIL to develop UMREPPs through SPV/JVC in the state of Uttar Pradesh and Rajasthan. The capacity of UMREPPs to be developed in UP is 2000 MW and in Rajasthan 1500 MW. After approval by UP Cabinet on 16.06.2020, MoU between THDCIL and UPNEDA for formation of JV has been signed on 06.08.2020. JV Company namely TUSCO limited has been registered on 12.09.2020. In the initial phase, JV is planning to develop 600 MW capacity of Solar Park, each at Jhansi and Lalitpur District of UP.

Further, THDCIL has also diversified to provide specialized Consultancy services in the Power Sector.

3.3 Net Profit and Dividend:

THDCIL's Net Profit and Dividend paid to the Share holders during last five years is summarized as under:

Year	2015-16	2016-17	2017-18	2018-19	2019-20
Net Profit (Rs in Cr.)	809.02	711.23	778.74	1251.60	903.43
Dividend (Rs in Cr.)	162.00	221.00	256.10	423.12	402.12

3.4 Awards:

- Tehri Dam has been conferred the Prestigious award of “**International Milestone Project**” of International Commission of Large Dam (ICOLD) in Oct.'2009 at China, considering the uniqueness of its design and construction features.
- Koteshwar HEP has been conferred the “PMI India Best Project Award” of the year in long term duration (More than 3 years) category in 2011-12.
- Koteshwar HEP has won the prestigious “5th CIDC Vishwakarma Award-2013”.
- THDCIL has been conferred the “Power Line Award” in the category of 'Best Performing Generation Company (in Hydro Sector)' in May, 2012.
- THDCIL has been conferred “SCOPE Meritorious Award for Corporate Social Responsibility and Responsiveness” in April,2012.
- THDCIL has been conferred with the Gold Trophy Citation under prestigious “SCOPE Award for Excellence” for outstanding contribution to the Public Sector Management for the year 2013-14 in the Institutional Category II (Mini Ratna I & II PSEs).
- Tehri HPP (1000 MW) has been awarded with Award of “Best Maintained Project” by Central Board of Irrigation and Power (CBIP) on 29th Dec., 2016.
- THDCIL has been conferred with prestigious “HR Gold Award for Training Excellence in 2018-19” from Ek Kaam Desh Ke Naam, a renowned NGO.
- THDCIL has received “CSR Innovation and Leadership Award 2019” by PHD Chamber of Commerce, New Delhi.
- THDCIL has received an award for implementation of Telemedicine Initiative of SEWA-THDCIL in Tehri District.
- THDCIL India Limited was awarded with “CBIP Award 2019” for Best Performing Utility in Hydro Power Sector. The award was presented by Sh. R.K. Singh, Hon'ble Minister of State (IC) (Power, New & Renewable Energy)

- CBIP has selected Tehri Dam & HPP as “Best Maintained Hydro Power Project”
- For implementation of Telemedicine Initiative in remote locations of Tehri District, THDCIL and DM (Tehri) has been conferred with “E-Governance Award” by Gol in 2019.
- THDCIL has also been conferred with “Award for Social Media for PR & Branding” by Public Relations Society of India (PRSI) at its 43rd All India Public Relations Conference held at Dehradun. The award was presented by Sh. Trivendra Singh Rawat, Hon’ble Chief Minister of Uttarakhand to Sh. Vijay Goel, Director (Personnel) on 08.12.2018.
- THDCIL India Limited (THDCIL) has been conferred with “Rajbhasha Kirti Award (Second)” for its outstanding contribution in the field of promotion of official language (Hindi) in the financial year 2018-19. THDCIL has been conferred with this award in the segment of PSUs and in the category “A” region in terms of Rajbhasha Implementation. Hon’ble Union Minister for Home Affairs, Govt. of India, Sh. Amit Shah conferred this honour to Sh. D.V. Singh, CMD, THDCIL in the presence of MoS (Home), Govt. of India Sh. Nityanand Rai, Secretary (Rajbhasha), Gol Ms. Anuradha Mishra and on behalf of THDCIL Sh. Vijay Goel, Director(Personnel) and other officers were present.

3.5 ISO Certification:

THDCIL has obtained following ISO Certification for Corporate Office, Rishikesh, Tehri HPP, Tehri PSP, Koteshwar HEP, Vishnugad Pipalkoti HEP and Dhukwan SHP:

- ❖ ISO 9001:2015 Certification (Quality Management System)
- ❖ ISO 14001-2015 Certification (Environment Management System)
- ❖ OHSAS 18001:2007 Certification (Occupational Health and Safety Management System)
- ❖ (OHSAS 18001:2007 has been upgraded and transited into ISO 45001:2018).

3.6 Looking Ahead:

- THDCIL has commissioned three hydro power projects namely Tehri Dam & HPP (1000 MW) in 2006-07, Koteshwar HEP (400 MW) in 2011-12, Dhukwan SHP (24 MW) in 2019-20 and two Wind Power Projects in Gujarat (50 MW in Patan and 63 MW in Devbhumi Dwarika) in 2016-17. Presently, a Solar Project of 50 MW in Kerala State has been successfully commissioned n Dec,2020.
- THDCIL proposes to add 3014 MW during 2020-2024 in the Capacity Addition Programme of MoP with the planned commissioning of following Projects:

1. Tehri PSP	-	1000 MW
2. VishnugadPipalkoti HEP	-	444 MW
3. Solar Power Plants	-	250 MW
4. Khurja STTP	-	<u>1320 MW</u>
TOTAL	-	3014 MW

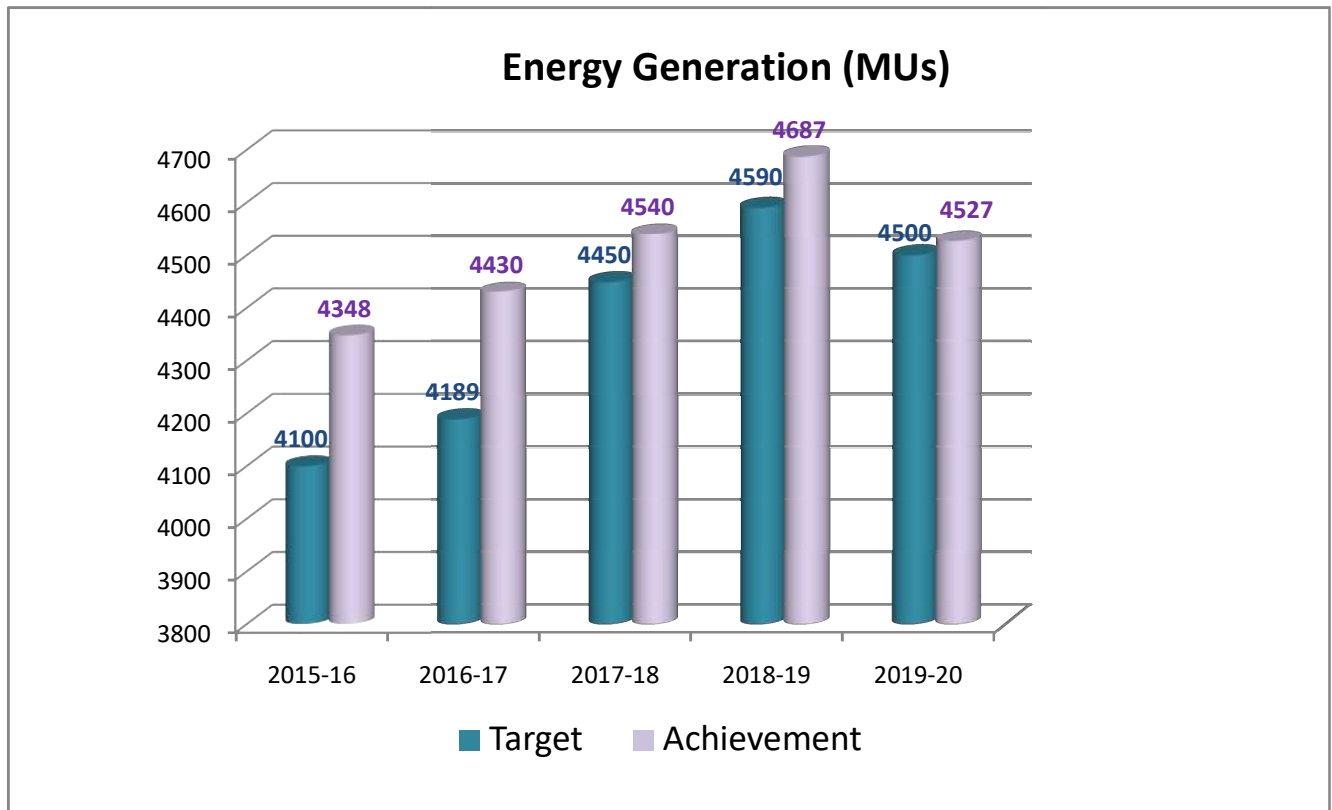
Further, THDCIL is involved in development of 2000 MW and 1500 MW Solar Power Parks in State of Uttar Pradesh and Rajasthan respectively through Joint Ventures with respective State Nodal Agencies. After approval by UP Cabinet on 16.06.2020, MoU between THDCIL and UPNEDA for formation of JV has been signed on 06.08.2020. JV Company namely TUSCO limited has been registered on 12.09.2020. In the initial phase, JV is planning to develop 600 MW capacity of Solar Park, each at Jhansi and Lalitpur District of UP. In the initial phase, JV is working to develop 600 MW capacity of Solar Park, each at Jhansi and Lalitpur District of UP.

- THDCIL is also exploring possibilities of development of Hydro Electric, Pumped Storage and Renewable Energy Schemes in various parts of the country as well as neighboring Countries.

3.7 Energy Generation Statistics:

Operational projects of THDCIL Generated 4527 MU Energy during 2019-20 against annual target of 4500 MU. This Generation is 3.41% lower than Generated during 2018-19 of 4687 MU due to some less monsoon.

Free Energy to the tune of 364.68 MU amounting to Rs. 161.69 Cr. from Tehri HPP (1000 MW) and 143.34 MU amounting to Rs. 60.11 Cr. from Koteshwar HEP (400 MW) was provided to the Home State of Uttarakhand during the year 2019-20.



3.8 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 June-22
4	Vishnugad Pipalkoti HEP	444	Alaknanda	Under implementation. Funding by World Bank. Expected Commissioning Dec-23

5	Jhelam Tamak HEP	108	Dhauliganga	DPR submitted to CEA. DPR returned by CEA stating that project is technically not viable for the IC of 108 MW in view of the revised e-flow release as notified in the Gazette notification dt. 8 th Oct-18. Further, project is included in the list of 24 HEP's under review by Hon'ble Supreme Court and fate of the project will depend on the decision of the Hon'ble Supreme Court.
6	Bokang Bailing HEP	200	Dhauliganga	Preparation of DPR under progress and shall be completed June-21.
B	Uttar Pradesh			
8	Dhukwan SHP	24	Betwa	Commissioned in 2019-20 (Under operation)
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		Under implementation. Expected Commissioning Feb-24
Solar Project- Kerala				
12	Solar Power Project	50	-	Power Sale Agreement was signed between KSEB & THDCIL on 16 th Jan-19. Work of 50 MW (AC) Solar PV Power Plant has been awarded on 8 th Aug-19. Project has been commissioned on Dec, 2020.
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 is under progress.

3.9 What Sustainability Means to us:

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

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

Our Aim for Sustainable Development:

THDCIL Sustainability



Economic

- Comply with & respect all laws and regulations including THDCIL Policies and Code of Conduct.
- Achieve investors returns & create long term values of our Stakeholders.
- Sustainable Business Practices for maintaining Ethical Conduct, Accountability & Responsible Procurement.



Environmental

- Conduct CSR Activities in the spirit to provide maximum benefits to local Communities.
- Respect our people in terms of Health & Safety.
- Delivering long term benefits to Community through direct & indirect economic investment, capacity building and other development programmes.



Social

- Use Resources efficiently.
- Minimise impact on the Environment.
- Energy Conservation & Energy Efficiency.
- Develop Renewable energy Projects.

4.0 Corporate Governance and Ethics

4.1 THDCIL's Board of Directors:

THDC India Limited is a Schedule-A, "Mini-Ratna (Category-I) Public Sector Enterprise. Being a Mini-Ratna 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 from time to time as may be applicable on the Company.

Systems are in place for Strategic Planning, Risk Management, Financial Plans and Budget, 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 of THDCIL comprises of Chairman and Managing Director, Functional Directors, Nominee Directors of GOI and GOUP, Nominee Directors of NTPC, and Non-official Part Time Directors (Independent Directors). The Powers delegated by Board of Directors to CMD are further sub-delegated to various executives with the concept, intent and purpose that it will effectively contribute to the smooth, expeditious and efficient implementation of company's laid down goals and targets within set policy framework. THDCIL has also prepared and implemented standard Policies and Procedures for procurement of goods and services with a view to make procedures more systematic, transparent and easy to administer with major thrust on expeditious and decentralized decision making coupled with accountability and responsibility.

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 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 2019-20 of THDCIL. Annual Report 2019-20 is available on THDCIL's website (<http://thdc.co.in>)

Details of Board Meetings during the year 2019-20

SN	Date of Board Meetings	Strength of Board	No of Directors Present
1.	May 08, 2019	8	7
2.	July 30, 2019	8	7
3.	August 26, 2019	9	9
4.	September 27, 2019	9	9
5.	November 14, 2019	9	8
6.	January 20, 2020	6	5
7.	February 14, 2020	6	5
8.	March 20, 2020	6	5

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, Director (Finance)
3. Smt. Rashmi Sharma, Company Secretary

4.3 Governance:

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

THDCIL's philosophy on Corporate Governance is founded upon a rich legacy of fair, ethical and transparent governance practices. THDCIL 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 builds an environment of trust and confidence among all the constituents. THDCIL's management is taking all possible steps to fulfil 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.

THDCIL believes that Corporate Governance must create a mechanism of checks and balances to ensure that the decision making powers vested in the executive management are used with diligence and responsibility to meet the demands of business. 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 terms of the Government guidelines, THDCIL has laid down Code of Business Conduct & Ethics for Board Members and Senior Management with the aim of enhancing ethical and transparent process in managing the affairs of the company. This Code is in line with Vision and Mission of THDCIL. This code is intended to serve as a basis for ethical decision making in the conduct of professional work. It may also serve as a basis for judging the merit of a formal complaint pertaining to violation of professional ethical standards.

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

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:

Corporate Ethics Policy of THDCIL was approved by Board of THDCIL in Dec'11 to further enhance Corporate Governance. The purpose of this policy is to provide 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 to the Board of Directors, Officers, Employees and other representatives of the Corporation as well as Customers, Suppliers and General Public. 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.

4.3.4 Whistle Blower Policy:

THDCIL adopted "Whistle Blower Policy" in April 2011 for achieving the objective of transparency in governance. It allows employees to report to the management concerns about unethical behaviour, actual or suspected fraud or violation of the company's code of conduct or ethics policy. It also provides safeguard against victimization of employees, who avail the mechanism and for direct access to the Chairman of the Audit Committee. No personnel have been denied access to the Audit Committee. The mechanism for prevention of frauds is also included in the policy.

- It provides necessary safeguards for protection of employees from victimization, for whistle blowing in good faith.
- An employee who knowingly makes false allegations shall be subject to Disciplinary Action.
- Facilitate highest possible standards of ethical, moral and legal business conduct in the company.

During the year 2019-20, no complaint has been reported under whistle blower policy. Also, there is no opening outstanding complaint from previous year.

4.3.5 Right to Information (RTI):

Since, THDCIL is a designated public authority, the provisions of the Right to Information (RTI) Act, 2005 are applicable on THDCIL. THDCIL 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)/First Appellate Authority (AA)/Central Information Officer (CPIO)/All Public Information Officers (PIOs) and Assistant Public Information Officers (APIOs) 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)/First Appellate Authority(FAA)/Central Information Officer (CPIO)/All Public Information Officers (PIOs) and Assistant Public Information Officers (APIOs) 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 2019-20:

- During year 2019-20, 144 applications were received from citizens across the Country seeking information of various natures and information was made available to them on time.
- During 2019-20, 16 appeals have been received by the First Appellate Authority. After examination, all the appeals have been disposed off by the Appellate Authority timely, besides 01 Appeal has been filed before Central Information Commission (CIC), New Delhi and same were disposed off by the Commission.

4.3.6 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.
- On-line Drawing and Document Management System
- On line budget modular

4.3.7 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 THDCIL'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 and 'Government e-Marketplace' (GeM) Portal developed by DGS&D.

CPP Portal provides a single point access to the information on all procurement 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 products 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 their own criteria.

Human Rights Clause has also been incorporated in all major Agreements of THDCIL, viz. EPC Contract covering all EM equipment works for the execution of Tehri PSP (1000 MW), Civil, HM and EM works of VPHEP (444 MW), Civil, EM & HM works of Dhukwan SHP (24 MW) and all EPC packages of Khurja STPP (1320 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.
- 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 MSMEs, concessions as per guidelines, such as: waving off 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. 2019-20, Procurement worth Rs.64.95Cr. has been done. 100% payment to the service providers has been done through e-payment and cashless transaction was implemented.

4.3.7.1 Procurement from MSEs: (MSME's)

During the financial year 2019-20, THDCIL has procured goods and services from MSEs constituting @ 69.62% of total annual procurement value after excluding the value of items/equipment/services, which are either Original Equipment Manufacturers (OEMs) proprietary equipment and/ or not manufactured/provided by MSEs.

The details of the procurements made Micro and Small Enterprises (MSEs) during the FY 2019-20 as required to be disclosed under Micro, Small and Medium Enterprises Development Act, 2006 is as under:

Sl.	Particulars	Figures (Rupees in .Cr) year 2019-20
I	Total Annual procurement (in value)*	64.95
II	Total value of goods and services procured from MSEs (including MSEs owned by SC/ST entrepreneurs).	45.22
III	Total value of goods and services procured from only MSEs owned by SC/ST entrepreneurs.	0.26
IV	% of procurement from MSEs (including MSEs owned by SC/ST entrepreneurs) out of total procurement	69.62%
V	% of procurement from MSEs owned by SC/ST entrepreneurs out of total procurement	0.40%
VII	Whether Annual Procurement Plan for purchases from Micro & Small Enterprises are uploaded on the official website.	Yes

**This includes procurement of goods and services only.*

Special vendor development program in coordination with Ministry of Micro, Small and Medium Enterprises has also been organized. Annual procurement plan including items to be procured from Micro & Small Enterprises (MSEs) have been uploaded on THDCIL Website for benefit of MSMEs. Nodal officer on behalf of THDCIL for co-ordination & implementation of procurement policy has been nominated and conveyed to Ministry of Micro, Small and Medium Enterprises & Ministry of Power.

4.3.8 Integrity Pact & Independent External Monitors (IEMs):

THDCIL values its relationships with all its customers and deals with them in fair and transparent manner. In association with Transparency International, THDCIL has positioned an Integrity Pact which is signed with prospective bidders to enable them to raise any issues with regard to tenders floated from time to time. The Integrity Pact has been implemented in THDCIL since year 2008. THDCIL has adopted Integrity Pact in all its major procurements for goods, works & services. Considering the nature of works in the context of THDCIL which includes execution of Power Projects, the present threshold limit has been fixed as Rs. 50.00 Cr. for procurement of goods and services and Rs. 100.00 Cr. for procurement of works. It is also evidenced that THDCIL is ensuring transparency in procurement process by giving wide publicity to Notice Inviting Tenders (NITs) in news papers (as per requirement), THDCIL's website & Central Public Procurement (CPP) portal and disseminating information w.r.t. active tenders in a transparent manner to all the prospective

bidders viz. clearly defining the prequalification criteria and other terms & condition in the NITs and providing prompt clarification to all prospective bidders through Procurement Portal. After completion of tendering process, status of awarded tenders is also being displayed in CPP Portal. Moreover, in order to bring about greater transparency & competition in the procurement / award of tender, adoption of e-procurement through CPP Portal of NIC is being restored by THDCIL in various tenders in line with the Government guidelines. People of high repute and integrity are appointed as Independent External Monitors to oversee implementation of the said Integrity Pact with the bidders. A panel of two Independent External Monitors (IEMS) comprising of Ms. Alka Sirohi, IAS (Retd.) and Sh. Seshagiri Rao Annangi, IRSSE (Retd.), have been nominated by the Central Vigilance Commission (CVC) to monitor the implementation of Integrity Pact in all tenders above the aforesaid threshold limit.

Highlights 2019-20:

During the year 2019-20, four quarterly review meetings of Independent External Monitors (IEMS) with the THDCIL's management were held on 27.06.19, 14.08.19, 16.12.19 & 26.03.20. During these meetings, brief status of ongoing major tenders and progress of works at various on-going projects including critical issues affecting the progress at projects were appraised to IEMs. IEMs also had discussions regarding compliance of Integrity Pact during execution of works. The suggestions of IEMs panel have been considered appropriately in implementation of Integrity Pact.

4.3.9 Corruption Mitigation:

To address the issues of corruption in THDCIL, the Vigilance Department 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, is in place for collecting information/ intelligence about corrupt practices committed or likely to be committed by the employees of the organization, reporting the complaint or cognizance of any verifiable facts/ observations, the investigation or causing an investigation to be made into verifiable allegations reported to vigilance department and thereafter processing investigation reports for further consideration to the disciplinary authority concerned and according to the proceedings, referring the matters to the CVC for advice wherever necessary, taking steps to prevent commission of improper practices/ misconduct etc.

THDCIL in its endeavour to eradicate/mitigate corruption has adhered to utilizing or leveraging various IT packages as effective tools in THDCIL administration. In order to achieve these goals, THDCIL has implemented Integrity Pact in line with the requirement of Central Vigilance Commission and Transparency International, India. It has established mutual contractual rights and obligations to reduce the high cost and effects of corruption. To avoid the consequences of malpractices/malafide intensions/ immorality/ depravity, THDCIL considers the anti-corruption programs intended to prevent, deter and detect corruption & violations of ethical norms.

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.

4.3.9.1 Identified Areas prone to Corruption:

A detailed corruption mitigation action plan in respect of potential areas of corruption in THDCIL has been prepared and has been taken up for implementation. Few areas have been identified during procurement cycle of services & goods to be vulnerable in terms of possibility of corruption. Following identified areas are related to risk of corruption w.r.t. different stages of the procurement cycle associated with various business units of THDCIL:

- (i) During Pre-tendering Stage: Needs Assessment, Planning & Budgeting and Development of specifications/requirements are the prone areas related to risk of corruption.
- (ii) During Tendering Stage: Request for proposal/bid, Bid submission, Bid evaluation and Award of Contract are the prone areas related to risk of corruption.
- (iii) During Post award Stage: Execution of contract and Payment are the prone areas related to risk of corruption.

4.3.9.2 Preventive Vigilance:

In THDCIL, more emphasis is given on Preventive Vigilance for combating corruption as well as to have good (organizational) governance. Therefore, to bring awareness, educate and sensitize employees on vigilance & allied matters, various awareness and training programmes are arranged periodically. Some of the preventive measures implemented/adopted by the Company to eradicate corruption/malpractices are as below:

- **Risk Assessment:** A risk identification process that includes identifying the applicable policies, rules & regulations of THDCIL as well as legal and regulatory requirements and explicit consideration of the risk of corruption involving all the stakeholders of the organization especially officials and employees of the organization and agencies for unethical business practices as well as the risk of commercial bribery, as applicable under the relevant laws and regulations.
- **Executive Management Supervision:** Compliance program of vigilance department supported by management and reinforced through consistent and ongoing “tone at the top” messages about compliance.
- **Policies, Standards, Procedures and Reporting Mechanisms:** Documented anti-corruption policies, standards, rules, regulations, procedures and reporting mechanisms, along with communication of the importance of the same to employees time to time are in place. To name a few, THDCIL has adopted Code of Business Conduct and Ethics, Public Grievance Redressal Machinery, Whistle Blower Policy, Corporate Ethics Policy, Award and Reward Policy besides, Conduct, Discipline and Appeal Rules.
- **Due Diligence Activities:** Ensuring of appropriate due diligence & morality for performing on employees, vendors, suppliers, consultants, potential business partners, representatives/ agents and third-party.
- **Effective Internal Controls and Monitoring:** Active monitoring and effective controls of anti-corruption tools within financial and operational processes that occurs to identify and report potential areas of corrupt practices. Surprise & Periodic inspections, Intensive examination, Inspection of annual property returns, Examination of internal audits and analyzing the policies, procedures and controls are affected to assess their effectiveness at ensuring compliance at all levels and across the organization.

- **Communication, Training and Awareness Programs:** Internal communications to convey the firm's expectations that bribery and corruption will not be tolerated. Conducting awareness training on the appropriate behaviour and legal requirements for employees has been one of the key procedures.

4.3.9.3 Functions and Responsibilities of Vigilance Department:

- Preparation of list of officers of doubtful integrity.
- Preparation of "Agreed list" of officers.
- Scrutiny of returns on immovable/movable assets.
- Monitoring rotation of staff in sensitive areas.
- Investigation of complaints with follow-up action.
- Study of systems & procedures of the organisation and advise the Management for cost control/ reduction and to eliminate scope for malpractices.
- Review of procurement of materials and service contracts.
- Surprise inspections.
- Undertaking CTE type inspections & Scrutiny of Audit Reports.
- Follow-up of CVC's instructions.
- Submitting Monthly/ Quarterly & Annual Reports to CVC and MOP.
- Observance of Vigilance Awareness Week.
- In-house training to line managers on various aspects of preventive vigilance and participative vigilance.

4.3.9.4 Systemic Improvement:

Vigilance department carries Routine/CTE type/surprise inspections regularly. The observations/learning from inspections are shared with the management. Based on these feedbacks, various system improvements are initiated by the management. In addition, various circulars for systemic improvements are issued time to time.

Following Systemic Improvements were issued during the period 2019-20:

- i. Systemic Improvement in respect of undertaking Committee Purchase was issued on 12-04-2019.
- ii. Systemic Improvement in respect of referrals for medical treatment to Hospital Empanelled by THDCIL was issued on 22-05-2019.
- iii. Systemic Improvement in respect of Prevention of PF misappropriation by the Contractor was issued on 14-06-2019.
- iv. Systemic Improvement in respect of Payment of Leave Encashment and PRP to the employees was issued on 09-07-2019.
- v. Systemic Improvement in respect of works done for Community Development under Rehabilitation Action Plan was issued on 29-07-2019
- vi. Systemic Improvement in respect of Punching Report of Bio-Metric machine at Tehri was issued on 14-08-2019.
- vii. Systemic Improvement in respect of compliance of CDA Rule19 (1) for purchase or selling of Immovable Property was issued on 20-09-2019.
- viii. Systemic Improvement in respect of Organising Cultural Programs in THDCIL was issued on 24-09-2019.
- ix. Systemic Improvement in respect of Use of Structured Financial Messaging System (SFMS) for verification of Financial Instruments/ Documents pledged or submitted to THDCIL was issued on 04-12-2019.
- x. Systemic Improvement in respect of Estimates, Bills & Work execution of Deposit works in THDCIL was issued on 24-02-2020.

Agreed List & List of Officers of Doubtful Integrity for the year were prepared in consultation with the CBI and CMD, THDCIL. None of the Executives figuring in these lists have been working in sensitive post. Exercise to identify sensitive posts in THDCIL has been conducted by the Vigilance Deptt. in consultation with the Management. Executives from sensitive posts have also been transferred to non-sensitive post. The CVC guidelines on rotation of officials from sensitive posts are being implemented in THDCIL.

4.3.9.5 Training on Vigilance Awareness:

- Training Programme on, “RTI, Act implementation problems, Issues and Challenges and CIC/ SIS Judgment” was organized by Delhi Productivity Council held at Leh (J&K) from 11-06-2019 to 15-06-2019. 02 Executives of Vigilance Deptt. attended the programme.
- Training Programme on “Pro-Active Leadership skills for Vigilance Executives” was organized by Sterling Institute of Corporate Conference & Events, Kerala held at Goa from 22-07-2019 to 25-07-2019. 01 Executive of Vigilance Deptt. attended the programme.
- Training Programme on “Vigilance Administration” was organized by CVC held at ISTM Delhi from 14-10-2019 to 18-10-2019. 02 Executives of Vigilance Deptt. attended the programme.
- Training Programme on “Public Procurement and Preventive Vigilance” was held at HRD Centre from 30-10-2019 to 01-11-2019. 35 Executives of THDCIL attended the programme.
- A lecture on “Integrity-A way of life” was delivered by Sh. Ramanath Jha, Executive Director, Transparency International India at Pragatipuram, Rishikesh on 01-11-2019. More than 200 executives and supervisors attended the programme.
- Training Programme on “Anti-Corruption Workshop – An International Perspective on Punitive, Preventive & Participative Vigilance” was organized by MDI, Gurgaon held at Gurgaon from 13-11-2019 to 23-11-2019. 01 Executive of Vigilance Deptt. attended the programme.
- Training Programme on “Managing Competence at Work for High Performance” was organized by Delhi Productivity Council held at Port Blair from 18-11-2019 to 22-11-2019. 01 Executive of Vigilance Deptt. attended the programme.
- Training Programme on “Vigilance- an Eagle Eye to curb Corruption” was organized by Delhi Productivity Council held at Jaisalmer from 11-02-2020 to 15-02-2020. 01 Executive of Vigilance Deptt. attended the programme.
- Training Programme/Workshop on “Administrative Vigilance with Disciplinary Rules” was organized by National Academy of Human Resources Development held at Kathmandu (Nepal) from 17-02-2020 to 20-11-2020. 01 Executive of Vigilance Deptt. attended the programme.

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.

Stakeholder engagement in decision making and accountability towards its activities is essential for every Company for its overall 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 Stake holders. A better understanding of Stakeholders results in an easier and more receptive operating environment and is also a major source of innovation.

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

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

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 Centres & 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.

THDCIL releases quarterly electronic magazine called "Gangavantran- E-Version" with interesting, informative and imaginative content. The attempt behind this initiative is to promote "User Generated Content" (UGC) and encouragement of employee's/stakeholder's participation in the communication process of the Corporation. The E-Magazine is available on THDCIL's Website.

THDCIL's official Facebook page & twitter handle is disseminating regular information about activities of company. Both these social Media tools are linked with Ministry of Power, PMO & My Gov (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.

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 Stakeholder's expectations and concerns.

THDCIL maintains close relation 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 ❖ Feedbacks ❖ Suggestion Mela 	<ul style="list-style-type: none"> ❖ Quarterly, Annually, Half-yearly ❖ Round the Year ❖ Round the Year ❖ Round the Year ❖ Round the Year ❖ Annually
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

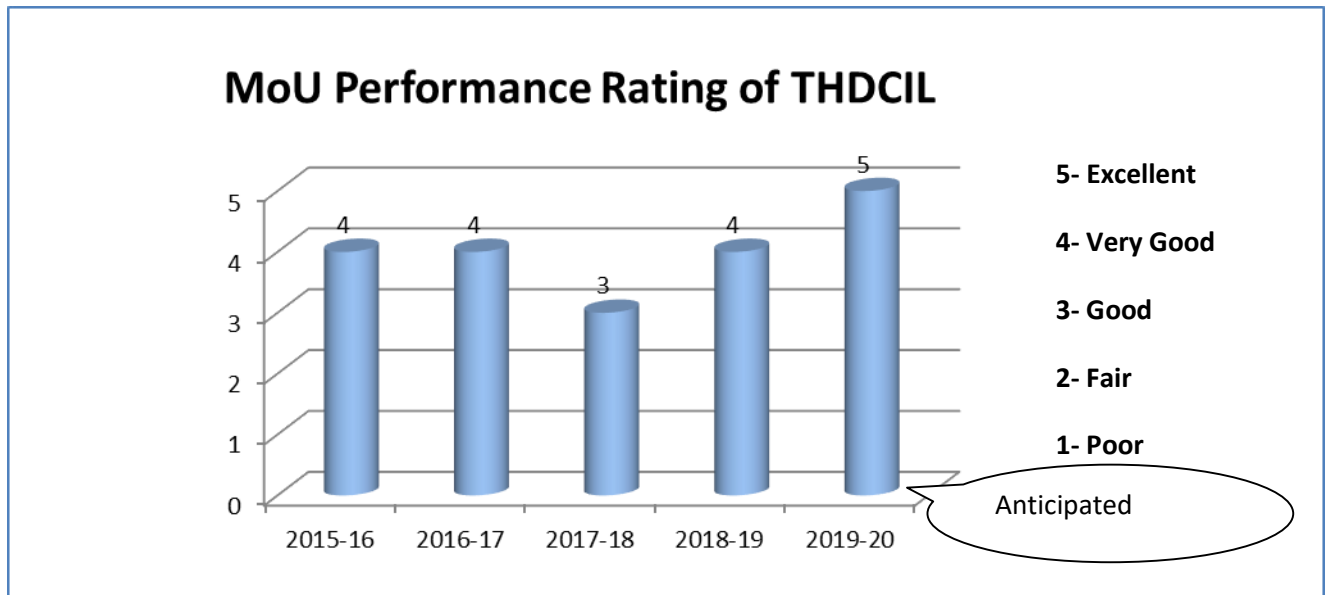
Suppliers & Contractors	<ul style="list-style-type: none"> ❖Tenders ❖Open Bid Discussions ❖Policy and Procedures ❖Meetings ❖Joint Discussions 	<ul style="list-style-type: none"> ❖As and when required ❖With every award ❖Round the year ❖Regular basis ❖Regular basis
Project Affected Persons/ Local and Indigenous 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

5.3 Government and Statutory Bodies:

THDCIL is a Public Sector Enterprise under the administrative control of the Ministry of Power (MoP), Government of India (GoI) and registered as a Public Limited Company in July-88 under the Companies Act, 1956. The Equity of company was earlier shared between Govt. of India and GoUP in the ratio of 75:25. Recently, the Share Purchase Agreement was executed between NTPC Limited and President of India on March 25, 2020, for acquisition of legal and beneficial ownership of equity held by the President of India. in THDCIL which represents 74.496% of the total paid up share capital of THDCIL for an aggregate consideration of INR 7500 crores (Rupees Seven Thousand Five Hundred Crores only).

In the preceding years, THDCIL signed MoU with Ministry of Power for Performance Parameters every year, wherein financial and non-financial targets were fixed for the next financial year. The evaluation of Company's Performance was done every year by the Department of Public Enterprises (DPE) and Performance rating was assigned on a five point scale; Excellent, Very Good, Good, Fair and Poor.

The MoU for the year 2020-21 has been signed with NTPC Limited.



5.4 Employees:

In today's knowledge based industries, strategic importance of the people is growing. An organization's success increasingly depends on the knowledge, skills and abilities of employees, particularly, as they help establish a set of core competencies that distinguish an organization from its competitors. With appropriate HR policies and practices, an organization can hire, develop and utilize best talent in the marketplace, realize its professional goals and deliver results better than others.

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. THDCIL 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.

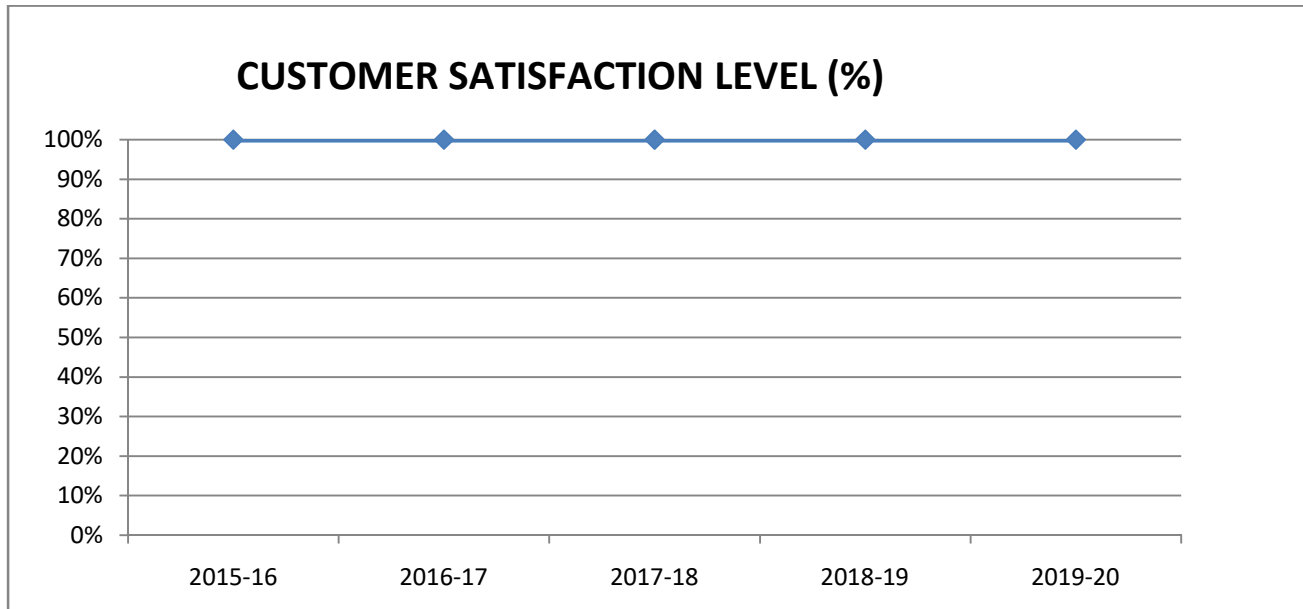
The details on well being of the employees are briefed in Chapter 6.0

5.5 Customers:

From its two Hydro Power Plants namely Tehri HPP (1000 MW) and Koteshwar HEP (400 MW), THDCIL provide services to its Customers by supplying Electrical Energy to all the nine States/ UTs of the Northern Region, namely: Chandigarh, Delhi, Haryana, Himachal Pradesh, J&K, Punjab, Rajasthan, UP and Uttarakhand. The electricity from Dhukwan SHP (24 MW) is supplied to Uttar Pradesh. The Hydro Generating Stations of THDCIL provide the scarce Peaking Energy to the Northern Grid. State of Gujarat gets entire Power generated from THDCIL's two Wind Power Plants namely Patan WPP (50 MW) and Devbhumi Dwarka WPP (63 MW) & State of Kerala gets entire Power generation from Kerala solar plant.

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 respective Regional Load Dispatch Centres.

To know and understand the expectations of its Customers, survey of 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 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 and Power Plants. 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.

5.6 Contractors & Suppliers:

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, Consultants and their employees are key Stakeholders in Project Implementation. Concerns of the Contractors/Suppliers/Consultants are regularly being addressed.

Pre-Bid Conferences are held in all Major Contract Packages, wherein 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 in overall benefit of the Project and the Shareholders.

5.7 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, THDCIL has also engaged a Media Consultant and formulated a communication strategy for key Stakeholders.

THDCIL is also active involved in dialogues with community at large through its various social media handles viz. Facebook, Instagram, twitter and YouTube etc.

5.8 Project Affected Persons/ Local and Indigenous Communities:

THDCIL has a mission “**To undertake Rehabilitation and Resettlement of Project Affected Persons with human face**”. Tehri Project involved huge submergence and consequential large scale displacement. Rehabilitation and Resettlement (R&R) of nearly 15000 families has been carried out with a human face. R&R cost (including land acquisition, compensations and development of facilities etc.) of Tehri HPP is nearly 18% of the total cost of the Tehri Project. This is one of the highest in the Country for such Projects. In addition, THDCIL is committed towards social upliftment of Rehabilitees. THDCIL is spending approx. 90% of its CSR Fund in Project Affected Region.

The Resettlement & Rehabilitation Policy for VPHEP (444 MW) exceeds provisions laid down in the National Policy on Resettlement and Rehabilitation (2007). In VPHEP, Social Mobilisers have 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.

5.9 PR initiatives and Corporate Communication:

THDCIL firmly believes in constructive communication and follows innovative and diversified means for engagement of various stakeholders. The key areas of productive interventions during FY.2019-20 are:

Company has developed active and diverse Social Media Assets, viz. Verified Facebook Page, You Tube Channel, Instagram Page, Linked-In Profile, Twitter Handle and these social media tools have been linked with Ministry of Power, PMO, & My Gov. (Citizen Engagement Platform) of Govt. of India. THDCIL also has developed Electronic Journal (e-Gangavatrnam) for interesting, informative content sharing together and Bulk Messaging Service for speedy real-time communication with employees. THDCIL also started a new initiative of VOICE CALL SERVICE for communicating important information to employees.

THDCIL is a true practitioner of innovative & diversified means of engagement for stakeholders outreach. Some of the key areas of productive interventions are listed as under:-

5.9.1 Stakeholder Interface:

1. Social Media Centre, THDCIL in collaboration with Indian Institute of Management (IIM Kashipur) organized a webinar on Job Opportunities in PSUs after COVID-19 on 19.05.2020. The webinar was conducted by Sh. Gaurav Kumar, Manager (PR) & Social Media Officer, THDCIL.
2. Team (Kashirathi) of 05 THDCIL Employees currently pursuing Company Sponsored Executive MBA from IIM Kashipur have designed a Device “Dhakkan” to maintain Physical Distancing by participating and securing Second Position in Innovation Challenge COVID Escape competition organized by Design Innovation Centre, IIT Roorkee. Total 97 Teams participated in this competition. The product is funded by IIT Roorkee.

5.9.2 Media Outreach:

In order to achieve innovative stakeholders interface and widen the outreach Dr. A.N. Tripathy, Dy. GM (CC) and Sh. Gaurav Kumar, Manager (PR) and Social Media Officer authored various articles in National Newspapers and Magazines details are as under:-

1. Article titled “CPSE Outreach CSR Funding prudent for combating COVID-19” published May 2020 issue of CSR Vision Magazine and Kaleidoscope Magazine of Standing Conference of Public Sector Enterprises (SCOPE).
2. Article titled “Social Media: Distinct Mode of Communication in Social Distancing” published in Pioneer, dated 08.04.2020.
3. Article titled “**Social Media User v/s Professional**” published in Employment News (12 to 18 Oct. 2019) Edition.

5.9.3 Visual Content:

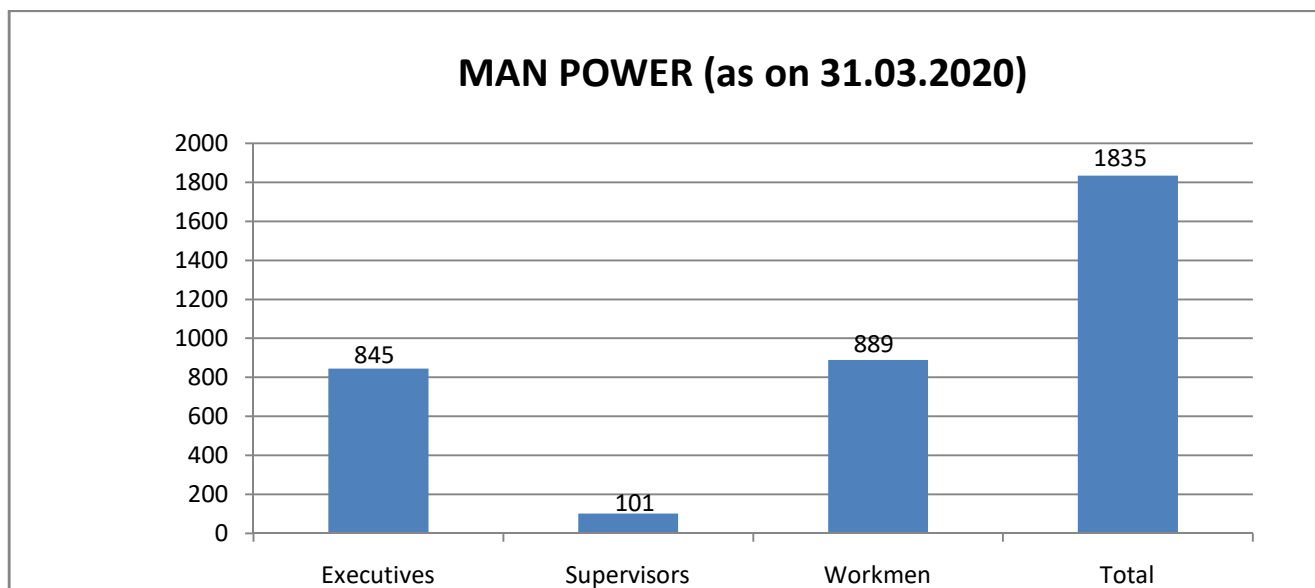
THDCIL aims to increase the Visual Content. More than 12 videos on an average of 01 video per month related to THDCIL Achievements, CSR Interventions, and Welfare Initiatives etc. has been made in-house and uploaded on THDCIL Official You Tube Channel.

6.0 Our Employees- Human Resource Management

THDCIL provides a workplace environment that is safe, hygienic and human, 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. THDCIL maintain its long term viability and contribute to sustainable development. The company does its utmost to provide a healthy, stimulating work environment for its employees.

HRM consists of people related functions as hiring, training, development, performance review, compensation, safety, 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 Organizational development). These are typically the functions of Personnel Management, also administrative and supportive in nature. HRM necessitates alignment of HR Policies and practices with the Organization's strategies, both, Corporate as well as functional.

6.1 Human Resources:



- THDCIL has a strong work force base of 1835 employees as on 31.03.2020 comprising of 845 Executives, 101 Supervisors and 889 Workmen. The Men-Megawatt Ratio is 1.19:1 for operational plants excluding construction projects and 0.42:1 including construction projects. THDCIL has always considered its human capital as its biggest asset, which play a vital role in growth of the Company. Both, Men and Women are treated with equal respect & dignity. 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, and 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 employee's professional and personal development. The Company uses training, awareness and guidance tools to encourage employees to commit to Sustainability.

6.1.1 Recruitment:

THDCIL India Limited being a premier Power Generator in the Country recruits 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 Executive Cadre Recruitments are carried out on All India Basis, whereas Non-Executive Recruitments, viz. Diploma Engineers, ITI holders etc. remains Area/ State specific. THDCIL also conduct examinations for filling up Backlog Vacancies in SC, ST, OBC & PWD Category. THDCIL follows the Presidential Directives as well as constitutional instructions that require us to implement policies accommodating SC/ST, other backward classes or physically handicapped individuals.

During the year 2019-20, 16 Executives and 07 Workmen were recruited. 100% workmen are recruited from local communities.

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

Year	Retirement	Proposed Inductions*
2020-21	85	200
2021-22	80	-
2022-23	89	200
2023-24	87	-
2024-25	126	

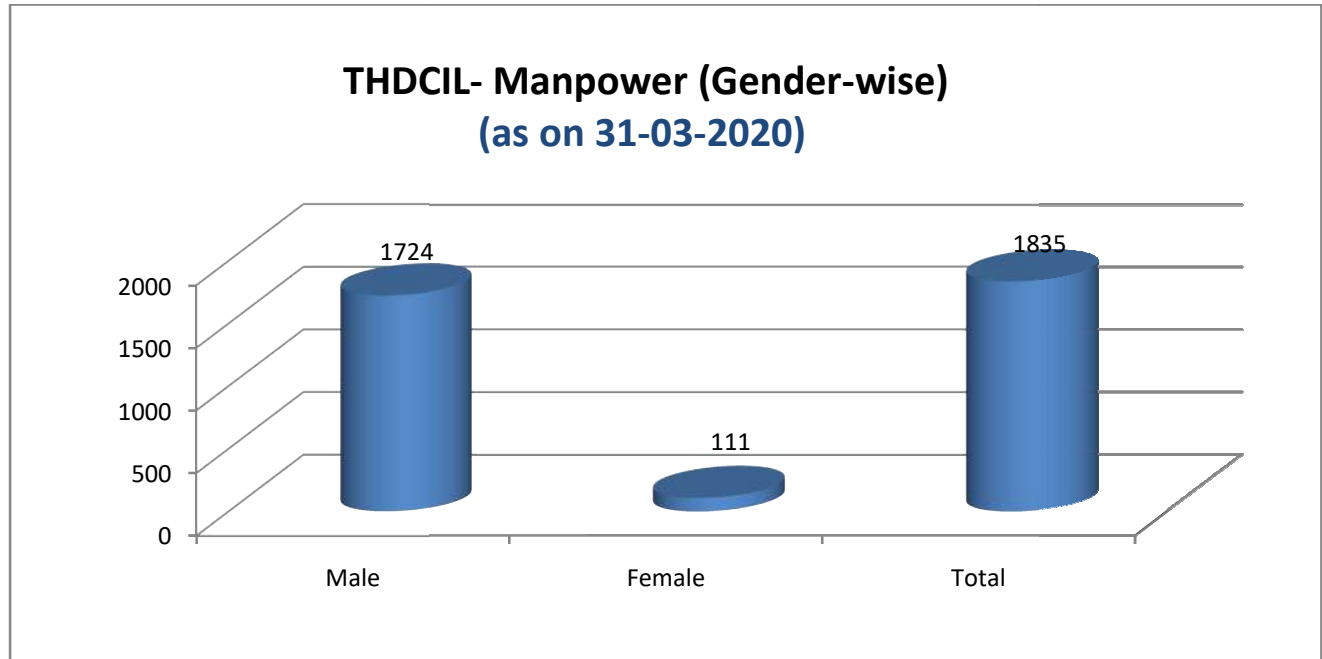
****Proposed Inductions are indicative, depends upon the progress of Construction Projects.***

6.1.2 Gender wise Categorization:

THDCIL is an equal opportunity provider and professes gender neutrality. THDCIL follow entire 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 111 women employees as on 31.03.2020 in different categories. They represent 6.05% 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 (Standing Conference of Public Sector Enterprises). 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 has been reported.



6.2 Employee Relations:

The Employee Relation in the THDCIL is founded on mutual trust & respect. Both employees and management complement each other's efforts in furthering the interest of the THDCIL 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 meetings were organized during the year, wherein issues related 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.

THDCIL have dedicated Welfare Department for maintaining harmonious and cordial employee relations. During the year 2019-20, following activities were



conducted for strengthening cordial employee relations:

6.2.1 Annual Quality Circle Meet:

Annual Quality Circle Meet was organized at Officer Club. Ten teams (4 Rishikesh, 4 Tehri and 2 Koteshwar) participated in the said Meet. All teams were assessed by Jury member and winner of the events were facilitated with cash prizes (through RTGS).

6.2.2 Regional Quality Circle Meet:

All ten teams represented the THDCIL in the Regional Quality Circle Meet-2019. The event was held at DPS Haridwar. In the historical manner nine teams won Gold prize and mandate for participation in 33rd National Convention on Quality Concepts. This was the result of hard working of QC team and effecting training and coordination by Corporate Welfare Department.



6.2.3 33rd National Convention on Quality Concepts:

Nine QC teams participated in 33rd National Convention on Quality Concepts. The event was held during 26th to 30th December, 2019 at IIT, BHU, Varanasi. The theme of event was "Quality Concepts for cultural Breakthrough". The total 1400 different QC Teams had participated from all across India. All teams did their best and based on the performance, Darpan QC Team, (Rishikesh), Jal Shakti (Tehri) and Jal Tarang (Koteshwar) got par excellence whereas QC team Lakshya, Tehri and team Punarnava got excellence award.

6.2.4 Painting Competition:

State Level Competition-

THDCIL has organized state level painting competition under the aegis of Bureau of Energy Efficiency (BEE) on **14.11.2019**. The event has witnessed the huge participation (approximately 19,000 students) from the children across all the areas of Uttarakhand State. The winners of Competition were facilitated by Cash Prizes (through RTGS).



National Level Painting Competition-

National Level Painting Competition was held on **14.12.2019** at Vigyan Bhavan, New Delhi. It was the proud moment for THDCIL as well as for Uttarakhand State that three participants bagged the prizes in such a huge competition.



6.2.5 Suggestion Mela:

THDCIL is making all out efforts to engage the employees for continual improvement. THDCIL organizes Suggestion Mela annually to collect the suggestions from the employees and reward the best suggestions in form of Cash prize.

Suggestion Mela 2019 was organized on 6th June 2019 at all Project Units and Corporate Office. Suggestions were invited from all employees in hard copy or online mode. Total 233 suggestions were received Out of these, 05 Best Suggestions were awarded on Annual Day of THDCIL.

6.2.6 Activities / Events organised by THDCIL Officers Club:

1. Comedy Night with Sunil Pal on 05.04.2019
2. ABRACADABRA Magical Show on 29.08.2019
3. Release of 2nd edition of Abhyudaya – Officers Club Magazine
4. Gotipua Dance Show during Durga Puja 2019
5. MUSICA-2019” Stand up Comedian Sh. Dipoo Srivastava, Rojalin Sahoo & Miran Roy
6. Camp of Goonj organized on 24th Nov 2018
7. Brahma kumari’s Spiritual Session on 09.08.2019
8. Sahaj Yog Meditation Camp on 2nd Nov 2019

6.2.7 Activities of Ladies Club and Manoranjan Club:

1. Annual function of Club
2. Teez Mahostav
3. Children Day Celebration
4. Sports Activity
5. Social initiative through NGO “Goonj”
6. Hindi Diwas Celebration

6.2.8 Durga Puja / DusheraMela:

Pragatipuram Sarvjanik Durga Puja Samitee organized the Durga Puja at Rasmanjari with full enthusiasm and passion including Kalash Sthapna, Nav Durga Puja Aahwan, Daily Puja and Bhandara on 08.10.2019 (on Dashmi).

6.2.9 Diwali Mela:

Diwali Mela was celebrated on 23.10.2019 at Open Air Theatre.



6.3 Women Empowerment Initiatives:

THDCIL believes that Women Employees are equal partners in the growth of the organization. Therefore, several initiatives have been taken for their empowerment, well being and welfare:

- Dedicated exclusive Training programme for female employees pertaining to areas such as work life balance, Skill enhancement, gender sensitization, health and nutrition Leadership development programs, POSH Act & Role of ICC, Yoga and Meditation programs etc.

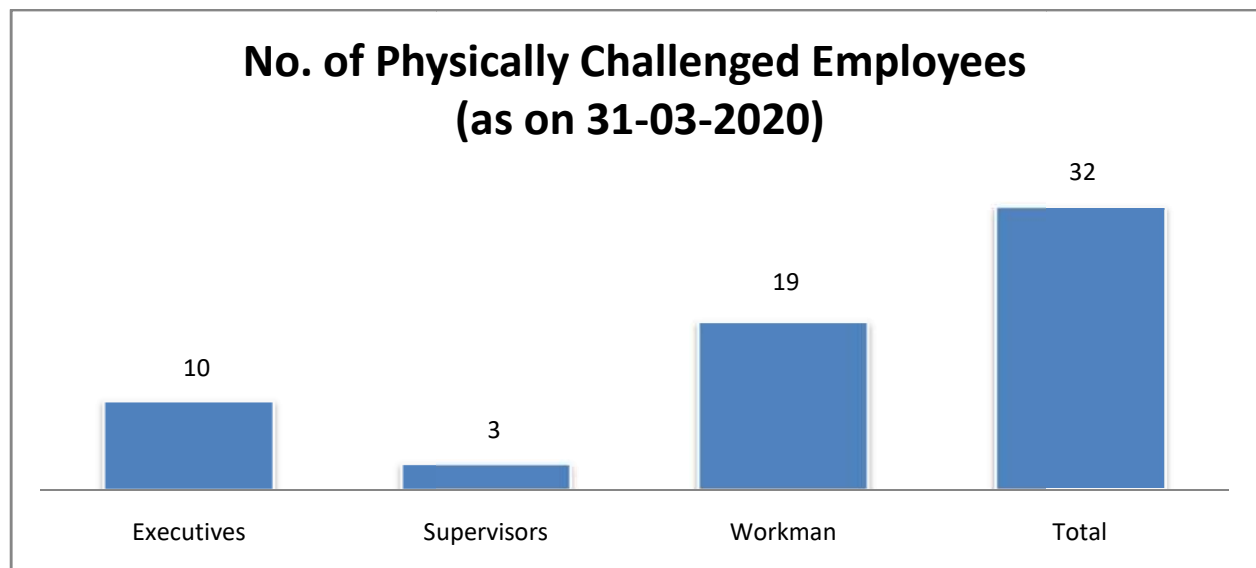
- THDCIL is lifetime member of WIPS (Women in Public Sector) wherein female employees are nominated exclusively for participating in different state and national level conferences on women issues pertaining to public sector employment in particular.
- Constitution of Internal Sexual Harassment Committee at workplace
- Implementation of policies viz. Child Care Leave, Maternity Leave
- Encouragement and ensuring participation of female employees in different sports meets including Inter Central Power PSUs tournaments etc.
- Nomination of female employees in several internal committees viz. House allotment committee, PF committee etc.
- THDCIL has dedicated clubs for female employees and spouses of employees wherein all support is provided by the Management with regard to conduction of round the year activities pertaining to welfare and well being.
- During the financial year 2019-20, the Company did not receive any complaint of Sexual Harassment.

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 in most buildings of the Corporation. Employees belonging to Physically Disabled Category were also nominated for attending special training programmes as per their special needs. THDCIL has made efforts to encourage the participation of 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 wherever arises. THDCIL is an Equal opportunity Employer and has a duly approved Equal Opportunity Policy.



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. The new pay revision which was due to be effective from 01.01.2017 has been implemented for Board and below Board Level Executives and Pay revision in Non-Executive category has been revised. However, present employee benefits include 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. are extended. THDCIL provides reimbursement for Medical Treatment of Employees and their dependents. Post Retirement Medical Facility is also available for retired employees and their dependents.

Performance Related Pay (PRP) based on Performance Parameters are also provided to Employees based on DPE Guidelines. THDCIL also provides House Building Advance (HBA), Computer Advance and 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 Employees "Scheme for facilities of Higher Education is also in place. Collaboration with several premier educational institutions has been made for professional enrichment of employees.

6.5.1 Maternity/ Paternity Leave Benefits:

THDCIL provides due care during maternity in case of female employees and there is a provision of Maternity/ Paternity leaves for employees. THDCIL provides maternity leave of 180 days and paternity leave of 15 days with wages. 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 Authorized Medical Attendant.

6.5.2 Child Care Leave (CCL) for Women Employees:

Based on the Govt. Guidelines, as a part of paternity related benefit, the women employees on the regular rolls of the Company excluding trainees are facilitated for taking care of their two eldest surviving children/ legally adopted children up to the age of 18 years for rearing or to look after any of their needs like examination, sickness etc. The CCL is granted under following provisions:

- Women employees are granted Child Care Leave (CCL) for a total of 730 days during their entire period of service.
- CCL will have to be availed in not more than 03 spells in a financial year. One spell should not be of more than 15 days. However, the period of such leave shall not exceed 45 days in one financial year.
- The women employee need not avail entire quantum of EL before availing CCL.
- CCL may be combined with leave of any kind due and is admissible, including maternity leave except Causal Leave.

6.5.3 Special Child Care Leave on adoption of a Child:

The objective of this leave is to facilitate employees, with less than two surviving children, to take care of their legally adopted child up to one year of age:

- All regular employees of the Company (excluding Apprentices) who have completed one year of service are entitled for SCCL on adoption of a child. In case of Trainees, they are entitled for SCCL on adoption of a child after successful completion of training period.
- Female employees are granted SCCL on adoption of a child for a period of 180 days from the date of valid legal adoption of child.

- Male employees are granted the SCCL on adoption of a child for a period of 15 days, to be availed within a period of 180 days from the date of valid legal adoption.
- The SCCL on adoption of a child is granted on full pay.
- SCCL on adoption of a child are allowed to combine with leave of any other kind.
- The facility shall not be admissible to an adoptive mother already having two surviving children at the time of adoption.
- SCCL shall not be debited against the leave account.

6.5.4 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 made is 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. 5,16,000/-
2. Subject to Maximum of Rs. 15,47,000/-

6.5.5 Death Benevolent Fund Scheme:

THDCIL Employees Death Benevolent Fund Scheme has been 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 salary of the employees in the event of death of the member and the nominated family member(s) of the deceased member employee is paid actual amount collected from the all the employees.

6.5.6 GSLI- Group Saving Linked Insurance Scheme:

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

The brief 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

Note: Those employees who have joined in the Corporation on or after 31.03.2014 are not covered under this GSLI Scheme. Therefore, to cover all such employees who will be joining thereafter are covered under the offered Group Insurance scheme from LIC and Accidental Insurance from National Insurance Company Ltd.

6.5.7 Group Insurance Scheme (GIS) for Employees Joined on or after 01.04.2014:

Group Insurance Scheme from Life Insurance Corporation of India has been introduced in the place of GSLI for the employees joining the Corporation on or after 01.04.2014.

The brief benefits of the Group Insurance Scheme are as given below:

S. No.	Group of employees	Insurance cover for Group Insurance Scheme with LIC	Monthly Premium Payable by the employer
1	Executives E2 to E6	6.00 Lakhs	Rs. 336/-
2	All Employees in Supervisory & Workmen levels	5.00 Lakhs	Rs. 280/-

Main features of Group Insurance Scheme are as under:

1. Insurance scheme is provided to employees under One Year Renewal Group Term Assurance Plan and therefore has to be renewed every year.
2. It covers death due to any reason-Natural as well as Accidental.
3. Entry to the Scheme will be for employees aged between 18 to 59 years (last birthday).
4. Premium under the Scheme will be remitted by the employer.
5. Members are admitted in to the scheme on simple test of insurability (being at work on start of Scheme).
6. A single Master Policy has been issued covering all employees.
7. Claims papers will be routed through Master Policy Holder/Employer.

6.5.8 Group Personal Accidental Insurance (GPAI) for Employees Joined on or after 01.04.2014:

Group Personal Accidental Insurance from National Insurance Company Ltd. has also been introduced in the place of GSLI for the employees joining the corporation on or after 01.04.2014.

The brief benefits of Group Personal Accident Insurance Scheme are as under:

S. No.	Group of Employees	Insurance cover for Group Personal Accident Insurance Policy	Monthly Premium Payable by the Employer
1.	Executives E2 to E6	6.00 Lakhs	Rs. 1140/-
2	All Employees in Supervisory & Workmen levels	5.00 Lakhs	Rs. 950/-

Main features of Group Personal Accident Insurance Scheme are as under:

1. Insurance scheme is provided to employees under One Year Renewal Group. Term Assurance Plan has to be renewed every year.
2. It covers Accidental Death Permanent Disablement.
3. Premium under the Scheme will be remitted by the employer.
4. A single Master Policy has been issued covering all employees.
5. Claims papers will be routed through Master Policy Holder/Employer.

6.6 Post Retirement Benefits:

Every organization provides 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, Statutory Pension and Provident Fund etc. are taken care of. Apart from statutory payments, there are provisions of Post Retirement Medical Facility and Pension Scheme for retired employees in the corporation. Defined Contribution Pension Scheme has been implemented in the Company w.e.f. 01.01.2007 after approval of the Ministry of Power. The salient features of the above schemes are given below:

6.6.1 THDCIL Employee's Defined Contribution Pension Scheme:

Employees on regular rolls of THDCIL on or prior to 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. Employees have the option to make the voluntary contribution towards Pension Scheme. 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.

6.6.2 Employee's Pension Scheme, 1995:

Employee's Pension is subsidiary scheme of Employee Provident Fund. All Employees are covered under EPS 1995. The contribution of 8.33% of wage (Basic+DA) shall be remitted by the employer to the Employee's pension fund. The maximum wage ceiling under the scheme is Rs. 15000. Employees joined after 01.09.2014 are not covered under this scheme.

6.6.3 Contribution Provident Fund (CPF):

Employees are covered under THDCIL Provident Fund Rules. The contribution payable by employees under these rules is 12% of Basic Pay & DA. Equal contribution is payable by the Company.

6.6.4 Gratuity:

Gratuity for every completed year of service or part thereof in excess of six months, 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. 20Lakh.

6.6.5 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.

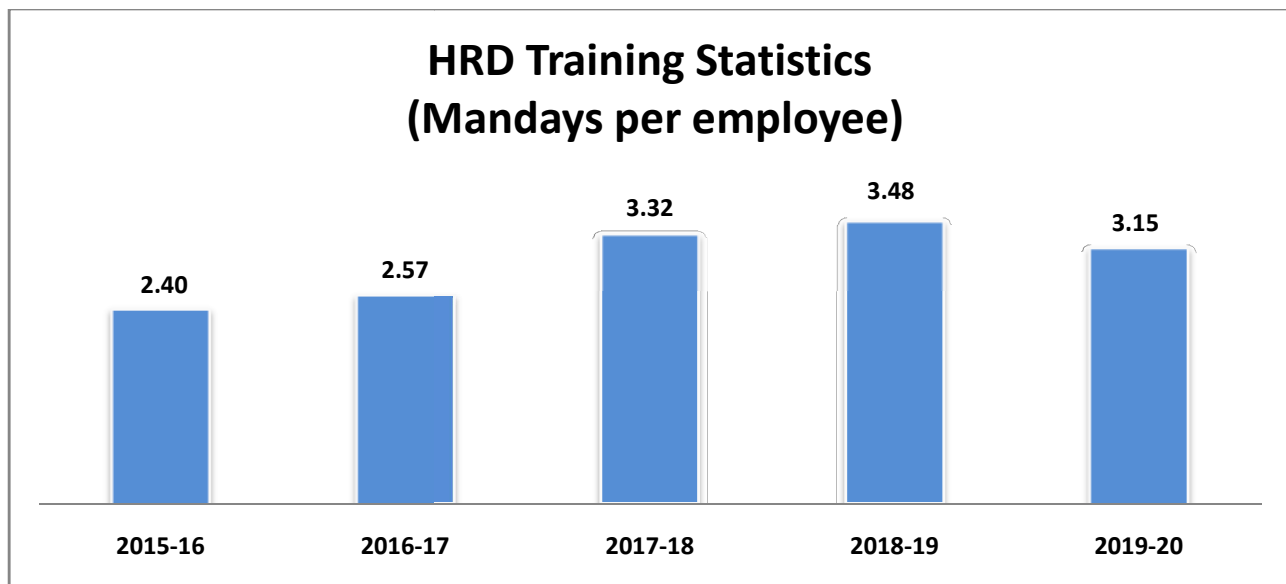
6.7 Trainings and Skill Development of Employees:

THDCIL firmly believes that its Human Capital is vital asset. 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. The Company

has balanced HR Policies pertaining to Performance Management, Social Security, Training and Skill Development and Welfare of Employees. THDCIL has a dedicated HRD department and HRD Centre as well, 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 include classroom training, e-learning, on-the-job training, mentoring etc.

Employee's education and trainings 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. During the current Covid-19 pandemic Scenario, THDCIL has switched its learning mode to online and continual trainings are being provided through online programmes.



6.7.1 Career Development Approach:

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.

During the reporting period, 04 no. (2018-20 Batch) and 02 no. (2019-21 Batch) Executives have been sponsored for two years Executive Post Graduate in Management through IIM, Kashipur.

For short term training programs, a form is designed in the PMR where individuals after discussion with their reporting officers identify the trainings required to remove the skill gaps. Consequently, HRD department utilizes the input data in organizing such trainings in due course of time. Apart from PMR, time to time training need analysis is being done for the Executives and competency mapping is also part of training need analysis.

6.7.2 Training Highlights:

During the year 2019-20 various dedicated In-house training programmes were conducted for augmentation of Technical, Managerial and Behavioural Competencies, besides floated nomination(s) spanning a total of 5775 Training Mandays, against the target of 4000 Training Mandays. Average Mandays work out to 3.14 for 1835 employees as on 31.03.2020. Besides above, numbers of executives are nominated for external trainings at reputed institutes / agencies. The program can be categorized as under:

- Programs based on Anti-Corruption Policies and Procedure.
- Pro-Active Leadership Skills for Vigilance Executives.
- Administrative Vigilance with Disciplinary Rules.
- Public Procurement & Preventive Vigilance.
- Skill Development programs conducted during the year 2019-2020.
- Operation and Maintenance of Governing System.
- Communication, Presentation & Negotiation skills.
- Efficient use of computer in Office Work.
- Latest Technologies in Transmission Distribution Smart Grid & Communication.
- Application of Total Station and DGPS for Projects including Field Practices.
- Short Course on Engineering Geology for Infrastructure project.
- Hands on Training on Renewable sources and its Integration including micro Grid and Battery Energy sources.
- Quality Control and Diagnostic Investigation for Concrete Hydraulic Structures
- Switchgear & Transformer Maintenance.
- Training programs related to Policies and Procedures concerning aspects of Human Rights.
- Leadership & Women Empowerment.

6.7.3 Average Mandays of training per year per employees:

Average hours of training per year per employee by gender and by employee category in 2019-20				
Category	Male		Female	
	Total Man days Training	Average per Employee	Total Man days Training	Average per employee
Officers	3601.5	4.49 (3601.5/ 801)	536.5	12.19 (536.5/ 44)
Supervisors Workmen	1241	1.34 (1241/ 923)	396	5.91 (396/ 67)

6.7.4 Employee training on policies and procedures concerning aspects of human rights and women empowerment:

Total Employees (2019-20)	Total hours of employee training on policies and procedures concerning aspects of human rights (2019-20)	Percentage of employees trained(2019-20)
1835 No (as on 31.03.2020)	212 Mandays	9.97% (183/1835*100)

6.7.5 Programmes based on Anti-Corruption Policies and Procedure:

S. No	Name of the programme	Target Group	Duration	No of Participants	Mandays
1	Pro-Active Leadership Skills for Vigilance Executives	Executives	22-07-19 to 25-07-19 (04 days)	1	4
2	Public Procurement & Preventive Vigilance	Executives	30-10-19 to 31-10-19 (02 days)	33	65
3	Integrity- A way of Life (Vigilance Awareness)	Executives	01-11-19 (0.5 Mandays)	200	100
4	Anti-Corruption Workshop-An International Perspective on Punitive, Preventive & Participative Vigilance	Executive	13-11-19 to 23-11-19 (11 days)	1	11
5	An Eagle Eye to Curb Corruption	Executive	11-02-20 to 15-02-20 (05 days)	1	5
6	Administrative Vigilance with Disciplinary Rules	Executive	17-02-20 to 20-02-20 (04 days)	1	4
7	Vigilance Course for Jr. & Middle Level Vigilance Officers	Executives	24-02-20 to 28-02-20 (05 days)	2	10
	Total			239	199

6.7.6 Skill Development programs conducted during 2019-2020:

<u>Supervisors & Workmen</u>					
S. N.	Name of program	Target Group	Duration	No. of participant	Mandays achieved
1	Operation and Maintenance of Governing System	Supervisors & Workmen	06-08-19 to 07-08-19	22	44
2	Operation and Maintenance and performance Monitoring of centrifugal pumps	Supervisors & Workmen	08-08-19 to 09-08-19	20	40
3	Communication, Presentation & Negotiation skills	Supervisors & Workmen	10-12-19 to 11-12-19	25	50
4	Efficient use of computer in Office Work	Supervisors & Workmen	17-12-19 to 21-12-19	29	145
	Total			96	279
<u>Executives</u>					
S. N.	Name of Program	Target Group	Duration	No. of participant	Mandays achieved
1	Latest Technologies in Transmission Distribution Smart Grid & Communication	Executives	03-04-19 to 04-04-19	3	6

2	Latest Trends in Inspection & Investigation of Dams	Executives	30-05-19 to 31-05-19	4	8
3	Application of Total Station and DGPS for Projects including Field Practices	Executives	24-06-19 to 24-06-19	4	4
4	Project Planning Implementation, Monitoring & Evaluation	Executives	15-07-19 to 19-07-19	3	15
5	Contract Management and Negotiation Skills & Strategies	Executives	22-07-19 to 26-07-19	2	10
6	Short Course on Engineering Geology for Infrastructure project	Executives	09-08-19 to 10-08-19	3	6
7	Operationalization of Shutdown Co-ordination software and Real-time operation Management software (OMS)	Executives	29-08-19 to 30-08-19	3	6
8	Power Transformer Selection, Construction, O&M, Testing and Visit to Repair Workshop	Executives	18-09-19 to 20-09-19	2	6
9	Rotating Electrical Machines	Executives	25-09-19 to 28-09-19	4	16
10	Hands on Training on Renewable sources and its Integration including micro Grid and Battery Energy sources	Executives	20-11-19 to 22-11-19	2	6
11	HR Audit and HR Analytics	Executives	25-11-19 to 29-11-19	2	10
12	Short Course on Engineering Geology for Engineers	Executives	10-12-19 to 13-12-19	2	8
13	Quality Control and Diagnostic Investigation for Concrete Hydraulic Structures	Executives	30-01-20 to 31-01-20	2	4
14	High Voltage Testing of Power System Equipment	Executives	05-02-20 to 07-02-20	3	6
15	International Training Course on "Landslide Risk Assessment and Mitigation:	Executives	17-02-20 to 22-02-20	2	12
16	Switchgear & Transformer Maintenance	Executives	04-03-20 to 06-03-20	4	12
17	Mentoring Skills	Executives	04-04-19 to 10-04-19	20	40
18	Certification Course for Psychometric Assessors	Executives	22-07-19 to 26-07-19	20	97.5
	Total			85	272.5

6.7.7 Training programs related to Policies and Procedures concerning aspects of Human Rights and Women Empowerment:

S. No.	Name of program	Target Group	Duration	No. of participants	Mandays
1	Women Empowerment	Executives	16-05-19 to 18-05-19	4	12
2	Women Development program	Executives	08-08-19	19	19
3	Self Empowerment & leadership development-I for Women Empowerment	Executives	05-09-19	27	27
4	Self Empowerment & leadership development-I for Women Empowerment	Non Executives	06-09-19	20	20
5	Women Empowerment for work Life Balance & Leadership Development	Non Executives	25-11-19	17	17
6	Women Empowerment for work Life Balance & Leadership Development	Non Executives	26-11-19	16	16
7	Women Empowerment for work Life Balance & Leadership Development	Non Executives	27-11-19	14	14
8	Training program on POSH & Role of ICC	Non Executives	13-01-20	57	57
9	Leadership, WL, B& Women Empowerment	Executives	11-11-20 to 15-11-20	2	10
10	Leadership & Women Empowerment	Executives	20-01-20 to 24-01-20	2	10
11	Latest Government Reservation Policy for	Executives	06-01-20 to 07-01-20	5	10
	Total			183	212

6.8 System of Exit Interview for Employees in THDCIL:

THDCIL firmly believes the real strength of the company is its employees. THDCIL values its employee force and ensures all out effort to retain and groom the talent. However, employees do leave organization for several reasons, but as a progressive and sensitive company, THDCIL cares for its brand image and considers that employees leaving the organization for any reason whatsoever act as ambassador in creating brand image of the company. THDCIL has been endeavouring in developing organizational climate conducive for employee development and growth based on employee's perceptions and feedback.

Keeping this in mind, a new comprehensive Exit Interview System has been designed to capture the employees perception and feedback, who leave the services on the ground of resignation, retirement.

Objectives:

- Capture employees perception, impressions and views on various organizational aspects, such as; Job satisfaction, nature of work, Personnel policies and systems, communication systems, interpersonal relationship, value actualization, work culture etc.
- Obtain employee's suggestions and ideas on any aspect of organization's working.
- Obtain feedback from the departing employees about the Company's working.
- Assess the reasons of resignation/separation and identify the areas of concern, so as to initiate corrective measures for higher employee satisfaction and retention.

6.8.1 People Capability Maturity Model (PCMM):

As per MoU mandate for Year 2018-19 under HRM Parameters, THDCIL had to undergo for Assessment of level in line with People Capability Maturity Model or equivalent and placing before the Board for taking a decision whether to go for up gradation in level and if yes, getting the approval for timeline from the Board. If not, justifiable reasons to be recorded in the Board Resolution.

People CMM Gap Assessment study is the comparison of actual status of implementation of HR practices in THDCIL with that of Practices and Goals defined in the People Capability Maturity Model® (P-CMM®) developed by CMMI Institute (Carnegie Mellon University, USA).

People Capability Maturity Model® Framework (People CMM®) is a tool that helps to successfully address the critical people issues in organizations. The People CMM employs the process maturity framework of highly successful Capability Maturity Model® as a foundation. Based on the best current practices in fields, such as, human resources, knowledge management, and organizational development, People CMM guides organizations in improving their processes for managing and developing their workforce.

Accordingly, Quality Council of India (QCI), an autonomous organization under Department of Industrial Policy and Promotion, Ministry of Commerce and Industry has conducted the Gap Assessment of THDCIL's HR Practices against the People Capability Maturity Model practices.

On the basis of various parameters, implementation and institutionalization practices, defined in the model, THDCIL have been declared at Maturity Level 3 (Defined) in 2018-19. PCMM Model is having 05 Levels of Maturity; Level-1 being the initial and Level-5 being the Optimizing. Level- 2, 3 & 4 are distinct as Managed, Defined & Predictable respectively.

Goaded on with the results, THDCIL board has decided for up-gradation to the next higher level of the PCMM in a time frame of 12-15 months. As a part of strengthening the system, M/s Maclead Certifications has been roped in as training partner to strengthen Level 2 & 3 and to prepare for the up-gradation to Level-4. Up-gradation to the **Level-04 (Predictable)** of PCMM is also the part of 2019-20 MoU Target. Based on the assessments carried out by M/s Maclead Certifications, THDCIL has been upgraded to **Level-04 (Predictable)** during the year 2019-20.

6.9 Occupational Health and Safety:

THDCIL is an OHSAS 18001:2007 (OH&S) management System) certified company (Presently, OHSAS 18001:2007 has been upgraded and transited into ISO 45001:2018) 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 requirement viz. laws, regulation and best practices in Safety. The company does its utmost to provide a Healthy, stimulating work environment for its employees.

THDCIL has a well defined Occupational Health and Safety Policy formulated in 2011. THDCIL has safety Manual, Which assigns high importance to safety in all spheres of our business, activates. This manual is a completion of safety Codes & Standards, Regulation, 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 and Don'ts for safety in construction works, which is also available on our web site. 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, fulfil necessary concern towards 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.

6.9.1 Steps taken up on the onset of COVID-19 Pandemic during 2019-20:

In the last quarter of reporting year, on the onset of Covid-19 pandemic in India, THDCIL ensured the followings quick and early steps for raising awareness and containing the Pandemic:

- Distribution of Printed banners, Pamphlets, Sanitizers and Gloves to the local community as well as Project affected locations.
- A campaigning vehicle was launched by THDCIL for spreading awareness on COVID-19 and its impact on human life among the people.
- THDCIL spreads the awareness for need of social distancing to control the spread of the Corona virus.
- THDCIL has also ensured the implementation of SOPs as directed by MHA for office premises during the period of COVID-19 pandemic.
- Provision of automatic hand sanitizer machines, hand-held thermal screening guns, thermal screening based entry systems.

6.9.2 Details of Absenteeism and Work related fatalities during 2019-20:

Location	Lost days/ Absenteeism	Total number of work- related fatalities		
		Male Employees	Female Employee	Total
Tehri HPP	NIL	01	NIL	01
Tehri PSP	03	NIL	NIL	NIL
KHEP	NIL	NIL	NIL	NIL
VPHEP	NIL	01	NIL	01
Dhukwan SHP	NIL	NIL	NIL	NIL
Khurja STPP	NIL	NIL	NIL	NIL
RISHIKESH	NIL	NIL	NIL	NIL
TOTAL	03	02	NIL	02

6.9.3 Occupational Health and Safety (OHS) Programmes:

THDCIL regularly conducts OHS awareness programmes to impart training for executives and Non-Executives working at Power Plants and under Construction projects viz Fire safety, PPEs, in-plant Safety Awareness etc. Dedicated Safety Officers are posted at each construction site & Operational Plant. Mock drills are also conducted from time to time. During the reporting period, approx. 200 No. of employees has been covered under OHS Programmes.

6.9.3.1 Safety Highlights:

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 (Presently OHSAS 18001:2007 has been upgraded and transited into ISO 45001:2018) 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 (Presently OHSAS 18001:2007 has been upgraded and transited into ISO 45001:2018) 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.

Dhukwan SHEP:

- Dhukwan SHEP, Safety Committee meetings are held on quarterly basis. Safety Committee comprises of representative both from officers and workers.
- OHSAS: 45001 has been implemented at Dhukwan SHEP.

Khurja STPP

- Khurja STPP, Safety Committee meetings are held on monthly basis as per provision of Act.
- Safety Committee comprises of representative both from officers and workers.

6.9.3.2 Safety Audit:

External and internal safety audit of all projects are being conducted to identify the area for improvement and deviation from standards i.e., applicable statutory Acts, CEA-2011, B&OCW Act-1996, Factory Act-1948, OSHAS-18011, IS 14489:1998 and THDCIL SHE manual and other applicable Act as per project safety requirements

6.9.4 Health Care:

Various programs for First Aid, Stress Management through Yoga, Occupational Health & Safety, Risk Management etc. have been organized through premier Training Agencies/ Institutions during the year 2019-20 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.

Health Care (Highlights)

- Number of Doctors in Hospitals at Projects and Corporate Office –14
- Total Number of Nurses in Hospitals at Projects and Corporate Office –15
- Total number of Consultations provided to employees/contract workers –49989
- Total number of Consultations provided to local people other than employees –10593
- No. of Ambulance – 05
- No. of cases, in which Ambulance provided to employees–107
- No. of cases, in which Ambulance provided to local people–51

Health care services (in project affected areas) are being provided through establishing Allopathic Hospital, Homeopathic Dispensaries and by organizing multi-specialty health camps.

7.0 R&D, Consultancy, Disaster Management & IT

7.1 Brief on R&D policy:

In order to promote and organize Research and Development in the field of Execution of Power Projects, Operation of Power Plants and New & Renewable Energy Areas, "R&D Centre" was established in THDCIL at Rishikesh in Dec-2011. The R&D Policy based on guidelines issued by DPE duly approved by Board of Directors since March-2012.

7.1.1 Objective of R&D:

The focus of R&D shall be on building up expertise within the Organization, to find solutions for the existing problems and also for the problems that may arise in future in the areas of power sector. Research & Development in THDCIL shall address challenging problems being faced by power stations and also for the implementation of latest technological advances in execution & operation of hydro-electric projects and in other areas like thermal power, new & renewable sources of energy etc.

7.1.2 Scope of R&D:

R&D activities in THDCIL shall include, but not be limited to the following areas / activities:

- Efficiency improvement & cost reduction.
- Improving availability, reliability and safety of man and machines of the plants.
- Studies related to solutions to chronic problems of the plants.
- Energy conservation.
- Product development, material development, process modifications / development.
- Reduction in environmental impact with introduction of new technology.
- Improving transmission system efficiency.
- Increasing equipment life.
- Progressively optimizing land use
- Development of monitoring & diagnostic techniques.
- Alternate and new & renewable energy sources including emerging technologies like Off-shore
- Wind Energy, economic Solar options etc
- Climate change issues, waste management/recycling and water management/conservation.

7.1.3 Funding of R&D:

The R&D Policy of THDCIL was framed in line with DPE guidelines issued on 23rd Sept-2011. As per THDCIL's R&D Policy, R&D Plan for every F.Y. is prepared keeping a mandatory provision of minimum 0.5% of PAT (of previous F.Y.) as R&D Budget. However, DPE vide OM dated 17th Jul-2019 has withdrawn the earlier guidelines issued on 23rd Sept-2011. Accordingly, Apex Advisory Committee in the last meeting approved removal of mandatory provision of 0.5% of PAT of previous F.Y. in R&D Budget from R&D Policy, applicable w.e.f. F.Y.: 2020-21. However, as agreed upon in AAC meeting held on 31st July-20, the investment shall be continued on more reliable R&D projects for sustainable development of THDCIL/power sector as a whole. THDCIL may also take projects with other organizations / institutions, which are beneficial for betterment of power sector.

Further, the funding of R&D budget will not lapse. It will be transferred to a R&D fund which will accumulate.

7.1.4 Project Identification:

R&D projects shall be identified keeping in mind the business needs of Corporation. Wherever possible, the projects selected shall be in line with the core activities and outcome of the R&D shall help in achieving the long term goals of Corporation in order to yield measurable economic/social benefits. In other words, R&D project selected shall be within the framework of THDCIL strategic objectives and Organizational structure while considering and integrating financial and strategic benefits of each project.

7.1.5 Collaboration & Synergizing:

Activities may be undertaken individually as in-house activity in R&D Centre. Alternatively, R&D activities may be undertaken / outsourced through specialized agencies like Academic Institutions, Universities, IITs, Central Organizations, i.e., CSIR, etc. and other National & International laboratories/academic institutions, Private Companies, Labs or Institutions. Collaboration may also be taken up for in-house projects amongst different departments in the organization, if the requirement so arises.

7.1.6 Monitoring of R&D activities:

R&D projects are being monitored and reviewed at regular intervals (monthly/quarterly/annually). With respect to the targets set at the beginning of the project.

The Apex Advisory Committee (R&D) under the chairmanship of Director (Technical) having 4 other members nominated by Chairman and Managing Director exists. Head of R&D deptt. of THDCIL is the Convener to the AAC (R&D works).

The Apex Advisory Committee (R&D) is responsible for planning/monitoring at the apex level to decide on R&D activities on long term/short term basis. The Apex Advisory Committee (R&D) carries out periodic assessment of the progress of the activities.

7.1.7 Evaluation:

The performance of a project is being evaluated based on its objective, scope, deliverables and benefits (techno-commercial). Evaluation is based on actual performance vis-à-vis targets. Results/benefits of long term R&D projects may not accrue in the short run or during the year under consideration; in such a situation the progress in terms of efforts made is to be taken into account. Report of actual performance of R&D projects/activities is to be prepared.

At the year end, THDCIL prepare a Self-Evaluation Report on R&D performance in respect of:

- (i) Actual expenses on R&D as against agreed target and as a percentage of PAT.
- (ii) Actual achievements/milestones in respect of each R&D project/activity agreed in MoU target.

Such Self-Evaluation Report is duly supported by a Verification Report of an Independent Expert or Apex Advisory Committee (R&D).

7.1.8 Details of R&D Activities carried out during reporting year (2019-20):

The salient features of R&D plan, budget and expenditure incurred for FY 2019-20 are as under:

- | | |
|--------------------------|--------------------|
| 1. PAT for FY 2018-19 | : Rs. 1251.60 Cr. |
| 2. 0.5 % of PAT | : Rs. 625.80 Lakhs |
| 3. Budget for FY 2019-20 | : Rs. 664.83 Lakhs |

4. Budget in % of PAT of FY 2018-19 : 0.531 %
5. Total expenditure during FY 2019-20 : Rs. 610.63 Lakhs
6. Total expenditure in % of PAT of FY 2018-19 : 0.488 %
7. Projects executed in FY 2019-20 : 08

Sl. No	Particulars of the Project	Expenditure incurred during F.Y. 2019-20 (Rs. in Lakh)	Impact of the study	Outcome of the study
1.	Condition Monitoring of EM equipment of Tehri & KHEP (For FY 2018-19)	20.94	Periodic condition monitoring and health assessment of critical electro-mechanical equipment to detect early signs of deterioration, malfunctioning and inception faults and thus ensure reliability and stability of the projects.	The recommendations given by M/s CPRI have been implemented at site.
2.	Assessment of Sediment Yield from the Catchment Area of Tehri Reservoir" – GIS modelling and Analysis.	9.39	Identification of vulnerable areas in the catchment of Tehri reservoir Assessment of sediment yield in the reservoir basin and its impact on Tehri reservoir.	Presently, first phase of the study has been completed and Study under second phase is in progress
3.	Earth quake monitoring stations by IIT Roorkee i) Old MoU (25 th Oct-2016 to 24 th Oct-2019) ii) New MoU for FY 2019-20	75.86 65.29	Collection of long term data on micro earthquake activity of the region around Tehri dam before, during and after impounding of water in Tehri reservoir.	Presently, quarterly "Preliminary Seismological and strong ground motion bulletins are being received from IIT-Roorkee regularly.
4.	Expansion & upgradation of Micro Seismic Network around Tehri region (long term)	328.80	The study will enable in detecting and studying the seismicity changes if any, associated with the reservoir impounding.	The system was installed and commissioned on 08.08.2019 and was handed over to IIT Roorkee on 21.05.2020. The system is fetching data to both CRS at NTT and IIT Roorkee.
5.	Comprehensive solution for slope stability of road between Zero bridge to Koteshwar.	3.00	Assessment of any Global/large movement if any, of the slope along Tehri-Koteshwar road and mitigation measures.	The Geomatic analysis has been completed by PEC, Chandigarh and Geotechnical analysis is under progress through IIT-Roorkee.

6.	Consultancy for improvement in real time inflow forecasting system for Tehri Dam reservoir: A) For consultancy services: i) Against old MoU ii) Against new MoU B) For installation and commissioning	4.50 34.56 42.35	Observation of real time meteorological and hydrological data and transmission of the same to earth station established at Tehri for further processing of data for forecasting the inflow for Tehri reservoir.	The inflow forecasting system was commissioned in June 2016 and presently inflow forecasts with 6 hours and 24 hours lead time are being issued from IIT-Roorkee.
7.	Condition Monitoring of EM equipment of Tehri HPP & KHEP (For FY 2019-20).	20.94	Same as at Sl. No. 1	The recommendations given by M/s CPRI have been implemented at site
8.	Analysis and mitigation of oscillations in Hydro Generator fed Transmission lines.	5.00	The study will identify the oscillations with reasons incurred in generating units of Tehri HPP and Koteshwar HPP and develop solutions for damping out the oscillations.	Presently work package No. 1 has been completed and further study is under progress.
9.	Other miscellaneous works	-	-	
	Total	610.63	664.83	

7.2 Consultancy Service:

THDCIL has the experience of Corporate and Project Planning; Design & Engineering, Construction Management, Erection & Commissioning, Contracts Management, Project Management, Human Resource Management, Financial Management, Commercial Management and also the experience of tackling the problems encountered during execution of gigantic 2400MW Tehri Hydro Power Complex, Vishnugad Pipalkoti HEP and Dhukwan SHEP 24MW beside other projects in pipeline. To effectively utilize the in-house expertise and the experience gained, a dedicated consultancy division in THDCIL is providing consultancy services in an integrated manner from concept to commissioning of Hydro electric projects to national and international organizations. The consultancy in the field of Rock & Earth fill /Concrete Gravity Dam, tunnel; surface and underground power plants, slope stabilization, Pumped Storage Schemes, road /highway tunnels etc. has been provided by THDCIL to various Organizations. Details of the Consultancy Services provided / under progress by THDCIL in recent past are as under:

- Pre - Feasibility Report of Underground Parking Place in Mussoorie.
- Prepared Detailed Project Report for protection/ treatment and Slope Stabilization work Near Holy Cave for Shri Amarnathji Shrine Board, Srinagar, Union Territory of J&K.
- Slope Stabilization DPRs for 5 Vulnerable Locations in Uttarakhand.
- Prepared Detailed Project Report (DPR) for Grid connected Solar Power Project of 20 MW capacity at Cheetakhera in District Nimach (M.P).
- Power Potential and E&M Studies of Hydro Power Project under Damanganga - Pinjal Link Project for Bhugad Dam and Reservoir.

- Power Potential and E&M Studies of Hydro Power Project under Damanganga - Pinjal Link Project for Khargihill Dam and Reservoir.
- Design and Engineering measures for Stabilization of vulnerable zones between Katra and Shri Mata Vaishno Deviji Shrine".
- Design and Engineering measures for Stabilization of Chronic Slide Zones on 20 various Road locations in the Uttarakhand.
- Design and Engineering measures for Stabilization of Chronic Slip zone on slope adjoining Rajbhawan, Nainital for immediate measures and comprehensive scheme.
- Design and Engineering solution for the hill stabilization problem of Varunavat Parvat in Uttarkashi, Uttarakhand for GoUK as well as supervision of work.
- Design and Engineering solution for the hill stabilization problem of Tambakhani chute treatment work in Uttarkashi, Uttarakhand.
- Preparation of report on Indravati River Basin based on an integrated Basin concept for Chhattisgarh State Power Generation Co. Ltd.(CSPGCL)
- Power Potential and E&M Studies for 06 Nos. Hydel Projects proposed under Par - Tapi - Narmada Link Project for preparation of Detailed Project Report (DPR) developed by National Water Development Agency.
- THDCIL had organized 5 days "Comprehensive Training Programme on Hydro Power Development" for NTPC Ltd. Officials).

7.3 Disaster Management:

7.3.1 Emergency Action Plan (Tehri HPP and Koteshwar HEP):

- Crisis and Disaster Management Plan (C&DMP) of Tehri HPP and Koteshwar HEP has 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 has been prepared as per "Guidelines for development and implementation of Emergency Action Plans (EPAs) 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 reservoirs resulting in flooding of areas downstream of Koteshwar Dam upto Haridwar. A Mock Drill for flood like situation at Tehri and Koteswhar Dam projects was conducted on 24-25 Sept. 2019 in association with Disaster Mitigation and Management Centre (DMMC), GoUK, Dehradun.
- Emergency situations are envisaged in C&DMP that can lead to problems in Operation of Power Plants resulting in disruption of Power Supply of 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.

7.3.2 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 Dam site as well as in 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.

7.3.3 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) already established at Tehri Dam. The system observes Real Time Meteorological and Hydrological data and transmits 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 6 hours lead time based on observed date and day ahead forecasts using IMD forecasts for rainfall.

7.3.4 Early Warning System for Tehri / Koteshwar Dam:

Timely dissemination of information about the release of water from Dam during floods or any emergency situation is of prime importance to ensure safety of population in the downstream areas of Dam. In order to disseminate information to the downstream population up to Rishikesh about water release 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.

7.3.5 Dam Safety Measures in THDCIL:

The Dam Safety programme of Tehri HPP and Koteshwar HEP is quite exhaustive. A comprehensive scheme of instrumentation has been provided in the dam body and its appurtenant structures for assessment & monitoring the Dam behaviour. Inspection galleries provided in the dam body is part of the Dam Safety programme and is inspected periodically. Dynamic behaviour of Dam during earthquake, and Reservoir induced Seismicity is also assessed through strong motion and micro seismic networks respectively.

7.3.6 Pre & Post Monsoon Dam Safety Inspection:

To ensure safe functioning of Dams, pre & post monsoon dam safety inspections are mandatorily performed as per the guidelines of Central Water Commission (CWC) and prevailing practices in other organization. Apart from this, inspection through Central Water Commission (CWC) and other international renowned agencies is also carried out from time to time. Every year Dam Safety inspection of Tehri and Koteshwar projects are carried out by a team consisting of officers from Design Department, OMS Department and Concerned Project Departments. The inspection is carried out on the basis of checklist format prepared by THDCIL in line with criteria fixed by Central Water Commission (CWC), New Delhi SEED manual of USBR.

Besides in-house inspections, Tehri HPP has been inspected twice by CWC, New Delhi and once by United States Bureau of Reclamation (USBR), USA whereas Koteshwar HEP inspected once by CWC and once by HPI, Moscow, Russia.

7.3.7 Annual Dam Safety Inspection:

Every year, Annual Dam Safety Inspection is carried out for Tehri Dam and Koteshwar Dam by team consisting of engineers from Design Department, OMS Department and Concerned Project unit before and after monsoon. 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 THDCIL 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.

7.3.8 Condition Monitoring of EM-equipment of Tehri HPP & Koteshwar HEP:

To improve availability, reliability, life of machines and performance of plant, condition monitoring and diagnostic testing of Electro-mechanical equipment of Tehri HPP and Koteshwar HEP is being carried out since 2011-12. In F.Y 2019-20, Condition monitoring work of EM-equipment of Tehri HPP and Koteshwar HEP was conducted and test results have confirmed the healthiness of installed equipment.

7.3.9 Reservoir operation & flood mitigation measures in THDCIL:

Tehri reservoir filling, commences from 21st June every year, and is done as per reservoir rule curve. During filling of reservoir, rule curve helps in filling the reservoir at predetermined rate and keeping reasonable storage space for incoming floods during active monsoon period, so that the regulated/controlled discharge is passed downstream of the dam. The real time inflow forecasting system for Tehri reservoir having its control room at Tehri dam is operational since 2016. The forecasting system is helping in better management of the reservoir. An early warning system (EWS) consisting of speakers/sirens at eight locations in the downstream from Koteshwar dam to Rishikesh has also been established in Dec-2017, which is operated from control rooms at Koteshwar dam and State Emergency Operation Centre, Dehradun. EWS helps to alert/ warn downstream population along the river through voice messages and sirens.

7.3.10 Implementation of risk management:

As major Hydro projects are in Himalayan region, thus subjected to Geographical location specific risks. The Company has adapted Risk Management Manual duly approved by the Board. The Manual intends to maintain a uniform & structured Risk Management System in the company at various Power Projects at different stages of implementation.

Risk Management Committee is in place, comprising of members from Project Site as Risk Officer, Project Finance and Corporate Design (Civil & HM) Deptt. for each ongoing construction project and nominated an executive as Corporate Risk Management Officer to monitor the Risk Management Plans being implemented at on-going Projects.

7.4 Information Technology and Communication:

In THDCIL Information Technology is used as strategic tool to improve our overall productivity and efficiency. THDCIL has successfully implemented various software solutions to help in optimum utilization of generating assets, accelerated development of construction projects thereby improving quality, productivity and profitability of the organization. THDCIL has latest Information Technology and Communication infrastructure. All key business functions, viz.

Finance, HR, Procurement & Contracts, Inventory, Project Management, Power Plant Operation and Maintenance, Energy Sales and Accounting, Quality Assurance etc. have computerized Systems.

These computerized systems are web based and are being accessed over internet from all locations, viz. Corporate Office, Regional offices, Projects, and Power stations. All locations have dual high speed internet lease lines for uninterrupted access of software applications. Further, for transparency of payments, THDCIL has also implemented web based Bill Tracking Software to track the status of bills submitted by vendors/ contractors. Grievance Tracking System is also in place for the public to register their complaints and get the status of their grievances. During the recent past, following value additions were achieved;

- New Website has been developed in open source technology & deployed on cloud environment in NIC, New Delhi. It has many improved features, such as, dynamic look, performance reports of power stations, project wise status reports, success stories of projects, CSR portal etc.
- The FMS application Software was already made Indian Accounting Standard (Ind-AS) compliant. Further, software is continuously upgraded with new features.
- Development of application software for online submittal of “Quarterly Vigilance clearance reports of executives of E8 and above”.
- Implementation of Online PMS for all Executives.
- All recruitment applications are invited through online mode only.
- In order to move gradually towards paperless office for improving the efficiency, consistency and effectiveness in the responses from individual / section / department in handling the letters, notes and files, THDCIL has successfully implemented e-Office (Developed by NIC). It will reduce the turnaround time / processing delays and shall establish transparency and accountability at work places. The software has been deployed at NIC cloud, and training has also been provided.
- To secure the IT system and software applications, regular audit of software application and IT infrastructure are being done by CERT-In empanelled Security Auditors. Cyber security awareness workshops are conducted regularly to sensitize employees about cyber security. A session on Cyber security has been organized for new graduate engineer trainees to make them aware of the various aspects of Cyber Security.
- The online Annual Property Return (APR) system has been developed in the HRMS software and implemented.
- The Company has well established multi-point Video Conferencing system for conducting VC among the different project offices and corporate office.
- Most of the employees have been provided the desktops with latest operating system.
- The new software module in HRMS for Talent management and Exit procedure has been developed and implemented.
- During Covid-19 Pandemic, all meetings are organized through Online Mode. Virtual Meetings are being done through latest available Software. All executives are being provided with webcam enabled system for virtual interactions.

8.0 Sustainable Development Performance: Economic

THDCIL has been contributing in its own small way, towards growth of 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 profit earned by THDCIL is paid back as dividend to Shareholders. The paid-up Equity capital of THDCIL as on 31.03.2020 is Rs. 3665.88Cr.

Gol's equity shareholding in THDCIL was transferred to NTPC Ltd. On 27th March- 2020 under the process of strategic sale of THDCIL. A Share Purchase Agreement was executed between President of India and NTPC Limited on 25.03.2020. The Aggregate consideration for acquisition of 2,73,09,406 (Two Crores Seventy-three lakhs nine thousand four hundred and six) shares and Six Nominees shares was Rs. 7500,00,00,000 (Seven thousand Five Hundred Crores) calculated at the rate of Rs. 2746.31 per sale share. Further, M/s NTPC Limited has agreed to fulfil the investment commitment of Rs. 92.30 Cr. in respect of VPHEP project, which Gol has already committed.

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 tax on purchase of goods and services, creates direct and indirect employment and stimulates the local economy. THDCIL also provides 12% free power to Home State (Uttarakhand) for its Operational Hydro Power Plants.

8.1 Project Financing:

8.1.1 Tehri PSP:

- The Company made financial tie up with SBI led consortium in the year 2012 for availing Rs. 1500 Cr. long Term Loan for funding Tehri PSP. As against above sanctioned amount Rs. 1227.65 Cr. was availed till 31st March 2018. The Company has repaid entire amount of Rs. 1227.65 Cr. by May 2018.
- The Company has availed a medium term loan of Rs. 700 Cr. from PNB in the Financial Year 2018-19 for funding of Tehri PSP Project. The term loan shall be repaid in 20 quarterly instalments upto March 2024. The net loan outstanding as on 31st March 2020 is Rs.595.0 Cr.
- THDCIL has issued Bonds series-II for Rs. 1500.00 Cr., out of which Rs. 1420.00 Cr. has been utilized in Tehri PSP project.
- The Company had made financial tie up with Societe Generale of Euro 83.87 Million for Tehri PSP project but loan is yet to be drawn.
- Balance Debt requirement shall be financed through term loan / bond proceeds.

8.1.2 VPHEP Project:

The Company had made financial tie up of US\$ 648 million with the World Bank for VPHEP project. Against this, THDCIL has surrendered loan components of US\$ 100 million due to change in dollar conversion rate, which was accepted by World Bank vide their letter dated 20.08.2019. During the year 2019-20, an amount of US\$ 39.97 million has been drawn and total drawl upto 31.03.2020 is US\$ 140.95 million. Further, an amount of US\$4.93 million has

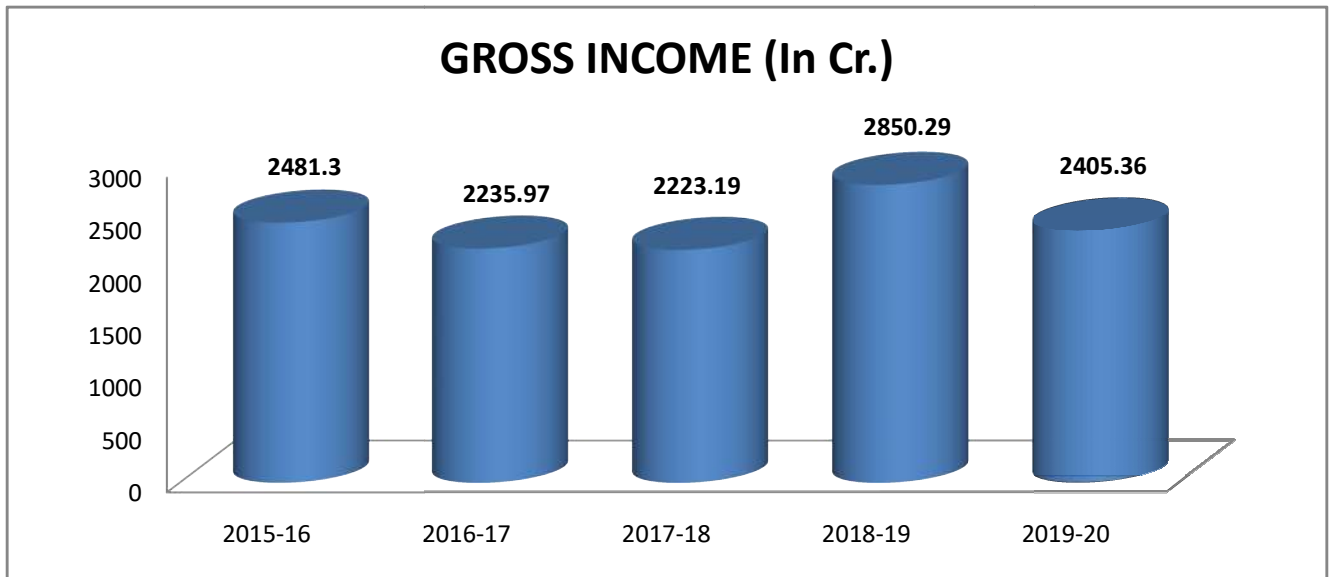
been repaid and total repayment upto 31.03.2020 is US\$ 11.20 million. Thus net loan outstanding as on 31.03.2020 is US\$ 129.75 million equivalent to Rs. 978.00 Cr.

8.2 Corporate Bond Issue:

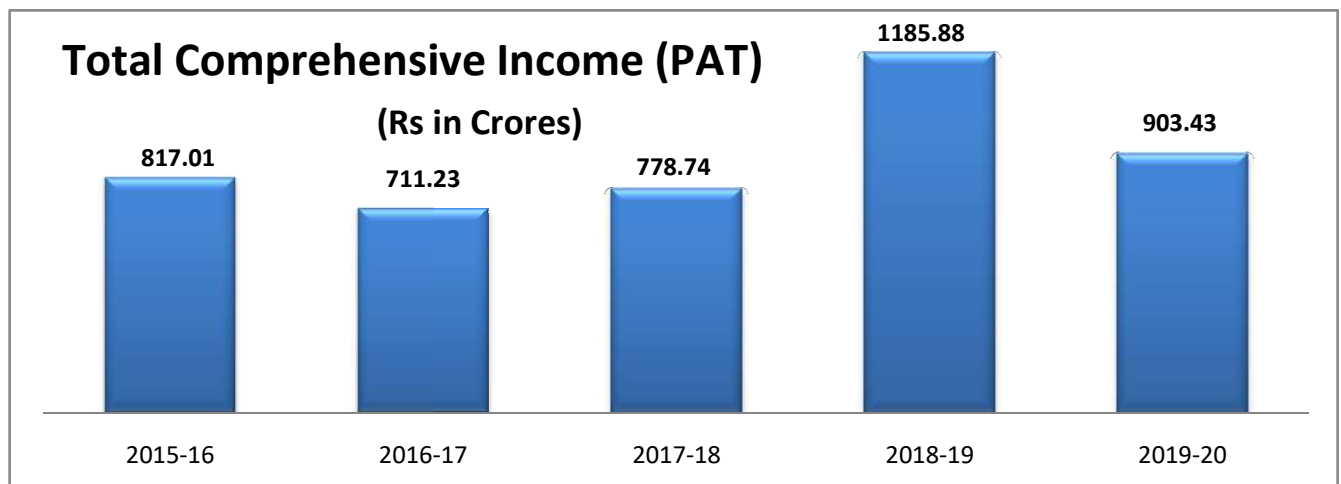
During the financial year 2019-20, company had also issued secured redeemable non convertible bonds series-II of Rs. 15000 million with coupon interest rate of 8.75% to meet out the capital expenditure requirement of ongoing projects under construction including recoupment of expenditure already incurred on private placement basis. Bonds shall be redeemed after 10 years and interest is payable on annual basis. Out of this, an amount of Rs. 14200 million has been utilized for Tehri PSP project and Rs. 800 million has been utilized for Dhukwan project. These bonds were rated AA+ by India Rating and AA stable by ICRA.

8.3 Highlights 2019-20:

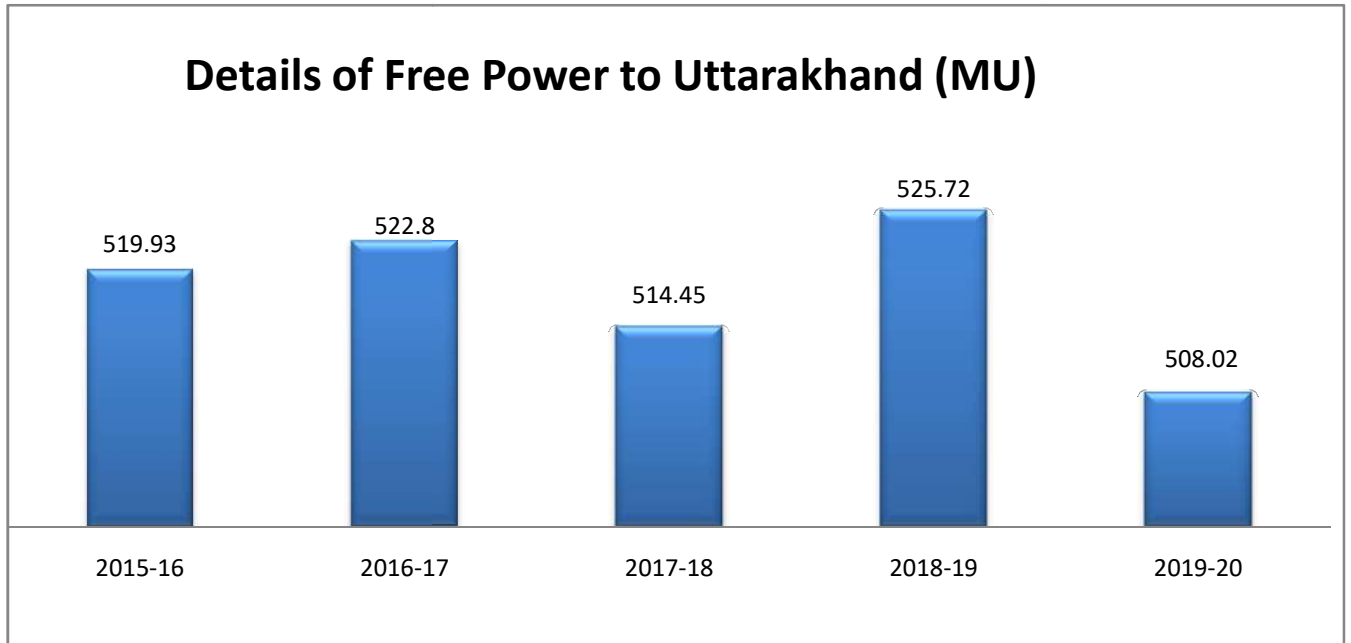
- Gross Income generated during 2019-20 is Rs.2405.36 Cr., which is 15.61 % lower than last year income Rs. 2850.29 Cr.



- THDCIL has earned a net profit of Rs.903.43 Cr. during 2019-20, which is 27.82% less than last year's profit Rs. 1251.60 Cr.
- During 2019-20, Gross Taxes paid by THDCIL were Rs. 112.05Cr.
- During 2019-20, Dividend Paid to Govt. of India and GoUP was Rs. 126.00 Cr.



- Free energy to the tune of 364.68 MU amounting to Rs. 161.69 Cr. from Tehri HPP (1000 MW) and 143.34MU amounting to Rs. 60.11Cr. from Koteshwar HEP(400 MW) was provided to the Home State of Uttarakhand during 2019-20.
- During 2019-20, expenditure on CSR was Rs.21.62 Cr.



9.0 Sustainable Development Performance: Environment

THDCIL's Vision – **A World Class Energy Entity with commitment to Environment and Social Values**. Keeping in mind its Vision, THDCIL strives to control the Environmental impact of its activities. THDCIL strategy on Environmental Sustainability is to optimize use of Energy and Water, to reduce Carbon Footprint and to protect/re-construct Bio-diversity. THDCIL is committed to conserve the natural resources, to protect and conserve the flora and fauna, and to implement best practices at all of its projects. THDCIL aims in proper implementation of the Environment Management Plan for each of its projects.

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 counts on sound Environmental Management Systems (EMS). THDCIL is ISO 14001:2015 (EMS) certified company. 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 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.

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, project conducts Environment Impact Assessment (EIA) Study and assesses 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 Project and maintaining the existing Environmental quality. EMP covers all aspects of Planning, Construction and Operation of the Project, which are relevant to Environment. Based on 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 (MoEF&CC), 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 EMPs and six monthly compliance reports of these Management Plans are regularly submitted to regional office of Ministry of Environment, Forest and Climate Change (MoEF&CC).

9.1 Major Environmental Activities undertaken during 2019-20:

9.1.1 Botanical Garden at Koti:

As per recommendations of MoEF, a Botanical Garden has been developed in an area of 14.28 ha. near Koti. The species of plants which has submerged into the Dam reservoir have been conserved in the Botanical Garden. A total of 274 different species of plant including medicinal, ornamental, timber, fuel and fodder have been planted in the garden. The

Botanical garden is being maintained & cared by Deptt. of Forest, GoUK since 2011 while financial expenditure is being borne by THDCIL. Further MoU has been signed with Forest Deptt., Tehri Dam Division-1, New Tehri for a period of 02 year (2019-21) for care & maintenance of Botanical garden.



Botanical Garden at Tehri

9.1.2 Green Belt developed in Tehri Project area:

As per recommendations made by Hannumantha Rao Committee (HRC) development of Green Belt along reservoir rim area was carried out by Deptt. of Forest (GoUK). A 200 meter wide green belt (from 840 RL to 1040 RL) with estimated cost of Rs.820 Lakhs in 2100 Ha. of land was to be developed. Out of 2100 Ha. an area of 1138 Ha. of forest land has been developed completely while 962 Ha. of agriculture land is yet to be developed. Forest Deptt., GoUK require to take consent of land owners which could not be taken so far.



9.1.3 Mahaseer Fish Hatchery at Koteswar:

As per conditions laid down by MoEF, THDCIL has conducted the studies for flora and fauna in the region. Zoological Survey of India (ZSI) made extensive study for fauna of concerned rivers and submitted the report to MoEF along with their recommendations in 1993. On the recommendations of ZSI,



Mahaseer fish hatchery having capacity of 3.00 lakhs seeds per annum was constructed near Jurasi Nala, Koteshwar with the consultation of National Research Centre for Cold Water Fisheries (NRCCWF), Bhimtal. An expenditure of Rs. 110 lakhs was incurred in the development of fish hatchery. The fish hatchery is under operations and has been transferred to State Fisheries Deptt., GOUK on lease for a period of 29 years in November 2015 for production of Mahasheer fish seeds and maintenance of Fish hatchery.



9.1.4 Herbal garden at VPHEP:

The Herbal Garden at VPHEP has been developed under the consultancy of HRDI, Mandal Gopeshwar.

- Herbal garden based on recommendations of HRDI has been developed over an area of 1800 sqm.

Approx. in the VPHEP Township. Civil activities for development of Terraces have been completed in April 2017.

- Also, two nos. dedicated manpower/gardener has been deployed for the maintenance of Herbal Garden.



- Approx. Rs. 15.32 lakhs have been incurred on various works related to the development of the Herbal Garden.
- Various indigenous medicinal plants have been planted including Amla, Aloe-vera, Harad, lemon grass, Reetha, Sarpagandha, Ashwagandha, Silpara etc.

9.1.5 Nursery/Slope stabilization works at VPHEP:

The biological measures like plantation of Vetiver grass are being undertaken by the project for slope stabilization works at the project. Vetiver Plantation in approx. 8000 sqm. area has been completed at Dumpyard - 4 (Siyasain) at VPHEP.



9.1.6 Green Belt Development at VPHEP:

As per the Project Environment Management Plan, a Green Belt Development Plan has been prepared for VPHEP for development of Green Belt at the project site. Green Belt Development is being implemented under the Consultancy of Sh. Jagat Singh Chaudhary alias "Jungli Ji" noted Environmentalist.



In the FY 2019-20, 1500 nos. trees have been planted at VPHEP. Broad Leaved, Fast Growing plant species have also been planted.

9.1.7 Fish Hatchery at VPHEP:

In order to mitigate the adverse impacts on the Fish population in the river Alaknanda and to have viable populations of the native fishes, forever, a Fish Hatchery at VPHEP is under construction after the suggestions from ICAR-DCFR.



9.1.8 Awareness programs related to environment protection / Wildlife Protection at VPHEP:

An Environment Awareness Program for creating awareness amongst school children has been organized at Government Inter College, Gadora, Chamoli during Feb" 2020 in the presence of noted Environmentalist Sh. Jagat Singh Chaudhary alias "Junglee Ji". Various competitions like Speech, Slogan and

Quiz competition on Environment and Wildlife Conservation were also conducted, in which the students participated with full zeal and enthusiasm.

Also, to create awareness amongst the local public an awareness programme has been conducted at the well-known local cultural-trade fair *Bund Vikas Mela* at Piapalkoti in Dec" 2019, wherein the information handouts were distributed and posters were displayed in the THDCIL stall.



9.1.9 Activities related to environment protection in Khurja STPP:

The work of maintenance of trees, shrubs and lawn etc. has been performed during FY 2019-2020

Works proposed in EIA/EMP of KSTPP:

Electrostatic precipitators (ESP) with 99.89% efficiency would be installed to control the emission of fly ash particles. The precipitators would be designed to limit the particulate matter concentrations below 30 mg/Nm³.

The boilers will be provided with Low NO_x Burners and the flue gases shall be passed through Selective Catalytic NO_x Reduction and Flue gas desulphurization systems to limit NO_x and SO₂ concentrations below 100 mg/Nm³.

Ash will be the major solid waste generated from the power project. An ash management scheme shall be implemented consisting of dry collection of fly ash, supply of ash to entrepreneurs for utilization and promoting ash utilization to maximum extent and safe disposal of unused ash. To implement this, THDCIL has a Fly Ash Management Plan for Khurja EMP.

As per condition stipulated in Environment clearance of KSTPP, Green belt is being developed over a 400 acres land with proposed density of 2500 trees per ha, around the periphery of project. This will create a boundary between the plant and the surroundings which will trap the pollutant emission from the project-plant.

9.2 “THINK GREEN, GO GREEN’ INITIATIVE”:

As a responsible Corporate Citizen, Company has actively supported the implementation of ‘Green Initiative’ of Ministry of Corporate Affairs (MCA) and effected electronic delivery of Notices and Annual Reports to shareholders. The copy of Annual Report is also being sent electronically to all stakeholders of the company.

THDCIL has also started Paperless Board in organization since 2016. All Agendas of Board and Board Level Committee Meetings are sent through Digital Mode to all the Directors, which reduced the consumption of paper immensely.

The Sustainability Reports are also released digitally on THDCIL’s Website.

Further, in order to start paperless working in the organization in line with Govt. of India Initiatives, ‘e-Office’ is introduced in 2019 for inter communication between departments of THDCIL and external correspondence.

9.2.1 Disposal Method of Garbage:

9.2.1.1 Door to Door collection of organic and inorganic garbage in colony:

One tempo carrier and one E-garbage vehicle (operated form Lithium battery) run together on the all colony and office roads from 07:30 AM to 11:30 AM in all week days for collection of organic, inorganic and mixed garbage.

Tempo carrier runs for collection of inorganic garbage and mix garbage in the partitioned space provided in carrier part and E-garbage vehicle runs for collection of only organic waste.

9.2.1.2 Segregation of inorganic garbage from mix garbage at Bio-gas plant:

At Corporate Office, Rishikesh, after collection of garbage from all houses and offices in THDCIL premises, the tempo carrier gets unloaded on the platform of Bio-gas plant where two labours segregate the inorganic garbage from the mix garbage obtained from all sources. Organic garbage collected by E-garbage vehicle is processed in the Bio-gas plant to produce the Bio-cooking gas which is supplied to the local Aahaar canteen. Similar practices are being followed at Project Sites.

9.2.1.3 Plastic waste disposal at Solid Waste Management Plant, Township, Rishikesh:

A solid waste management plant has been established on date 07-07-2019 with the guidance of solid waste management consultant. The segregated inorganic waste collected from all houses, Guest Houses, and offices in THDCIL premises is being utilized by making the Plastic Bales. There are two sheds constructed for this purpose, one for plastic baling machine (compactor) and other for segregation of plastic material from other type of inorganic waste like broken glasses, lather material and Metallic material.

9.2.1.4 Disposal of unused inorganic waste:

After segregation of inorganic waste, unusable and unrecyclable waste material is disposed in the ground behind old storage area. This waste is buried under the ground so that no bad smell may spread in the nearby area. The pits are covered with earth after complete filling with unusual garbage

Suitable disposal methods of wastes have also been adopted at all the projects/premises of THDCIL.

9.3 Other Initiatives:

9.3.1 Strategies, current actions, and future plans for managing impacts on biodiversity:

Strategies, current actions, and future plans for managing impacts on biodiversity in THDCIL	
Strategies	<ul style="list-style-type: none"> To develop habitats for wildlife, fodder for cattle and fuel for local inhabitants by developing forest eco system in the project area. Address Impacts & Conserve Environment in accordance to various applicable Acts, Rules & guidelines etc.
current actions	<ul style="list-style-type: none"> Habitats for wild life and birds are being developed by dense afforestation activities in Tehri Project area. Following Environment Management measures are under implementation at VPHEP: <ul style="list-style-type: none"> ✓ Bio-Diversity, Catchment Area Treatment (CAT) Plan, Compensatory Afforestation, Fish Management, Green Belt Development, Solid Waste management, Public Health Delivery System, Environmental Monitoring, Archaeological management etc. ✓ Apart from above, the measures viz. Management of labour Camps, Muck management, Public Health & Hygiene etc is under the process of implementation by Contractor & being monitored by Project.
Future Plans	<ul style="list-style-type: none"> To make awareness activities /programs for protection of wild life and forest ecosystems among local villagers/ inhabitants. To make densification of forest in residential and reservoir area. Implement management measures to conserve Environment in broader spectrum.

9.3.2 Initiatives to reduce greenhouse gas emissions and reductions achieved:

- The main natural carbon sinks are plants, ocean and soil. Trees grab carbon dioxide from the atmosphere to use in photosynthesis, delivering useful life-giving air “the oxygen”. Some of this carbon is transferred to the soil environment, as plants die and decomposes.
- Acknowledging the importance of trees in natural system, THDCIL is committed to protect the forest and trees and wherever cutting of forest is necessary for project activity, THDCIL strictly follows the Compensatory Afforestation Guidelines as per Forest Protection (Conservation) Act 1980.
- Green Belt will be developed over 400-acre land across the KSTPP with around 2000-2500 trees per hectare in multilayer formation with plant height of 6-10ft (at the time of plantation). This will be helpful in pollutant trapping as well as in the carbon sink.

9.4 Total environmental protection expenditures and investments by type:

Expenditure towards Environment Protection (2019-20) in lakhs							
Type of expenditure /Investments	Tehri HPP (2019-20)	Tehri PSP	KHEP	VPHEP	Dhukwan	Khurja	Rishikesh
Botanical Garden	3.98	NIL	3	Under various activities Till March-2020	NIL	Maintenance	NIL
Green Belt Development	4.21						
Environment Management Plan							
Plantation & Tree guard							
Total Exp.(Rs.)	8.19	NIL	3.00	111.75	NIL	8.50	NIL

9.4.1 Energy Efficiency and Energy Conservation:

THDCIL is actively 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 safe guard the environment and its resources. Investment in energy conservation at the margin provides a better return than investment in energy supply.

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

Actions taken towards energy conservation during 2019-20:

- (a) Work of replacement of old bulbs including street light have been completed in all Project Unit of THDCIL; 90% work completed in our Tehri and Koteshwar projects.
- (b) Work of replacement of non-energy efficient light fixtures in all office building complex of THDCIL, Rishikesh has been completed.

- (c) Operation and Maintenance of the 500KW roof top solar power plant has been done successfully and energy amounting to Rs. 1.5 lakhs has been credited by UPCL towards export of supply to the grid besides own consumption for the FY19-20.
- (d) All new non-residential complexes have provision of LED Lights.
- (e) Maintenance /renovation work of electrical distribution system for non-residential buildings have been taken up with LED lights.
- (f) Non-residential buildings have been provided with five star rated Air conditioners and all leased air conditioners were changed from non-star rated to five stars rated.
- (g) Key Fob Switching has been provided in each room of Guest houses and in the offices of GM/HOD.
- (h) Approximately 576 AC's are running in the Rishikesh Office complex and guest houses out of which 500 nos. AC's are star rated AC's to increase the energy efficiency. Balance AC's are also planned to be replaced with star rated AC's in phased manner in the financial year 2020-21 as per guidelines from MOP.
- (i) 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.
- (j) The company is using and promoting use of LED Lamps and efficient use of energy in all its business Installations.
- (k) Solar Water Heating system at CISF Barracks, B. Puram, Tehri, was installed in Sept.'2018. The system has proved effective for the CISF person for the daily requirement of hot water. Also, about 58440 units of electricity were saved in the FY 2019-20 from above solar water heating system.
- (l) In Tehri Townships, the old street light fittings are being converted into LED street light fittings in phased manner, 465 nos. LED Street light fittings were installed and about 27,822 units of electricity was saved in the FY 2019-20.
- (m) In Tehri Townships, the 40W tube light fittings are being converted into 18W/20W LED tube light fittings in phased manner. Under the scheme, 902 nos. LED tube light fittings were converted and about 56,665 units of electricity was saved in the F.Y. 2019-20.



9.4.1.1 Energy Consumption Statistics:

Location	2018-19		2019-20	
	Unit (KWH)	Amount (In Rs.)	Unit (KWH)	Amount (In Rs.)
Corporate Office, Rishikesh	2766977	Rs. 1.52 Cr.	2869260	Rs. 1.76 Cr.
Tehri HPP	14673185	Rs. 7.77 Cr.	13189534	Rs. 7.73 Cr.
Tehri PSP	2069705	Rs. 2.21 Cr.	6331877	Rs. 5.71 Cr.
Koteshwar HEP	5019560	Rs. 4.71 Cr.	4792600	Rs. 2.98 Cr.
VPHEP	4061200	Rs. 5.20 Cr.	5147196	Rs. 6.18 Cr.

9.4.1.2 Reason for increase / decrease of power consumption at Project Sites:

Tehri HPP (Generating Plant, offices and Township)

The power consumption is reduced by 1483651KWh due to following reasons:

1. Replaced 400W/250W/150W street light fitting at B. Puram township by 18/22 W LED tube light fittings.
2. Replaced 40W tube light fitting at Administrative building, Guest house, Hospital, CISF office, CSR office etc. B.Puram by 18/22W LED tube light fittings.
3. Installation, testing & commissioning of Solar Water Heating System at CISF Barracks at B. Puram.

Tehri PSP

The power consumption is increased by 4262172KWh due to following reasons:-

1. EM activities like Erection of DT liner, Elbow, Assembly of rotor and stator, Cooling system, Fire fighting system and IP bus duct work is going on full swing.
2. Civil works are going on full swing on all the fronts.

Koteshwar HEP

The power consumption decreased by 226960 KWh due to following reasons:-

There were two 33/11 Kv supply connections from UPCL. One was for construction power and other was for domestic use. Because of the completion of main contract for KHEP (D&PH) one 33Kv connection from UPCL was withdrawn / disconnected. Further, most of the construction activities in the project area have been completed. Hence the expenditures in this head got reduced.

VPHEP

The power consumption increased in proportion to site activity.

10.0 Sustainable Development Performance: Social

10.1 THDCIL'S CSR Policy, 2015:

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

On an average, yearly CSR budget based on guidelines varies between Rs. 15 to 20 Cr. THDCIL's approach to CSR is based on long-term sustainable development. CSR activities are so planned to ensure that benefits should reach upto the smallest unit, i.e. village, panchayat, block or district, depending upon the operational location and resource capabilities of the THDCIL.

10.1.1 The composition of CSR Committee:

CSR committee has been formed with comprising of following members:

Shri Mohan Singh Rawat, Independent Director	: Chairman (term ended on 22.12.2019)
Shri Bachi Singh Rawat, Independent Director	: Member (term ended on 22.12.2019)
Sh. H.L. Arora, Director (Technical)	: Member (term ended on 31.08.2019)
Shri Vijay Goel, Director (Personnel)	: Member
Shri R.K. Vishnoi, Director (Technical)	: Member

Company Secretary is Secretary to the CSR Committee.

CSR works are being implemented through company sponsored NGOs, namely "SEWA-THDCIL" & "THDCIL Educational Society".

10.1.2 SEWA-THDCIL:

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

10.1.3 THDCIL 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, 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.

10.2 Institutional Mechanism:

10.2.1 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 roles & responsibilities defined in the Company's Act/new guidelines issued by GoI and meets at least once in every three months, and four times in a year to review the progress of CSR works & to discuss the related issues.

10.2.2 Below Board Level CSR Committee:

An officer, of the level of General Manager, 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.

10.3 Planning:

10.3.1 Resources:

At least 2% of the average net profit of the Company made during the three immediate preceding financial years is spent in pursuance of its CSR & Sustainability Policy. The unspent amount would not lapse and will be 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.

10.3.2 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 '**THDCIL Sahridaya**' (Corporate with a Human heart). Focus areas, where THDCIL undertakes CSR programmes is titled by the objective they seek to achieve as under:

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

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

10.3.3 Selection of location and beneficiaries:

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

10.4 Implementation:

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

10.5 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

10.6 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 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 included in the Board's Report on CSR.

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

10.7 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.

10.8 Overview of the CSR Projects undertaken during FY 2019-20:

THDCIL integrates its CSR and Sustainability planning with its business plans and strategies. The activities are planned, well in advance, targets are fixed under 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 effective implementation, CSR and Sustainability plans are categorized into long-term, medium-term and short-term projects. 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 THDCIL CSR & Sustainability Policy 2015.

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 through dispensaries and medical camps in both discipline of medicine i.e. allopathic and homeopathy, 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 and ecological balance etc.

To promote the outreach of CSR project activities among the project affected districts, THDCIL also took sincere efforts to dovetail various state govt. agencies like Agriculture Department & Horticulture Department of Uttarakhand, NABARD, District Health Deptt., Tehri and non-govt. agencies like Rotary International funds and resources in the mode of convergence and implemented numerous projects in the field of health (Tele-medicine), farm mechanisation (custom hiring centres), ambulance services, irrigation (micro & mini sprinklers), off-season farming (poly-houses), solid waste management (vermin-compost) and water-shed development etc. Under above initiatives Rs. 897.26 Lakhs were successfully mobilised from various sources to complement the projects activities implemented through the approved CSR funds of the company for the financial year.

As per directives of DPE, THDCIL was also able to successfully utilise 60% of the annual CSR budget during the financial year toward the CSR annual theme decided by the GoI, i.e. 'Health, School Education and Nutrition' in its major operational area Distt. Tehri Garhwal and two govt. allocated aspirational districts viz. Singrauli, Madhya Pradesh and Haridwar, Uttarakhand.

10.8.1 THDCIL Jgri- Educational Development:

Education is a very important factor in the economic development of any country. Education, means the process of teaching, learning, and training of human capital in schools and colleges. This improves and increases knowledge and results in skill development hence enhancing the quality of the human capital. **The Sustainable Development Goals (SDG) Number 4 i.e. 'Ensure Inclusive And Equitable Quality**



Education And Promote Lifelong Learning Opportunities For All of United Nations 2030 agenda embraces this idea and envisages that by 2030, all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes. As a responsible power sector CPSU, for providing good education to the children belonging to nearby villages and project affected area, THDCIL out of its Corporate Social responsibility budget is running schools since 1992.

10.8.2 Education through Schools at Rishikesh & Tehri being run by THDCIL Education Society:

10.8.2.1 Engineering College:

In order to fill major vacuum in the area of higher technical education, THDCIL established "THDCIL Institute of Hydro Power Engineering & Technology" near its Tehri Project Township Bhagirathipuram in district Tehri in Uttarakhand state at a cost of Rs.



60.00 Cr. It is first Hydropower Development Institute & Engineering College imparts engineering education to aspiring students across the country in five disciplines i.e. Civil, Mechanical, Electrical, Electronics & Communication and Computer Science. The state of the art infrastructure includes admin blocks, academic blocks, hostels and well equipped library. The surrounding area is Tehri project affected villages and New Tehri Town. In the institute, 5% seats are reserved for the students from the Project Affected Families. In the academic year 2019-20, total 22 students (15 Boys, 7 Girls) got placed in different institutions with in the package range of 3.5 Lakh to 4.5 Lakh.



Year	Total Strength		Students From PAFs		Students SC/ST/OBC Category		Students (THDCIL Employees' Wards)	
	Male	Female	M	F	M	F	M	F
2015-16	217	54	5	1	78	17	6	2
2016-17	250	80	7	0	88	19	5	0
2017-18	210	32	5	0	97	8	4	0
2018-19	213	27	4	1	79	10	1	0
2019-20	129	15	0	0	50	9	1	0

10.8.2.2 Schools at Pragatipuram, Rishikesh & Bhagirathipuram, Tehri:

Two schools, one at Bhagirathipuram, Tehri offering education from 6th to 12th standards and another school at Pragatipuram, Rishikesh offering education from 1st to 10th standards under THDCIL 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. Yearly budget for running of these schools was Rs. 4.65 Cr. In addition to quality education, students were also engaged in various extracurricular activities for overall development. Total 631 students (281 Boys & 350 Girls) were enrolled in these two schools. Result of board examination for the year 2019-20 was 100%.



10.8.2.3 Jr. High School Koteswarpuram:

In addition to above, one English Medium Jr. High School is also being run at Koteswar, Distt-Tehri with grant provided by SEWA-THDCIL to an NGO i.e. Omkaranand Saraswati Public School Education Society to provide quality education to children of project affected families of KHEP. During 2019-20, total 261 students (151 Boys & 110 Girls) were enrolled in this school. Yearly budget for running this school was around Rs. 50 Lakhs. Three students of the school have been selected in Navodaya Vidhyalaya for higher education.

The details of students for year 2019-20 are as under:

Schools	SC Category Students		ST Category Students		OBC Category Students		General Category Students		Total Students		Total Students	BPL	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Rishikesh	34	37	00	00	66	96	55	102	155	235	390	80	66
Tehri	45	55	00	00	01	03	80	57	126	115	244	07	08
Koteshwar	57	42	00	00	03	01	91	67	151	110	261	-	-

- In addition to above, 108 furniture sets (three seater bench) were distributed to 02 schools of Distt. Tehri & Distt. Udham Singh Nagar.
- 14 nos. computer centres were also established by SEWA-THDCIL for skill development of unemployed youth and students at project affected and rehabilitation area in Tehri, Dehradun and Bulandshar district. 06 months' computer training programme was organized in all centres and more than 580 youth and students benefited from this programme in the year 2019-20.

10.8.3 THDCIL Daksh -Skill development initiatives:

Various vocational trainings such as Hotel Management, ANM, ITI, Hospitality, Food Production, Fitter & Plumber, Welder, Electrical & Electronics, Excavator Operator, AC & Refrigeration etc. were provided to youths belonging to weaker sections. Total 623 youths, including 67 for ITI Course, 24 for Suryamitra and 06 for Hospitality Course and 10 for Hotel Management, were sponsored for various skills trainings under CSR programs during the financial year.



10.8.3.1 Adopted ITIs:

Two ITIs one in Chamba and another in Gopeshwar have been adopted by THDCIL to meet out the requirement of skilled manpower in the State. Considering the requirements of additional manpower for operation and maintenance of Power Plants, new trades i.e. Electrician, Fitter, COPA, Electronics (Additional unit), Welder, Draftsman (civil) and Steno (Hindi) have been introduced in ITI Chamba. Local youth mainly from project affected area have taken admission in various trades in ITI Chamba. THDCIL has supported 27 youth of Project Affected Area financially for giving them 01 & 02 years Fitter, Electronics, Electrician, COPA, Draftsman (civil) and Steno (Hindi) trade training for 2019-20 and 2020-21. Entire academic and hostel fee of the students are being borne by THDCIL.

10.8.4 THDCIL Niramaya- Health & Sanitation:

Good health stimulates almost everything that people desire, to be free from illness and to escape poverty, hunger, to work to secure freedom, to gain education, learning, to be treated without discrimination, to be able to claim their rights and to live in a safe environment. The United Nations 2030 agenda for Sustainable Development Goals (SDG) embraces these

aspirations. SDG- 3 states 'Ensure healthy lives and promote wellbeing for all at all ages'. In Uttarakhand, health systems are mostly affected among villagers living in the hills due to long time in travel apart from limited available means. Tehri district of Uttarakhand with a total area of 4421 sq. km is so far major functional area of THDCIL. The lack of pathological, radiological & expert facilities etc. also forces the public to travel distant cities to get diagnosed and avail treatment, which in turn puts pressure on city health care facilities, infrastructure & patient kitty. Keeping in view of this, THDCIL being a socially responsible organization, continuously strives to come up with solutions and health services facilities through various health camps and awareness drive with reputed hospitals and institutions. Some major community oriented efforts of THDCIL in the area of health are:

10.8.5 Allopathic dispensary at Deengaon, Tehri:

An Allopathic Dispensary with a team of MBBS Doctor, Pharmacist, Nurse and Medical Assistant has been established at Deen Gaon, a very remote area in Tehri and in operation since the year 2014-15. Average yearly OPD is more than 15000 with surrounding approx. 40 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 provided free of cost. Total OPD registered during the financial year were 11994 nos.

Allopathic Dispensary- Year wise Patient and expenditure detail						
Sl. No.	Year	Male	Female	Child	Total	Cost of Operation (in Lakh)
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
5	2018-19	3796	7647	4007	15450	24.13
6	2019-20	3088	5418	2488	11994	14.99
Total		21006	39347	19750	81103	148.73

10.8.6 Multi-speciality Medical Camps:

Every year SEWA-THDCIL also conducts 10-15 multi-specialty medical camps including eye camps in Tehri district through THDCIL doctors posted at Tehri, Koteshwar projects, Rishikesh and Nirmal Eye Institute Rishikesh. After MoU with AIIMS, Rishikesh medical camps were also

being held at Tehri, Koteshwar & Rishikesh to scale up the health services in remote locations in liaison with CMO. Dental camps were also being organised in partnership with Seema Dental College, Rishikesh. During the financial year, total 36 medical camps were conducted at different project locations with total registration of 6909 OPDs including 212 cataract surgeries.



10.8.6.1 Camps organised by THDCIL, Bagirathipuram Doctors:

Total 10 camps in District Tehri. Total OPD- 1705 (Male 821, Female- 884).

10.8.6.2 AIIMS, Rishikesh: In convergence with AIIMS, Rishikesh total 11 no. of health camps have been organized i.e. Tehri-1, Koteshwar-1, Rishikesh-9. Total OPDs - 3166 (FY 2019-20).

10.8.6.3 Nirmal Eye Institute: In convergence mode 05 eye specific camps are done in District Tehri up to March 2020. Total 05 camps organized at Koteshwar, Pilkhi, Nandgaon, Lambgaon, Kamand. Total OPDs- 918 (M-518, Female- 400, Cataract surgeries- 172). In addition to above 05 eye check-up camps 04 camps also organized at Deengaon with 232 OPD & 75 Cataract Surgeries.

10.8.6.4 Govt. Doctor, Tehri: Two camps was organised at allopathic dispensary Deengaon with the help of Govt. Hospital, Tehri. Total OPDs registered were 191.

10.8.6.5 STPP Khurja: Two medical camp were organized through “Kailash Hospital, Khurja” in Project affected village till March 2020. Total OPD were 113.

Year wise summary of Multispecialty medical camps are as below:

Multispecialty Medical Camps- Year wise patient and expenditure detail					
Sl. No.	Year	No. of camps	OPD	Cataract	Expenditure (in lakh)
1	2011-12	08	1099	-	4.01
2	2012-13	10	3609	161	6.08
3	2013-14	20	3961	419	13.87
4	2014-15	15	4897	664	47.48
5	2015-16	6	1576	200	9.45
6	2016-17	27	5403	205	20.56
7	2017-18	30	7490	276	15.00
8	2018-19	32	6307	202	25.09
9	2019-20	36	6909	254	27.69
Total		184	41251	2381	169.26

10.8.7 Homeopathic Dispensaries:

It has been observed that MBBS doctors are not interested to give the services in remote villages in hill areas. So, keeping of view the above and to solve the problems of medical issues of Dam Affected Area, SEWA-THDCIL had started homeopathic dispensaries in several area through Swami Narayan Mission Society, Rishikesh. At present Six homeopathic dispensaries are running, four at Galiyakhet, Dhontri, Koteshwar, Sem Mukhem and Sisham Jhari in district Tehri and one at village Indranagar, Rishikesh, district Dehradun with free of cost medicine facility. These dispensaries collectively have 760796 OPD since inception and 100569 OPDs during the FY 2019-20. Details are as below:

Homeopathic Dispensary- Year wise patient and expenditure detail				
Sl. No.	Year	No. of Dispensary	OPD	Cost of operation (in lakh)
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
10	2018-19	5	85221	23.71
11	2019-20	6	100569	31.72
Total			760796	165.73

10.8.8 Tele-Medicine Scheme:

The tele medicine project started in December 2017 with 20 centres in liaison with District Administration, Tehri, rose to 40 in numbers during the financial year and serves to the needs of 200 gram sabhas & approx. 1 lakh population. All Telemedicine centres are equipped with a medical kit (briefcase) having Pulse Oxymeter, ECG Machine, Wifi ECG recorder, X-Ray view box, Glucometer and other essential tools and a comprehensive pathological kit along with an android tablet having list of 500 essential medicines & portable hot spot to facilitate diagnosis, data transfer and communication with district hospital. Total OPDs registered in the financial year were 11316 nos. Doctors of Uttarakhand Govt. and AIIMS provided their service to these centres through Distt. Hospital Tehri and AIIMS Rishikesh.

10.8.9 Allopathic Hospital at STTP Khuja:

An allopathic dispensary has been established at project site STTP Khurja with the help of Kailas hospital. Medical team of Kailas hospital provide medical service in this dispensary to project affected people and labours of the project. Total 12700 nos. OPD performed in FY 2019-20.

10.8.10 Provision of Ambulance:

An Ambulance medical service was provided in villages of Bhilangna velay Tehri to provide health facilities to the people and one Ambulance also handed over to CMO Tehri for facilitate to daily critical patients.



10.8.11 Initiatives under Swachh Bharat Mission:

- Under Swachh Bharat Abhiyan and different Swachhta Pakhwadas scheduled by Gol, massive public awareness campaign on hygiene & sanitation had been done within

THDCIL offices and Colonies at various locations, Schools, Hospitals, work places, streets, roads, markets, railway stations, bus stations, bank area of holy River Ganga, parks and other public places at Rishikesh. As per need cleaning was done in local areas and dustbins were provided at different locations in consultation with Nagar Nigam Rishikesh, Nagar Palika Parishad, Tehri and Nagar Panchayat Muni ki Reti.

- Adopted 3 localities for cleanliness near THDCIL Corporate Office, Rishikesh.
 - i. Pragati Vihar
 - ii. Nehru Gram
 - iii. Indra Nagar
- Adopted 4 Km Stretch of Bypass Road, Rishikesh (Natraj Chowk to Mansa Devi) for cleaning.
- Adopted Railway Station for cleanliness
 - i. Rishikesh
 - ii. Virbhadra
- Adopted 4 schools in Rishikesh for cleanliness
 - i Govt. Primary School, Mansadevi
 - ii. Govt. Primary & Upper Schools, Bapugram
 - iii Govt. Primary School, Bibiwala
 - iv Govt. Primary School, Indra Nagar
- In addition to above, tipper, water cooler, water filter, RO, sanitary napkin vending machines and dustbins were also distributed to various beneficiaries and institutions. To check open defecation and provide better sanitation facilities 04 toilets were constructed and repaired. Rs. 10 Lakh were provided to district administration Tehri for construction of 10 community toilets.
- As per direction of MOP, Three Swachhta Pakhwada was also organized at Project site and near by Corporation office. Under Swachhta Pakhwada various activities were conducted i.e. cleaning of drain, roads, organized awerness programmes, painting, debate, essay competitions, wall grafity, distribution of pumplet, fixing of poster and banners etc.

10.8.12 THDCIL Prakriti- Environment Management:

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

- “THDCIL Prakriti” - Environment Focused Initiatives is working with three objectives Soil & Water Conservation, Green Energy Generation & Technology Promotions and Environment Protection & Promotion.
- For environment protection & promotion, plantation of different fruit, fodder, fuel and medicinal plants have been done by THDCIL in the year of 2019-20 in Tehri and Dehradun districts and planted 20338 saplings totalling to 280550 plants till now. Name of some plants are Mango, Guava Awala, Bel, Lemon, Pomegranate, Orange, Kinnu, Litchi, Chullu,



Mulberry, Jamun, Jackfruit, Akhrot, Badam, Bamboo, Kachnar, Shisham, Banj, Padam, Anga, Ritha, Tun, Subabool, Kharik, Daikan, Timla, Neem, Ringal, Moru, Deodar, Dehu, Gulmohar, Majnu, Stevia, Ashwagandha, Har-singar, Putrajeevak, Kadam, Arjun, Allovera, Harad, Bahera, Anwala.

10.8.13 THDCIL Utthan (Rural Development):

- The agriculture and allied sector continues to be significant for the inclusive and sustainable growth of the Indian economy. Sustainable Development Goal No. 2 calls specifically to: 'end hunger, achieve food security and improve nutrition and promote sustainable agriculture. In Uttarakhand agriculture sector not only ensures food security but also provides employment for substantial volume of population, directly & indirectly. THDCIL also strives to come up with solutions for rural development and agriculture promotion activities through various interventions like providing poly-houses, high yielding seeds, vermin compost pits, LDEP tanks, drip irrigation, sprinklers, rain water harvesting for irrigation, and tech. counseling by experts etc.
- One of the major intervention of THDCIL during the financial year is promotion of sustainable agriculture in villages of Dist. Tehri Garhwal, Uttarakhand under different constraints viz, fragmentation of land holding, unaffordability of farm technology, a large presence of small & marginal farmers. THDCIL is promoting 83 custom hiring centres/farm machinery banks to help easy farming, making self help group, more produce, save time and check migration. Custom Hiring Centres (CHCs) are basically a unit comprising a set of farm machinery, implements and equipments meant for custom hiring by farmers. Though, certain implements and equipments are crop specific, the traction units like tractors, power tillers, etc. and self-propelled machinery like combine harvesters, etc. are used in common. An ideal model, envisaged in this project comprises farm machineries that are used for tillage operations for all crops, multi crop equipments and minimum of crop specific machinery. Each farm machinery bank is established in convergence mode with state agriculture / horticulture deptt. by sharing the cost of the equipment in ratio of 4:1 between govt. funds and CSR funds along with certain contribution by the beneficiaries. These banks are being run by the local community in SHG mode, and benefits approx. 1125 farmers directly and nearly 7500 farmers indirectly. Farmers can hire the farm machines from Farmer institution at minimum cost collected for maintenance of the equipments.
- In addition to above for holistic development of the project affected villages Shaheed Bhagat Singh Evening College under Delhi university and two Non-profit organisations are engaged to cover nearly 70 villages for endowing sustainable livelihood opportunity to community, empowering women and overall development of society. The major activities implemented under the three long term projects were Promotion of Poly Houses,



Construction of Vermin Compost Pits, Conducting Kissan Gosthies, Exposure visits and demonstration of Agriculture Plots through Experts, Awareness Programmes under “Swachh Bharat Abhiyan” for Cleanliness, distribution of Sanitary Napkins, Carrier Counseling programs, Construction of Rain water harvesting tanks, Mushroom production training for livelihood generation, Establishment of Kissan Clubs, etc. Under above efforts, approx. 100 plus SHGs and 2 cooperatives were created during the financial year.



- An MoU was also signed with NABARD Dehradun for various CSR based activities on cost sharing basis (SEWA-THDCIL Share was 25%). Under this MoU, activity of Water Shed Management of Bhilangana Water Shed has been agreed. Around 1000 Hectares of area to be treated in next 4- 5 years, which will include plantation, check dams and various livelihood activities in the villages falling under the Water Shed. In the 1st phase, about 100 hectares water shed was treated/managed as pilot project. Later on 900 Hectares area will be treated.

10.8.14 THDCIL Samarth- Women Empowerment:

As an innovative pilot initiative, THDCIL established a Women Credit Cooperative Society in the remotest part of Distt. Tehri in the year 2016 with initial seed money of Rs. 10.00 Lakh for enabling hill women to meet their small credit needs w.r.t. livelihood options of their own choice. The society is solely managed by the women and is running successfully with initial handholding by THDCIL in terms of guidance in financial & administrative matters, logistic help and rural based livelihood trainings through expert agencies. During the financial year, the society grew to 91 members. Out of them 35 members have borrowed loan for livestock rearing, 5 for general grocery store, 7 for stitching shop and 10 for vegetable cultivation.



In addition to above to provide better avenues of livelihood and income generation activities, THDCIL organised various skill development training for women and adolescent girls. During the financial year 13 knitting, stitching and beautician centres were established especially for the women of the weaker section of the society on free of cost basis. Total 770 women and adolescent girls were benefitted from these 13 centres.

In SC dominated village Darsil, Ghansali (Tehri Garhwal), skill enhancement program implemented for 100 families engaged in handicraft works from Ringal (Local bamboo).

10.8.15 THDCIL Saksham - Care of the aged and differently abled Initiatives:

Everyone deserves the chance to make an honest living in an environment where they're treated as equal. THDCIL in liaison with Jila Samaj Kalyan Vibhag of Tehri Garhwal established, a bakery items production unit and shop named as Rajkiya Viklang Karmshala for specially abled youth of Chamiyala, Tehri Garhwal. The youths were given proper training and hand holding throughout the project to create a well established market linkage. Bakery now has a FSSAI certification and provides livelihood to approx. 15 specially abled youth. Average month production of the bakery is to the tune of Rs. 25000 that is supplied to the local market of Ghansali and Chamiyala.

10.9 Expenditure on CSR activities:

Average net profit of the THDCIL for last three years : Rs. 1074.17 Cr.
Prescribed CSR expenditure (i.e. 2%) : Rs. 21.48 Cr.

Details of CSR spent during the financial year:

a. **Total amount spent during the financial year** : Rs. 21.62 Cr
b. **Amount unspent, if any** : Nil

10.10 Other Social Activities:

10.10.1 Drinking water schemes:

In order to meet drinking water requirement of its stakeholders, THDCIL has so far supported 20 drinking water schemes in different areas of district Tehri. In addition to above one truck mounted water tanker had been provided to Uttarakhand Jal Sansthan Tehri in the FY 2019-20.



10.10.2 Community centre:

The purpose of Community centres is to meet out multipurpose requirements of villagers such as individual functions / community meetings / functions etc. Constructions of two nos. community hall/centre at Haridwar have been awarded in 2019-20 that are in progress. In addition to the above, another two nos. Community centres are in construction stage at Jakholi (Koteshwar) and Indiranagar (Rishikesh). Total 15 Community Halls have been constructed so far.

10.10.3 Additional room in school:

Education has always been a priority area of THDCIL. THDCIL has so far added 61 class rooms in different schools. In addition to above, 1 additional room in Primary school Garwangaon has been constructed and handed over to the school management. 4 School building i.e. GIC KholaKadaKot, Kirtinagar, Govt. Middle School, Sunargaon Dehradun, GPS Mansha Devi, Rishikesh, GPS No. 6, Chandreshwar Nagar, Rishikesh have been repaired.

10.10.4 Additional rooms in Health centres:

THDCIL has supported construction of additional rooms in two PHCs i.e. Lambgaon and Nandgaon in distt. Tehri. However, no such work has been taken up in the FY 2019-20.

10.10.5 Activities under Swacchta Abhiyaan during 2019-20:

THDCIL actively participates in various swachhta related programmes/activities announced by Govt. of India from time to time. Detail of swachhta activities taken up during the FY 2019-20 is as under:

- In FY 2019-20 for the construction of 10 community toilets on Char Dham Route, Uttarakhand, a payment of Rs. 10.00 (1.00 Lakh per toilet) was released to DM (Tehri). In addition to it under Swachhta Action Plan 2019-20, two toilets were constructed in Govt. Primary School, Sunargaon Athoorwala and Govt. Primary School Sishamjhari, Rishikesh
- Massive public awareness campaign on hygiene & sanitation had been done within THDCIL offices, Colonies at various locations , Schools, Hospitals, work places, streets, roads, markets, railway stations, bus stations, river bank area of Ganga, parks and other public places at Rishikesh.
- As per need cleaning was also done in local areas and dustbins were provided at different locations in consultation with Nagar Nigam Rishikesh, Nagar Palika Parishad, Tehri and Nagar Panchayat Muni ki Reti.
- THDCIL adopted 3 localities for cleanliness near THDCIL Corporate Office, Rishikesh:
 - i. Pragati Vihar ,
 - ii. Nehru Gram,
 - iii. Indra Nagar
- Adopted 4 Km Stretch of Bypass Road, Rishikesh (Natraj Chowk to Mansa Devi) for cleaning
- Adopted two Railway Station viz, Rishikesh and Virbhadra for sustaining cleanliness.
- Adopted 4 schools in Rishikesh for cleanliness and hygiene maintenance:
 - i. Govt. Primary School, Mansadevi
 - ii. Govt. Primary & Upper Schools, Bapugram
 - iv. Govt. Primary School, Bibiwala
 - v. Govt. Primary School, Indra Nagar
- In addition to above, tipper, water cooler, water filter, RO, sanitary napkin vending machines and dustbins were also distributed to various beneficiaries and institutions.
- To check open defecation and to provide better sanitation facilities, toilets were repaired and Rs. 10 Lakh were released to District Administration Tehri for construction of 10 community toilets.

10.11 Detail of meetings held with stakeholders during 2019-20:

Place	Category of stakeholder	No. of meetings held	No. of participants		Main outcome of the meeting
			From THDCIL	Outside	
Tehri	Executives & community	15	94	520	Awareness of Staff & Stakeholder
Koteshwar	Workmen & community	2	39	40	Awareness of Staff & Stakeholder
Rishikesh	Executives	2	70	-	Awareness of Staff & Stakeholder

10.12 Steps taken up on the onset of COVID-19 Pandemic:

In the month of March 2020 on the onset of Covid-19 pandemic in India, THDCIL ensured the followings quick and early steps for raising the awareness:

- Distribution of Printed banners, Pamphlets, Sanitizers and Gloves to the local community as well as Project affected locations.
- A campaigning vehicle was launched by THDCIL for spreading awareness on COVID-19 and its impact on human life among the people.
- THDCIL spreads the awareness for need of social distancing to control the spread of the Corona virus.
- THDCIL has also ensured the implementation of SOPs as directed by MHA for office premises during the period of COVID-19 pandemic.
- Provision of automatic hand sanitizer machines, hand-held thermal screening guns, thermal screening based entry systems has been made.
- Virtual / Online Platforms are being promoted for office working.