

ANNEXURE - G

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Your Company believes its employees to be the most valuable assets of the company and its continuous focus is to invest in employee development & growth and thereby enable the business success.





Across the world, countries and companies are driving the journey towards net zero. As an energy sector business, our goal is not just to be efficient in our business but also support our stakeholders to become efficient. This is the key business vision that we are furthering today at GEPIIL with our top-notch AQCS technology that is aiding the upgradation of traditional coal-powered plants in India. Your Company has embarked on its ESG journey and has embraced eight sustainable development goals out of 17. As an organization, we strive to create sustainable opportunities for power plants, deploy best-in-class technologies and not only enable thermal power to be reliable, affordable and sustainable but also empower them to play a key role in supporting renewable integration.

Safety of our workforce, those who work for us and of our stakeholders has always been our top most priority. At GEPIIL, we voluntarily take ownership of safety for oneself and for those around us. Even if that means stopping work till we ensure a harmless environment. Making the world a safe place.



Prashant Jain,

Managing Director, GE Power India Limited

OUR ACHIEVEMENTS AND INITIATIVES

Progress towards our commitments:

CO2 reduction achieved

Energy:

Electricity & Food waste

336.62 tons
reduction vs 2019

Water:

Water bottles & Paper Cups

85.66 tons
reduction vs 2019

Earth:

Double side paper

3.36 tons
reduction vs 2019

Air:

Car parking

372.51 tons
reduction vs 2019

Total CO2 reduction as
compared to 2019

798.42 tons

- Diversity and Inclusion
- Lifting our communities through various CSR programs
- Respectful workplace policies, Prevention of Sexual Harassment (POSH), integrity and open reporting
- Robust & Stringent EHS policies towards Employees & Site work force
- Supplier development programs for Human rights maintenance through Supplier Audits
- Strong Governance framework

DRIVING PROGRESS ON EMISSIONS CONTROL

GEPIIL has been instrumental in supporting customers in their efforts to meet India's stringent emission norms with **1.1 million of SO2 and 160 thousand MT NOx reduction capacity.**

SUSTAINABILITY AT GEPIL'S CORE



VISION

Our goal is not just to be efficient in our business but also support our stakeholders to become efficient.

Sustainability is meeting own needs without compromising the ability of future generations to meet their own needs which means avoidance of the depletion of natural resources in order to maintain an ecological balance. Your Company constituted Sustainability Committee to plan, conduct and monitor the actions in achieving sustainable organization. Also, to encompass how Company conducts its businesses, now and in the future, including through the social responsibility, minimizing the Company's impact on the environment, and maintaining reputation. The Terms and reference along with other details of Sustainability Committee forms part of the Corporate Governance Report.

OUR SUSTAINABILITY PRIORITIES

GE Power India Limited ('GEPIL') has adopted eight (8) sustainable development goals out of seventeen (17) UNSDG Framework.



- The health and safety of workforce and those doing work on behalf of the Company are top priority, driving GE's system to safeguard workers and workplaces.
- During the COVID-19 pandemic crisis, the Company implemented precautions & supported employees & their families to ensure health and safety
- Corporate Social Responsibility and inclusiveness are part of your Company sustainability strategy. Through employee volunteering, sustainability goals and CSR efforts, your Company has endeavoured to prioritise commitment towards sustainable and inclusive development.



- Your Company promote Diversity at workplace & encourage the teams to improve the diversity ratio. The Company's initiatives have been deployment of diverse workforce even at the factories.
- Defined Targets and Action Plan on 3 Pillars – Gender Diversity, Pride and People with Disability



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74140MH1992PLC068379
2	Name of the Listed Entity	GE Power India Limited
3	Year of incorporation	1992
4	Registered office address	Regus Business Center, 9th floor, Platina, Block G, Plot C-59, BKC, Bandra (E), Mumbai, Maharashtra – 400051
5	Corporate address	Axis House, Plot No 1-14, Towers 5 & 6, Jaypee Wish Town, Sector 128 Noida, Uttar Pradesh - 201301
6	E-mail	in.investor-relations@ge.com
7	Telephone/Fax	T +91 22 67000500; F +91 22 67000600
8	Website	www.ge.com/in/ge-power-india-limited
9	Financial year for which reporting is being done	Financial Year ended 31 March 2022
10	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11	Paid-up Capital	₹ 672.3 millions
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Kamna Tiwari, Company Secretary and Compliance Officer Telephone No. – 0120-5011011 Email Id:- in.investor-relations@ge.com
13	Reporting boundary	Standalone basis

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction and maintenance of power plants	Hydro, ECS, Thermal services and Nuclear	87%
2.	Manufacture of steam generators	Boiler, Auxiliary components	10%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Construction and maintenance of power plants	422	87%
2.	Manufacture of steam generators	251	10%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2 (Durgapur and Noida)	2 (Registered Office and Corporate Office)	4
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	All India (28 States & 8 UT's)
International (No. of Countries)	All International

b. What is the contribution of exports as a percentage of the total turnover of the entity?

7.11%

c. A brief on types of customers -

All Power Generating Utilities, Industrial Customers & EPC players.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1311	1170	89%	141	11%
2.	Other than Permanent (E)	25	22	88%	3	12%
3.	Total employees (D + E)	1336	1192	89%	144	11%
WORKERS						
4.	Permanent (F)	94	94	100%	0	0%
5.	Other than Permanent (G)	8122	8099	99.72%	23	0.28%
6.	Total workers (F + G)	8216	8193	99.72%	23	0.28%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total employees (D + E)	0	0	-	0	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	-	0	-
5.	Other than Permanent (G)	0	0	-	0	-
6.	Total workers (F + G)	0	0	-	0	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	1	33.33%

**20. Turnover rate for permanent employees and workers
(Disclose trends for the past 3 years)**

(in percentage)

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.35	(5.09)	6.99	3.5	4.4	3.56	1.2	(21.3)	(0.76)
Permanent Workers	56.49	200	57.03	29.4	0	29.29	(10.02)	0	(67.6)

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	GE Steam Power International BV	Holding Company	68.58%	No
2	GE Power Boilers Services Limited	Wholly-Owned Subsidiary	100%	No
3	NTPC GE Power Services Private Limited	Joint Venture	50%	No

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes****(ii) Turnover** (in ₹) : 26,204.4 million**(iii) Net worth** (in ₹) : 6,729.2 million**VII. Transparency and Disclosures Compliances****23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints pending resolution at close of the year	Number of complaints pending resolution at close of the year	Remarks
Communities	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes https://www.ge.com/in/ge-power-india-limited	36	0	-	24	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints pending resolution at close of the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes https://www.ge.com/in/ge-power-india-limited	26	Nil	--	40	Nil	--
Customers	Yes https://www.ge.com/in/ge-power-india-limited	-	-	-	-	-	-
Value Chain Partners	Yes https://www.ge.com/in/ge-power-india-limited	1	-	-	-	-	-
Other (please specify)	No						

24. Overview of the entity's material responsible business conduct issues.

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	COVID-19	Risk	Project execution delays and escalation in cost due to lockdowns at project sites, vendors' facilities, factories etc.	- Initially agreed Schedule with the Customer got impacted which is being mitigated with recourse to Force Majeure (FM) clauses - Engaging with customers to share cost escalation impact due to COVID -19	Total impact on schedule and execution cost is still under assessment due to various issues e.g., multiple instances of lockdowns, difference in lockdown period & duration between project sites and sites/facilities/offices etc. Majority of the schedule impacts likely to be mitigated with recourse to respective FM clauses. When COVID stuck, site work for FGD projects was ongoing and accordingly, the Company expects cost escalation across multiple projects under execution.
2	Inflation	Risk	Escalation in execution cost due to unprecedented increase in commodity prices. The Contracts with customers do not provide complete protection against such scenarios.	For projects under execution, engaging with customers to seek as much relief as possible. For new projects, the Company is insisting on price variation (protection) clauses for projects requiring long validity and/or having long execution period.	While the Company is seeking price variation protection in new orders, the Company expects cost impact on quite a few projects under execution as the Contracts with customers does not protect from increase in commodity prices.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
	b. Has the policy been approved by the Board? (Yes/ No)	Few of the policies have been approved by the Board and other policies which are GE Group policies are adopted by the Company. GE Power India Ltd, as a GE Group Company follows the convention accepted and approved by GE Global Board on social responsibility, responsible business and sustainability in alignment with local laws.								
	c. Web Link of the Policies, if available	www.gesustainability.com and www.ge.com/in/ge-power-india-limited								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	No								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Supplier Responsibility Guidance (SRG) audits are deployed to strategic and key suppliers to ensure that GE engages with suppliers that comply with local laws and GE expectations that may apply in the areas of employment, human rights, environment, health, safety, and security. The supplier contracts are secured for compliance with GE Terms and Conditions and EHS guidelines including labor laws and human rights.								
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	None								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	None								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company has progressed on the ESG Journey and have started aligning to UN Sustainable Development Goals as well as National Guidelines on Responsible Conduct. The Company has been taking specific actions towards reducing the Carbon Intensity from its various operating locations by deploying initiatives towards reduction of electricity consumption, water consumption, reduction of plastics use as well as reduction of office space. The Company has also established strong systems towards Integrity, Inclusion and Diversity , Health & Safety & Human Rights for its Business Operations and Employees conduct. The Company has conducted various initiatives towards communities development through CSR programs.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Prashant Chiranjive Jain, Managing Director								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has Sustainability Committee chaired by an Independent Director of the Company. The composition, terms of reference and various initiatives taken by the said Committee are detailed out in the Corporate Governance Report								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	NIL for FY 2021-22																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable																	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/ No)																		
Any other reason (please specify)																		

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principle covered under the training and its impact	% age of person in respective category covered by the awareness programmes
Board of Directors	1	Environment, Social, Governance	100%
Key Managerial Personnel	7	Open reporting, Books & records, Privacy, PoSH, Human Rights, ESG Journey	>95%
Employees other than BOD and KMPs	6	Open reporting, Books & records, Privacy, PoSH, Human Rights	>95%
Workers	0	-	-

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Settlement	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Compounding fee	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Not applicable	Not applicable	Not applicable	Not applicable	
Punishment	Not applicable	Not applicable	Not applicable	Not applicable	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, as per the policy, the Company conducts all business transactions in an honest, fair and ethical manner. It prohibits bribery in all business dealings, in every country around the world, with both governments and the private sector.

The policy addresses three core expectations:

- Prohibition of bribery of any kind,
- Maintenance of strong internal controls aimed at preventing and detecting bribery, and
- Maintenance of accurate books and records that correctly reflect the true nature of all transactions.

https://inside.integrity.ge.com/spirit-and-the-letter-policies/improper-payments-prevention?language_content_entity=en (intra-net weblink)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2021-22	FY 2020-21
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest:

	FY2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
10	• Bribery	10%
	• Conflict Of Interest	
	• HR	
	• Respectful Workplace	

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, as per the Company's "Code of Conduct for Board Members and the Senior Management" the Board Members and the Senior Management shall not engage in any activity or enter into any pecuniary relationship, which might result in conflict of interest, either directly or indirectly. The Board Members and the Senior Management team shall not derive any personal benefit by influencing any decision relating to any transaction or involve in any dealing with the Company's promoters, its management or its subsidiaries, suppliers, shareholders and other stakeholders which, in the judgment of the Board, may affect the independence of judgment of the Director concerned. The Board members confirm compliance of the aforesaid code on yearly basis. As per the said code the directors should immediately bring to the notice of the Board about any violation of the Company's code including conflict of interest. Further, the Board members also disclose their interest in other Body Corporates, which is placed and noted by the Board as and when there is any change in the existing disclosure.

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

Essential Indicators			
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NIL	NIL	Not Applicable
Capex	NIL	NIL	Not Applicable

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

b. If yes, what percentage of inputs were sourced sustainably?

72% of value chain

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Reclaiming of end products for reusing, recycling and disposing at the end of life is not applicable to the Company. The Company has issued Process covering Policy Guidelines for managing Hazardous waste & Scrap at Factories and Project Sites under its operations.

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. No

Leadership Indicators					
1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? No					
NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					
2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. Not Applicable					
Name of Product / Service		Description of the risk / concern		Action Taken	
Not Applicable					
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).					
Indicate input material		Recycled or re-used input material to total material			
		FY 2021-22		FY 2020-21	
Not Applicable					

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2021-22			FY 2020-21		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1170	1170	100%	1170	100%	NA	NA	1170	100%	NA	NA
Female	141	141	100%	141	100%	141	100%	NA	NA	NA	NA
Total	1311	1311	100%	1311	100%	141	100%	1170	100%	NA	NA
Other than Permanent employees											
Male	22	22	100%	22	100%	NA	NA	NA	NA	NA	NA
Female	3	3	100%	3	100%	NA	NA	NA	NA	NA	NA
Total	25	25	100%	25	100%	NA	NA	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	94	94	100%	94	100%	NA	NA	NA	NA	NA	NA
Female	0	0	-	0	-	NA	NA	NA	NA	NA	NA
Total	94	94	100%	94	100%	NA	NA	NA	NA	NA	NA
Other than Permanent workers											
Male	280	280	100%	280	100%	NA	NA	280	100%	NA	NA
Female	5	5	100%	5	100%	5	100%	NA	NA	NA	NA
Total	285	285	100%	285	100%	5	100%	280	100%	NA	NA

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

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.01%	79.66%	Y	99.07%	100%	Y
Gratuities	100%	98.01%	Y	99.07%	79.66%	Y
ESI	0.07%	0.85%	Y	2.49%	23.67%	Y
Others	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the PwD Task Force has done an Audit along with the Facilities Team and have identified areas for improvement. Corrective actions will be taken.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. - Yes, available on the internal portal for employees.**5. Return to work and Retention rates of permanent employees and workers that took parental leave.** - 100% for both female and male employees return to work.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes/No	
Permanent Workers	Yes by writing an email at raise.concern@ge.com The grievances are redressed by part-time ombudsperson
Other than Permanent Workers	
Permanent Employees	Yes by writing an email at raise.concern@ge.com or raising a concern on internal integrity website of GE. The grievances are redressed by part-time ombudsperson
Other than Permanent Employees	

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

Category	FY 2021-22			FY 2020-21		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1336	0	NA	1426	0	NA
- Male	1192	0	NA	1289	0	NA
- Female	144	0	NA	137	0	NA
Total Permanent Workers	94	94	100%	169	169	100%
- Male	94	94	100%	169	169	100%
- Female	0	0	NA	0	0	NA

8. Details of training given to employees and workers:

Category	FY 2021-22					FY 2020-21				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1286	1286	100%	67	5%	1458	1458	100%	135	9%
Female	144	144	100%	2	1.4%	137	137	100%	8	6%
Total	1430	1430	100%	69	4.83	1595	1595	100%	143	8.97
Workers										
Male	11354	11354	100%	2000	18%	10533	10533	100%	2535	25%
Female	11	11	100%	0	0	11	11	100%	0	0
Total	11365	11365	100%	2000	18%	10544	10544	100%	2535	25%

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

100% of performance and career development reviews of employees and worker are conducted.

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	Not available			Not available		
Female						
Total						
Workers						
Male	Not available			Not available		
Female						
Total						

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage such system?

Occupational Health & Safety Management System (OHSMS) has been established by issuing and implementing OHSMS policy at project, service, and fixed facilities. The key elements of the OHSMS are, Policy & Commitment, Planning, Implementation & Operation, Measuring Performance, Auditing & Reviewing performance. The EHS program includes employee engagement, trainings, Hazard recognition and control, incident/ event reporting investigations, lesson learnt and communication.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Work methodology is defined in Method Statements/ Work Procedure/ SOP and work-related hazards/ risk are identified & assessed for routine and non-routine activities. Point of Work Risk Assessment (PoWRA) is also conducted before start of any activity.

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

The process for worker participation in OHSMS is well established using daily site connect, scheduled functional meetings and PoWRA. The workers are empowered and encouraged to initiate STOP WORK if any open risk is observed in the working area. Stopping work in project, service and fixed facilities is considered as positive Occupational Health and Safety (OSH) culture enforcement.

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

Yes, the workers may access the non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	6	4
	Workers	0.02	0.02
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	1

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

Occupational Health & Safety Management System (OHSMS) is defined and implemented in projects services and fixed facilities to ensure a safe and healthy working place. Skill cum competency-based training matrix defined for all workforces. Regular job specific training schedule are planned for all workforce depending on their trade. Periodic inspection of tools and tackles & equipment's are defined as per inspection matrix. Medical examinations of all workmen to be deployed at site are carried out before entering site or fixed facilities. EHS Induction for all workers and employees are being carried out before starting work. Implementation of Permit to Work (PTW) Risk Assessment and Method Statement (RAMS) and Point of Work Risk Assessment (PoWRA) ensured.

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

	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

All safety related events/ incidents are analyzed, reviewed & validated thoroughly and the identified corrective actions are recorded in the system for horizontally deployment of lesson learnt across businesses.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, Life & Accident insurance is extended to both employees and workers.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Monthly review is conducted to ensure that statutory dues have been deducted and deposited by the value chain partners.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Total no. of affected employees/ workers			No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	Not applicable	Not applicable	Not applicable	Not applicable
Workers	Not available	Not available	Not available	Not available

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Transition assistance programs to facilitate continued employability are provided in case of restructuring but not in case of retirement.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	65%
Working Conditions	65%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Based on the Supplier Responsibility Governance (SRG) audit findings when concerns are raised on Health & Safety practices and working conditions such findings are systematically closed and objective evidence are verified.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company follows the process required in ISO 9001-2015 to recognize the stakeholders for its business.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), other	Frequency of engagement (Annually/ Half Yearly/Quarterly/ Others – please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Investors	No	Emails, Investor meets, virtual/physical meetings, Earnings calls, Newspaper advertisements	Annually/Quarterly	Quarterly Results, Dividend, communication with respect to IEPF, AGM notice (pre and post dispatch), Annual Report etc.
Community	No	NA		To get feedback and encourage to raise concerns/questions, if any w.r.t. existing practices
Employees and workers	No	Surveys	Half yearly	
Customers	No	Surveys	No set frequency	
Value Chain Partners	No	Supplier's conference	Annually	
Other (please specify)	No			

Leadership Indicators**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company has a Sustainability Committee, the terms of reference of which *inter-alia* include initiatives on community engagement and social responsibility, ensuring environmental sustainability and the minimization of the Company's impact on the environment. The Board of Directors of the Company periodically take note of the key discussions and minutes of the Sustainability Committee meetings.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

No

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Not Applicable

Category	FY 2021-22				FY 2020-21					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent		Not Available								
Male										
Female										
Other than Permanent										
Male										
Female										
Workers										
Permanent		Not Available								
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Employees				
Board of Directors (BoD)	5	Not Comparable as the Non-executive Chairman does not receive any remuneration from the Company and the Independent Directors are eligible for only sitting fees & commission. Only the Executive Directors receive remuneration from the Company as per their Appointment agreement. The details of remuneration also form part of Corporate Governance Report.	1	Not computable
Key Managerial Personnel	2	₹ 24.4 million	1	Not computable
Employees other than BoD and KMP	NA	NA	NA	NA
Workers	NA	NA	NA	NA

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) -

Yes, the company has a Human Rights Focal individual.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The mechanism is part of the Open Reporting (Vigil Mechanism) process. Upon receipt of a concern, an independent investigation team is set up to conduct an investigation. The investigation report is reviewed by a competent authority within the company and in case of any corrective actions determined, the same is concluded with the help of a cross functional team from Senior band employees.

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

	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The company has Zero Retaliation policy (Respective Workplace Policy). The concern raisers are made aware of the same, are advised to raise their concern in case they feel retaliated against for having raised a concern in the past and all such concerns are investigated/acted upon by an independent team.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others – please specify	Not Applicable

Note : Routine visits by factory inspector and labour inspector are not included here

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

Leadership Indicators**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

This is part of Supplier Responsibility Governance (SRG) audit and are duly covered during supplier audits.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

This is part of Supplier Responsibility Governance (SRG) audit and are duly covered during supplier audits.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	65%
Discrimination at workplace	65%
Child Labour	65%
Forced Labour/Involuntary Labour	65%
Wages	65%
Others – please specify	65%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

The Company does SRG audit of suppliers to ensure that suppliers are compliant.

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

- No

- (In Kilolitres- KI)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

No

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

Parameter	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Air Emissions (mg/m ³)	Axis House, Sec 128 Noida		PAC Sec 63 Noida		Durgapur Factory		Total	
NOx	Not Available	Not Available	Not Available	Not Available	37	46	37	46
SOx	Not Available	Not Available	Not Available	Not Available	26	32	26	32
Particulate matter (PM)	Not Available	Not Available	Not Available	Not Available	36.2	52.1	36.2	52.1
Persistent organic pollutants (POP)	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Volatile organic compounds (VOC)	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Hazardous air pollutants (HAP)	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Others – please specify	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Units	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Emission		Axis House, Sec 128 Noida		PAC Sec 63 Noida		Durgapur Factory		Total	
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Total Scope 1 and Scope 2 emissions per rupee of turnover		Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

No

8. Provide details related to waste management by the entity, in the following format:

The Company segregates the waste depending upon its type (General waste, E waste and bio-medical waste) and handover to authorized vendors for further disposal/ recycling.

Parameter	Units	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Waste		Axis House, Sec 128 Noida		PAC Sec 63 Noida		Durgapur Factory		Total	
Plastic waste (A)	MT	0.95	0.59	0.2	0.1	5	2.8	5	2.8
E-waste (B)	MT	0	0	0	0	0.02	0.04	0.02	0.04
Bio-medical waste (C)	MT	0.48	0.1	0.59	0.68	0.051	0.0039	1.121	0.7839
Construction and demolition waste (D)	MT	0	0	0.17	0.04	0	0	0.17	0.04
Battery waste (E)	MT	0	0	0	0	0	0	0	0
Radioactive waste (F)	MT	0	0	0	0	0	0	0	0
Other Hazardous waste. Please specify, if any. (G)	MT	0	0	0	0	0	0	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	0	0	0	0	0	0	0	0
Total (A+B + C + D + E + F + G + H)	MT	1.43	0.69	0.96	0.82	5.071	2.8439	6.311	3.6639

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	Units	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Category of waste		Axis House, Sec 128 Noida		PAC Sec 63 Noida		Durgapur Factory		Total	
(i) Recycled	MT	4.15	4.46	0	0	0	0	4.15	4.46
(ii) Re-used	MT	0	0	0	0	0	0	0	0
(iii) Other recovery operations	MT	0	0	0	0	0	0	0	0
Total	MT	4.15 MT	4.46 MT	0	0	0	0	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	Units	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Category of waste		Axis House, Sec 128 Noida		PAC Sec 63 Noida		Durgapur Factory		Total	
(i) Incineration	0	0	0	0	0	0	0	0	0
(ii) Landfilling	0	0	0	0	0	0	0	0	0
(iii) Other disposal operations	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company segregates the waste depending upon its type (General waste, E waste and bio-medical waste) and handover to authorized vendors for further disposal/ recycling.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Available

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

11. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
From Renewable sources	Axis House, Sec 128 Noida		PAC Sec 63 Noida		Durgapur Factory		Total	
Total electricity consumption (A)	0	0	0	0	0	0	0	0
Total fuel consumption (B)	0	0	0	0	0	0	0	0
Energy consumption through other sources (C)	0	0	0	0	0	0	0	0
Total energy consumed from Non renewable sources (A+B+C)	0	0	0	0	0	0	0	0
Total electricity consumption (A)	918621	1082976	561264	695604	8487235	9001947	9967120	10780527
Total fuel consumption (B)	14688	22981	16850	22569	11580	19490	43118	65040
Energy consumption through other sources (C)	0	0	0	0	0	0	0	0
Total energy consumed from Non renewable sources (A+B+C)	933309	1105957	578114	718173	8498815	9021437	10010238	10845567

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

Not Applicable

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

[illegible]

Parameter	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Water discharge by destination and level of treatment (in kilolitres)	Axis House, Sec 128 Noida	PAC Sec 63 Noida	Durgapur Factory	Total				
(i) To Surface water								
- No treatment								
- With treatment – please specify level of treatment								
(ii) To Groundwater								
- No treatment								
- With treatment – please specify level of treatment								
(iii) To Seawater								
- No treatment								
- With treatment – please specify level of treatment								
(iv) Sent to third-parties								
- No treatment								
- With treatment – please specify level of treatment								
(v) Others								
- No treatment								
- With treatment – please specify level of treatment								
Total water discharged (in kilolitres)								

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

3. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Total Scope 3 emissions		Axis House, Sec 128 Noida		PAC Sec 63 Noida		Durgapur Factory		Total	
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Applicable							
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent								
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent								

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

4. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

5. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format: Nil

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

6. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Emergency Response Plan has been in place to provide procedures to be followed in the event of an emergency or disaster at the facility. The Property Leader (SIMT), ERT Leader, Business Captains and the Floor wardens comprise the Site Incident Management Team. The team meets monthly to review the Emergency Response Plan to ensure that it is current and appropriate, to update it as necessary, discuss any concerns or questions raised by site occupants. The following sections cover emergencies that could be encountered at the facility (Fire, Tornado, Hurricane, Post Hurricane, Earthquake, Bomb Threat, Medical Emergency, Utility failure, Compressed gases, floor, civil strife & chemical release).

7. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. Nil
8. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not Applicable

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation Of Gujarat Industries	State
2	FICCI	National
3	The India CFO Forum	National

3. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

None

Name of authority	Brief of the case	Corrective action taken
Not applicable		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether Information available in domain? (Yes/No)	Frequency of review by (Annually/half yearly/Quarterly / others, please specify)	Web Link, if any
1	Environment control solutions- norms/ timelines/ Incentives/ penalty mechanism etc.	Presentations ,discussions & Inputs given to CPCB/ CEA/ Power Ministry officials	No	By Chief Commercial Officer (Quarterly)	NA
2	Flexibility of coal units-Need, Options, Solutions & tariff mechanism etc.	As part of Flexibility committee of CEA (MoP). Advocacy to CEA/ MoP/ CERC/POSOCO etc.	No	By Chief Commercial Officer (Quarterly)	NA

Principle 8: Businesses should promote inclusive growth and equitable development.
Essential Indicators
1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Available					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts No. paid to PAFs in the FY (In ₹)
Not Available						

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

Not available

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

	FY 2021-22	FY 2020-21
Directly sourced from MSMEs/ small producers	47%	45%
Sourced directly from within the district and neighboring districts	NA	NA

Leadership Indicators
1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Available	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: NIL

S. No.	State	Aspirational District	Amount spent (In ₹)
Not Available			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) -

No

(b) From which marginalized /vulnerable groups do you procure?

Not applicable

(c) What percentage of total procurement (by value) does it constitute?

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Available				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
	Not Available	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects (Approximate)	% of beneficiaries from vulnerable and marginalized groups
1	Project 1: Skilling, Testing & Certification of Construction Workers	2,000	100%
2	Project 2: Strengthening of Medical Infrastructure in Project Sites and Delhi NCR	Not quantifiable as the objective of the project was to support the hospitals with various Medical Infrastructure equipment to enable hospitals to provide quality treatment and to take care of its numerous patients.	100%
3	Project 3: Vaccinating the local community	4,431	100%
4	Project 4: Cleft Surgery	100	100%
5	Project 5: Creating Livelihood conditions	170	100%
6	Project 6: Higher education support to 15 orphans	15	100%
7	Project 7: Water conservation through artificial ground water recharge through percolation pond	Not quantifiable as this project was for pond development which would continue to benefit not only people of the village but also the neighboring villages.	100%
8	Project 8: Setting up 5 Computer Labs with 5 computers near Noida office	Not quantifiable as this project was to benefit students of Government schools for existing and upcoming batches of various students. The Project aims to touch lives of more than 5,000 students.	100%
9	Project 9: Contribution to IIT Madras Incubation Cell for a research & development project	Not quantifiable as it is a research & development project.	100%
10	Ongoing Project 1: Employment linked Skill Training Program	Since this is an ongoing project, final number of beneficiaries are not available at this juncture. The Project aims to benefit approximately 1,000 youth.	100%
11	Ongoing Project 2: Educators Empowerment Program	Since this is an ongoing project, final number of beneficiaries are not available at this juncture.	100%
12	Ongoing Project 3: Project Dependence to Independence: Enabling Physically Disabled people	Since this is an ongoing project, final number of beneficiaries are not available at this juncture. The Project aims to enable approximately 380 people with movement disability.	100%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has established a robust process of seeking customer feedback on its products and services on regular basis, similarly customer complaints are recorded and feedback thus received is analyzed and steps are taken to further improve its products and services to enhance customer satisfaction.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NOT AVAILABLE
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2021-22		Remarks	FY 2020-21		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues: Not Applicable

	Number	Reasons for recall
Voluntary recall		
forced recall		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, <https://spo-teamsite.ge.com/sites/PWPSteamPowerCyberSecurity> (Intra-net web link)

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. Nil

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

<https://www.ge.com/renewableenergy/>
<https://www.ge.com/steam-power>
<https://www.ge.com/gas-power>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

O&M manual of the product is provided along with the product. For details, please refer below

<https://www.ge.com/renewableenergy/>
<https://www.ge.com/steam-power>
<https://www.ge.com/gas-power>

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Not applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.- Not Applicable

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) Yes

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact -

No data breach was reported in the Company in FY 2021-22. 1 (one) instance of data breach in developing server of one of the service provider of the Company was reported. However its impact was classified as non-critical as the data breached is already public data and its generally accessible to all.

b. Percentage of data breaches involving personally identifiable information of customers -

Not applicable in this case.