



एनएचपीसी लिमिटेड
(भारत सरकार का उद्यम)

NHPC Limited
(A Govt. of India Enterprise)

फोन/Phone: 0129-2278018

संदर्भ सं./Ref. No. **NH/CS/199**

<p>Manager/ मैनेजर, Listing Department/ लिस्टिंग विभाग, M/s BSE Limited/ बीएसई लिमिटेड, Phiroze Jeejeebhoy Towers / फिरोज जीजीभोय टावर्स, Dalal Street, दलाल स्ट्रीट, Mumbai/ मुंबई -400 001 Scrip Code: 533098</p>	<p>General Manager/ महाप्रबंधक, Listing Department/ लिस्टिंग विभाग, M/s National Stock Exchange of India Limited/ नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड, Exchange Plaza, / एक्सचेंज प्लाजा, Bandra Kurla Complex/ बान्द्रा कुर्ला कॉम्प्लेक्स, Bandra (E)/ बान्द्रा (ई), Mumbai/ मुंबई - 400 051 Scrip Code: NHPC</p>
---	--

ISIN No. INE848E01016

Sub: Business Responsibility and Sustainability Report for the financial year ended 31st March, 2024

विषय: 31 मार्च, 2024 को समाप्त वित्तीय वर्ष के लिए व्यावसायिक उत्तरदायित्व और स्थिरता रिपोर्ट

Sirs/महोदय,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find **attached** the Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2024, which also forms part of the Annual Report of the Company for the financial year 2023-24.

This is for your information and record.

सेबी [सूचीबद्धता (लिस्टिंग) बाध्यताएँ और प्रकटीकरण अपेक्षाएँ] विनियम, 2015 के विनियम 34(2)(एफ) के अनुसार, 31 मार्च, 2024 को समाप्त वित्तीय वर्ष के लिए कंपनी की व्यावसायिक जिम्मेदारी और स्थिरता रिपोर्ट संलग्न है, जो कि वित्तीय वर्ष 2023-24 के लिए कंपनी की वार्षिक रिपोर्ट का भी हिस्सा है।

यह आपकी जानकारी और रिकॉर्ड के लिए है।

धन्यवाद,

भवदीय,

संलग्न : उपरोक्तानुसार

(रूपा देव)

कंपनी सचिव

पंजीकृत कार्यालय : एनएचपीसी ऑफिस कॉम्प्लेक्स, सेक्टर-33, फरीदाबाद - 121003, हरियाणा

Regd. Office : NHPC Office Complex, Sector - 33, Faridabad - 121003, Haryana

CIN:L40101HR1975GOI032564; Website: www.nhpcindia.com

E-mail : webmaster@nhpc.nic.in; EPABX No. : 0129-2588110 / 2588500

बिजली से संबंधित शिकायतों के लिए 1912 डायल करें। Dial 1912 for Complaints on Electricity

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

Introduction to BRSR

In the past decade, disclosure requirements have surged globally, compelling companies to identify their responsibilities concerning the Environment, Social, and Governance (ESG) aspects and transparently integrate them into their annual disclosures.

With our commitment to sustainable development and transparent corporate governance, NHPC Limited emerges as a leader in the hydro power utility sector. Aligning with the principles of Environment, Social, and Governance (ESG) standards, we navigate the landscape of contemporary business with integrity and foresight. In accordance with the directives set forth by the Securities and Exchange Board of India (SEBI), we comprehend the imperative of enhancing disclosures through the newly instituted Business Responsibility and Sustainability Report (BRSR).

Our corporate vision is resolute: to establish ourselves as an exemplar of excellence in the domain of clean power generation, setting benchmarks internationally through our commitment, responsibility, and innovation. Guided by our mission to pursue the advancement of clean energy solutions, employing efficient project management, pioneering research and development, and an unyielding dedication to environmental and socio-economic sustainability. Our corporate ethos lies in the empowerment of our human capital, nurturing talent to unlock its full potential. Upholding the core tenets of corporate governance and value-based management, we cultivate a strong corporate identity while placing paramount importance on the well-being of our employees, customers, and the communities we serve. We adopt and innovate state-of-the-art technologies, and optimize the utilization of natural resources, ensuring a harmonious equilibrium between progress and environmental stewardship. At NHPC Limited, our journey towards a sustainable future is propelled by purpose, governed by principle, and propelled by innovation.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L40101HR1975GOI032564
2	Name of the Listed Entity	NHPC Limited
3	Year of incorporation	1975
4	Registered office address	NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
5	Corporate address	NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
6	E-mail	brsr@nhpc.nic.in
7	Telephone	0129-2588110
8	Website	www.nhpcindia.com
9	Financial year for which reporting is being done	1 st April 2023 to 31 st March 2024
10	Name of the Stock Exchange(s) where shares are listed	The shares of the Company are listed and traded on the National Stock Exchange of India Limited (NSE) and BSE Limited in India.
11	Paid-up Capital	₹ 10,045.03 crores (As on 31.03.2024)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Rajat Gupta Designation: ED (Planning) Email Id: rajatgupta@nhpc.nic.in



13	Reporting boundary	Disclosures under this report are made on a Standalone Basis covering commissioned power stations and regional offices located in India.
14	Name of assurance provider	SR Asia
15	Type of assurance obtained	Reasonable Assurance

Note:

1. Owing to the development in the Environmental and sustainability data tracking and collection processes, we have been able to monitor and collect data from all NHPC locations in a detailed manner. In light of the aforementioned improvements, we have corrected the prior year's disclosures under Principle 6, to ensure comparability, accuracy, and quality of disclosures.
2. The boundary of the Business Responsibility and Sustainability Report for FY 2023-24 includes Commissioned power projects and regional offices. The boundary for FY 2022-23 includes under-construction projects in addition to commissioned projects and regional offices. Thus, the prior year metrics may vary in some disclosures.
3. Employees on the payroll of NHPC only (excluding JV & Subsidiaries) have been taken into consideration in the report for relevant disclosures purpose.

II. Products/services

16. 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	Power generation and related activities	Power generation by hydropower plants, wind power, solar power, power trading business and consultancy Services	100%

17. 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	Power generation and related activities	3510	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Hydropower- 20 (excluding 3 Under construction) Solar Power Project- 1 (excluding 3 Under construction) Wind Power Project- 1	7	35
International	0	2	2

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	23 States and 3 Union Territories
International (No. of Countries)	1 (Nepal)



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

Contribution of exports is negligible.

c. A brief on types of customers

NHPC Limited is a Mini-Ratna public sector undertaking and one of the largest hydropower generating companies in India. It is responsible for providing power to various Distribution Companies (DISCOMs). NHPC also provides consulting services on design & engineering, geotechnical investigation, construction, operations, maintenance, renovation, and updating of hydro power projects to clients in private and public sector covering both national and international geographies.

IV. Employees

20. 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)	3371	3056	90.65%	315	9.34%
2.	Other than Permanent (E)	10	10	100%	-	-
3.	Total employees (D + E)	3381	3066	90.68%	315	9.31%
WORKERS						
4.	Permanent (F)	1090	914	83.85%	176	16.14%
5.	Other than Permanent (G)	7578	6736	89%	842	11%
6.	Total workers (F+G)	8668	7650	88.25%	1018	11.74%

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)	115	109	94.78%	6	5.21%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	115	109	94.78%	6	5.21%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	8	7	88%	1	12%
5.	Other than Permanent (G)	17	16	94%	1	6%
6.	Total differently abled workers (F + G)	25	23	92%	2	8%

21. Participation/ Inclusion/ Representation of women (As on 31.03.2024)

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	1	1	100%



22. Turnover rate for permanent employees and workers

	FY 2023-2024 (Turnover rate in current FY)			FY 2022-2023 (Turnover rate in previous FY)			FY 2021-2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.51%	1.00%	1.46%	1.51%	0.99%	1.46%	0.13%	0.33%	0.46%
Permanent Workers	0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

V. Holding, Subsidiary, and Associate Companies (including joint ventures)

23. (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 the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	NHDC Limited	Subsidiary	51.08%	No
2	Loktak Downstream Hydroelectric Corporation Limited	Subsidiary	74.82%	No
3	Bundelkhand Saur Urja Limited	Subsidiary	87.64%	No
4	Lanco Teesta Hydro Power Limited	Wholly owned subsidiary	100%	No
5	Ratle Hydroelectric Power Corporation Limited	Subsidiary	54.88%	No
6	Jalpower Corporation Limited	Wholly owned subsidiary	100%	No
7	NHPC Renewable Energy Limited	Wholly owned subsidiary	100%	No
8	Chenab Valley Power Projects Limited	Subsidiary	54.02%	No
9	National High Power Test Laboratory Private Limited (NHPTL)	Joint Venture	21.63%	No



VI. CSR

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

(ii) **Turnover (in ₹):** ₹84,04,92,18,544

(iii) **Net worth (in ₹):** ₹3,72,68,61,85,268

VII. Transparency and Disclosures Compliances

25. **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 weblink for grievance redress Policy)	FY 2023- 24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, CPGRAMs web-portal of Govt. of India is being used for disposal of public grievances by HR Division. The web link of CPGRAMS is: https://pgportal.gov.in/	185	4	--	0	0	--
Investors (other than shareholders)	Yes. The details of contact person for the redressal of various grievances are provided in the link below https://www.nhpcindia.com/welcome/page/145	69	0	Data has been provided from Registrar & Share Transfer Agent (RTA) for Bonds in respect of consolidated grievances received such as non-receipt Of Electronic Credit/ Interest Warrant/ Bonds	43	0	Data has been provided from the Registrar & Share Transfer Agent (RTA) for Bonds in respect of consolidated grievances received such as non-receipt of Electronic Credit/ Interest Warrant/ Bonds.
Shareholders	Yes. Shareholders can send their grievances to Company/RTA directly through email/letter. The shareholders can also lodge their grievances through SEBI SCORES portal, Stock Exchanges and SMART Online Dispute Resolution Portal (ODR). The details of contact person for the grievance redressal are provided in the link below https://www.nhpcindia.com/welcome/page/145	816	5	Data has been provided from Registrar & Share Transfer Agent (RTA) for Equity shares in respect of consolidated grievances received such as non-receipt of dividend Warrants, Stock Exchange Complaints, SEBI Complaints and Complaints	864	2	Data has been provided from Registrar & Share Transfer Agent (RTA) for Equity shares in respect of consolidated grievances received such as non-receipt of dividend Warrants, Stock Exchange Complaints,



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide weblink for grievance redress Policy)	FY 2023- 24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
				received directly by Company or through SEBI SCORES portal, Stock Exchanges and SMART Online Dispute Resolution Portal (ODR)			SEBI Complaints.
Employees and workers	Yes, NHPC has an 'Employee Grievance Redressal Cell' in place. The details of contact person are provided in the link below https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf	2	0	--	9	1	--
Customers	Power Sector is a regulated market and the power sold to the customer and the tariff at which electricity is sold to the customer falls under the ambit of various Regulations issued by various MoP, CERC and SERC under the powers conferred to them under Electricity Act, 2003 and amendments thereof. NHPC ensures compliance to these regulations in supplying of power to their customers from various power stations and strives to have cordial relationship with their customers. https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf	0	0	--	0	0	--
Value Chain Partners	Yes, Integrity Pact is being implemented in NHPC. Bidders may raise their grievances regarding tenders to Independent External Monitors (IEMs), if any. The details of IEMs are being provided in tender documents as well as available on the	0	0	--	2	0	--



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide weblink for grievance redress Policy)	FY 2023- 24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	following link: https://www.nhpcindia.com/assets/pzi_public/gallery/1689568899.pdf The email for grievances is iem.nhpc@gmail.com						

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

The details of key material business topics, its significance on our business and possible impacts of each issue along with action plan to minimize/maximize its impact (risk/ opportunity) are available on the Company's website. The Material topics and action plans are available on the Company's website (Materiality Analysis) through the following link:

https://www.nhpcindia.com/assets/pzi_public/gallery/17183553740.pdf

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Refer to Table 1 below								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has developed an in-house online system for the implementation of Stakeholders Engagement Policy throughout the organization. Further, the Code of Business Conduct and Ethics-For Board Members & Senior Management Personnel, Policy on Materiality of Related Party Transactions and on dealing with Related Party Transactions are being implemented as per the statutory requirements.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes



Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4.	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Refer Table 2 below								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Refer Table 3 below								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
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) NHPC's unwavering commitment to sustainability extends beyond environmental conservation to encompass social well-being and economic development. As a resolute advocate for sustainability, NHPC integrates compliance standards into daily operations, strictly adhering to environmental management plans during construction and operation. The company is dedicated to developing clean energy infrastructure and improving environmental performance, addressing biodiversity, wildlife, and community concerns with exceptional approaches. NHPC's achievements include multiple accolades such as the Second-Best Enterprise for Mini-Ratna Category at WIPS 33 rd National Meet (Kolkata), Best Globally Competitive Power Company of India in the Hydropower and Renewable Energy Sector and other awards. NHPC's Corporate office has also been awarded a GRIHA certification with a Four star rating. Reflecting these efforts, NHPC's ESG score improved to 48 in the S&P Global CSA survey 2023 against the previous score of 17. The company embraces sustainability as both, a choice and an obligation, striving to achieve SDGs and net-zero target of India. Also, continuous investment in R&D activities underscores NHPC's commitment to sustainable energy generation. NHPC prioritizes corporate social responsibility through healthcare, education, skill development, and infrastructure development programs for affected communities. Emphasizing community development and good governance, NHPC promotes open communication with stakeholders and leveraging renewable energy to support India's net-zero goals.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	DIN: 08645380 Name: Mr. Rajendra Prasad Goyal Designation: Director (Finance) Telephone Number: (0129) 2278021 Email Id: rpgoyal@nhpc.nic.in Name: Mr. Rajat Gupta Designation: ED (Planning) Email Id: rajatgupta@nhpc.nic.in Telephone Number: (0129) 2254674 / 2254038								
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, NHPC Limited has a Committee of Directors on Corporate Social Responsibility (CSR) & Sustainability which is responsible for decision making on CSR & Sustainability related issues. The Committee comprises 8 members who review the progress of ESG initiatives undertaken by NHPC Limited.								



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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board									Annually								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
										<p>NHPC Limited considers independent assessment / audits and regulatory compliances, where appropriate, to examine the policies and procedures from both, i.e., best practices and a legal standpoint. Secretarial Auditor of the Company inter alia reviews various statutory policies as per relevant statutory provisions.</p> <p>A few independent assessments are listed below:</p> <p>(a) CAG Audits:</p> <p>(i) Transaction Audit: It covers transactions entered into by the company to examine their regularity, propriety, probity, economy, efficiency, and effectiveness and report on cases of failure of compliance with laws, rules and regulations, waste, mismanagement, other irregularities and frauds and corruption.</p> <p>(ii) Performance Audit: The main object of audit is to see how far the auditee organization has achieved the objectives for which it has been established and whether the operations are being carried on efficiently with due regard to the economy and effectiveness. In this process, auditor appraises the soundness or otherwise of various decisions of the management, regarding the construction and operation of undertakings. By its very nature, it is not and cannot be a purely financial audit.</p>								



	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>(iii) Corporate Governance Audit: Corporate Governance, in a broader perspective, implies responsible and responsive administration of company affairs. It covers ethical management. It is a mechanism by which a company ensures that all its activities result in balanced optimum welfare of all stakeholders, rather than benefitting selected individual(s) or group(s) forming part of stakeholders.</p> <p>(b) The IMS Policy (i.e., ISO 9001:2015, ISO 14001:2015 & ISO 45001:2017) has been reviewed and assessed by an Independent Agency i.e., Accordingly Corporate Office, NHPC Limited is an IMS Certified Company.</p> <p>(c) The 'Review and testing of operating effectiveness of Internal Financial Controls of NHPC for the year 2023-24' was conducted by an independent agency.</p>								

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)									

Table 1: Web link of the policies

Principles	Details	Link
Principle 1	Code of Business Conduct and Ethics-For Board Members & Senior Management Personnel	https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf
	Policy on Materiality of Related Party Transactions and on Dealing with Related Party Transactions	https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf
	Whistle Blower Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/1683188102.pdf
	Fraud Prevention and Detection Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf
	Integrity Pact	https://www.nhpcindia.com/welcome/page/299
	Guidelines on Banning of Business Dealings	https://www.nhpcindia.com/assests/pzi_public/gallery/1683188154.pdf



Principles	Details	Link
Principle 2	Corporate Environment Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf
	Sustainable Procurement/ Sourcing Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16857057861.pdf
Principle 3	Grievance Policy and Procedures	https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf
	Safety Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16857028460.pdf
Principle 4	CSR and Sustainability Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf
	Stakeholder Engagement Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/1703065928.pdf
Principle 5	Code of Business Conduct & Ethics-For Board Members & Senior Management Personnel	https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf
	Grievance Policy and Procedures	https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf
	Human Rights Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/17163716340.pdf
Principle 6	Corporate Environment Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf
	Conservation of Energy Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16855998400.pdf
	Water Conservation Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16844974380.pdf
	Waste Management Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16844974930.pdf
	Biodiversity Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16844972780.pdf
Principle 7	Public Policy Advocacy Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16854351810.pdf
Principle 8	CSR and Sustainability Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf
Principle 9	Fraud Prevention & Detection Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf
	IT & Cyber Security Policy	https://www.nhpcindia.com/assests/pzi_public/gallery/16857087030.pdf

Table 2: National and International Codes/ Certifications/ Labels/ Standards

Certifications	Links
Quality Management System (ISO 9001:2015)	https://www.nhpcindia.com/assests/pzi_public/gallery/1690192126hi.pdf
Environment Management System (ISO 14001:2015)	https://www.nhpcindia.com/assests/pzi_public/gallery/16901790301hi.pdf
Occupational Health and Safety Policy (ISO 45001:2018)	https://www.nhpcindia.com/assests/pzi_public/gallery/16901790302hi.pdf



Table 3: Goals, targets and performance against respective goals.

Sl. No.	Details of Targets	Performance against targets
1.	Continued of investment in Renewable energy generation <ul style="list-style-type: none"> Incremental installation of 3000 MW Hydropower projects by 2030 Installation of 1200 MW capacity in other renewable energy generation projects by 2030. 	<ul style="list-style-type: none"> NHPC is in the process of constructing 3 hydropower projects accounting for a total of 5,680 MW (Parbati-II-800 MW, Subansiri Lower- 2000 MW & Dibang MPP-2880 MW). NHPC has under construction Solar Projects accounting for 1000 MW across Gujarat, Rajasthan and Andhra Pradesh.
2.	Improve energy efficiency, and minimize greenhouse gas emissions through dedicated initiatives and fostering sustainable energy landscape	<ul style="list-style-type: none"> Conducted Energy Audit through BEE certified agencies, GRIHA certified Corporate Office building. Set up Rooftop Solar Power capacity of 80 kWp and 150 kWp at Corporate Office. Signed the E-mobility agreement with Convergence Energy Services Limited (CESL). Constituted Energy Conservation Task Force.
3.	Ensure environmental flow from all its operational sites to maintain ecological health and achieve socio-economic and cultural sustainability.	<ul style="list-style-type: none"> NHPC electricity generation involves non-consumptive usage of (water) resources. E-flow is maintained and being monitored at all operational sites, as per statutory guidelines.
4.	Conserve the ecosystem through Integrated Sustainable Waste Management (ISWM) and contributing to a responsible future	<ul style="list-style-type: none"> Defined waste management policy and an E-Waste policy in place. Waste (Hazardous & Non-hazardous) generated are properly managed and disposed of with approved and certified agencies. Setting up more STPs in locations, alongside servicing and upkeep of older STPs
5.	Implement effective water-saving measures to achieve water conservation.	<ul style="list-style-type: none"> Formulated a Water Conservation Policy Installed rainwater harvesting measures at some sites and offices including Corporate Office.
6.	Demonstrate unwavering dedication in preserving and enhancing the natural environment.	<ul style="list-style-type: none"> NHPC has maintained a 'No Net Loss' of forest land across all operational sites through compensatory afforestation for the loss of forest land. NHPC has a Biodiversity Conservation Policy in place. Project-specific conservation measures for biodiversity conservation includes ex-situ conservation measures such as the development of Botanical Gardens, Biodiversity Conservatories, Restoration of muck dumping sites & quarry sites, and development of herbal parks, establishing a Fisheries Management Plan.
7.	Encourage a shared objective of sustainability with the upstream value chain by collectively nurturing responsible supply chain management practices.	<ul style="list-style-type: none"> NHPC has a Sustainable Procurement Policy to encourage suppliers to abide by ESG directives. NHPC follows the International Competitive Bidding (ICB) system for selection of qualified, competent, and performing agencies for executing the construction of Hydropower Projects. Provisions have been made for MSE and Start-Ups in the bidding and awarding of procurement of services and goods, for all the procurement works.



8.	Maintain a “zero accident” and “zero fatality” work environment on a year-on-year basis.	<ul style="list-style-type: none"> • Corporate Safety Policy is in place along with separate safety policies for power stations and construction projects towards the target of zero hazard incidents. • Most of the power stations are ISO 45001: 2018 certified and undergo regular safety monitoring by safety officer. • Safety training and awareness session for all contract workers, activities are celebrated at power stations & projects like safety week/day, fire service week, safety competitions, poster making, etc. to increase the awareness among employees.
9.	Maintain its pro-active thrust as socially conscious company on elevating the quality of life and building essential facilities/ opportunities for its communities.	<ul style="list-style-type: none"> • NHPC has implemented CSR initiatives in the areas of Education, Health, Sanitation, Rural Development, Skill Development, Environmental Sustainability, Women Empowerment, Promotion of sports, Arts & Culture, etc. • NHPC has been conducting impact assessment of its CSR projects through independent agencies. • Resettlement and Rehabilitation schemes are in place for Project Affected Families (PAFs) to provide economic sustenance. • NHPC has formulated a policy for reservation of certain type of works through competitive bidding for PAFs and locals residing near its Projects/Power Stations. • Benefits to the home state by providing 12% of the energy free of cost & 1% of the energy for local area development (LADF).
10.	Ensure a zero tolerance for corruption and unethical practices.	<ul style="list-style-type: none"> • Adopted conduct, discipline and appeal rules to maintain order, ensure fair treatment of individuals, and uphold ethical standards. • Whistle Blower Policy is in place, wherein directors, employees, contractors, and vendors of the company are free to report any unethical practice, violation of applicable laws, rules, regulations, or Company’s code of conduct. • Framed Fraud Prevention & Detection Policy and Anti-Corruption & Anti Bribery Policy.



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 programme held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	All Directors and the Company Secretary (KMP) completed a training program on BRSR Principles and emerging ESG topics. An Independent Director also attended the IICA master class on building better boards. The training covered Board Committees, Corporate Reporting, Regulatory Requirements, ESG, Sustainability, and CSR. These trainings enhance the understanding of ESG's impact on NHPC's reputation, financial performance, and overall success.	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs	89	<p>Trainings were provided across several topics covering all 9 principles.</p> <ul style="list-style-type: none"> • Principle 1 - Corporate governance, Leadership change • Principle 2 - Creating and Sustaining Competitive Advantage • Principle 3 - Lifestyle Management, Yoga, Emotional Intelligence, Stress Management, Ayurvedic and Natural Healing practices • Principle 4 - Managing Land Acquisition and Resettlement • Principle 5 - Self-Defence trainings, Training Program for Divyang Employees, Gender Neutrality and Women Leadership, Prevention of Sexual Harassment at Workplace (PoSH Act) & Gender Sensitization 	57%



Segment	Total number of training and awareness programme held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		<ul style="list-style-type: none"> • Principle 6 - National Conference on Climate Change & The Himalayas; Re-Assessing The Development Towards Water, Geotechnical Advances in Sustainable Infrastructure Development and Risk Reduction • Principle 7 - Basic Legal Understanding Including Legal Terminology of Contractual Aspects, Awareness of RTI Act 2005, Overview of Labour Laws, Reservation Policy for SC, ST, OBC, Ex-Serviceman, PWBD, EWS and Preparation and Maintenance of Rosters, National Meet on RTI Act, Tariff Policy, Basic of Tariff Calculation, Preparation of Tariff Petition • Principle 8 - IMS Awareness Program, IMS Internal Auditors, SA 8000:2014 Internal Auditors • Principle 9 - Cyber Security in Power Sector -Collaboration is the Key to Success, Cyber Jagrukta, Network Administration, Cyber Security of Hydro Power Plants, 2nd Cyber Security Conference By GCTC, Cyber Security Training and Certificate Program 	
Workers	46	<ul style="list-style-type: none"> • Principle 3 - Trainings on Lifestyle Management, Basic Life Support and Safety/ Brain Yoga, Emotional Intelligence, Stress Management for Success, Adopting Ayurvedic Best Lifestyle Practices for Better Management and Natural Healing. • Principle 5 - Trainings on Self Defence, Training Program for Divyang Employees, Gender Neutrality and Women Leadership, Prevention of Sexual Harassment at Workplace (Posh Act) & Gender Sensitization were conducted for employees. 	10%

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Penalty/ Fine	-	NIL	0	-	-
Settlement	-	NIL	0	-	-
Compounding Fee	-	NIL	0	-	-
Non-Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Imprisonment	-	NIL	0	-	-
Punishment	-	NIL	0	-	-

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
NIL	NA

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.

NHPC Limited has an Anti-Bribery and Anti-Corruption Policy, emphasizing the strict prohibition of illegal or inappropriate payments or benefits by our employees, agents, and intermediaries. Any actions perceived as attempts to gain undue advantages for our business operations, whether directly or indirectly, are strictly prohibited. It is vital for us to understand that violations of anti-bribery, anti-corruption, anti-competition, data privacy laws, etc., can result in significant financial penalties and irreversible harm to our company's reputation. The policy is accessible on the company's website at below link:

https://www.nhpcindia.com/assests/pzi_public/gallery/16945036100.pdf

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

Particulars	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Directors	NIL	-	NIL	-
KMPs	NIL	-	NIL	-
Employees	NIL	-	NIL	-
Workers	NIL	-	NIL	-

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

Particulars	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	-	NIL	-



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.**

The Company has implemented policies, processes, systems, and monitoring mechanisms to ensure compliance, consistently reviewed and updated in line with the best practices. There were no fines, penalties, or actions imposed by regulatory, law enforcement, or judicial authorities regarding cases related to corruption and conflicts of interest. Therefore, no corrective measures were deemed necessary to be undertaken for the period.

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:**

Particulars	FY 2024	FY 2023
Number of days of accounts payables	79.30	73.51

9. **Openness of business**

Parameter	Metrics	FY 2024	FY 2023
Concentration of purchases	a. Purchase from trading houses as % of total purchases	Not applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchase from top 10 trading houses as % of total purchases from trading house		
Concentration of Sales	a. Sales to dealers/ distributors as % of total Sales	Not applicable	
	b. Number of dealers/ distributors to whom sales are made.		
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		
Share of RPTs	a. Purchases (Purchases from Related parties/ Total purchases) *Total purchases is in respect of procurement of consumables and services.	10.95%	33.27%
	b. Sales (Sales to related parties/ Total Sales)	1.08%	1.18%
	c. Loans and advances (Loans and advances given to related parties/ Total loans and advances)	100%	100%
	d. Investments (Investments in related parties/ Total investments made)	100%	100%

Leadership Indicators

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

NHPC's supplier code of conduct and contracts set out the requirements that all our suppliers must comply to do business with us. In addition to this, awareness sessions are held for various value chain partners on environmental issues, health and safety, human and labour rights and grievance redressal avenues available. These details are also outlined in NHPC's various policies that are hosted publicly on the website, display boards and signs are placed across locations that present NHPC's commitment to responsible, transparent, and sustainable business. NHPC also includes various value chain partners in the celebration of Environment day. Cleanliness drives, Yoga day, Vigilance awareness day among many other days to raise awareness on relevant ESG topics.

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 provisions of the Companies Act, 2013, Board Members of NHPC Limited are prohibited from participating in the agenda items which might result in cases of conflict of interest. Further, in line with section



184 of Companies Act, 2013, board members are required to disclose their concern or interest in any company, body corporate or other association of individuals at the first board meeting of every financial year. In case of any change in the disclosures already made, the same is informed by the directors.

The disclosures are hosted on the intranet of the Company for information of the concerned divisions. In compliance with Regulation 23 of SEBI LODR, NHPC Limited has a Policy which lists down rules and regulations for transactions between company and its related parties, including directors. Link of the Policy https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf

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

Essential Indicators

- 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.

Particulars	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	0%	3.17%	Assessment/ analysis of the environmental and social impacts due to the hydroelectric project undertaken in FY 2022-2023- post project environmental evaluation of Rangit HE Project Sikkim, assessment on socioeconomics of Sewa-II HE Project, J&K and study of landslides in the vicinity of nine commissioned/under construction hydroelectric projects can be / shall be utilized in minimizing any adverse impact and optimizing the benefits.
Capex	100%	100%	<p>The capital expenditure incurred on various activities for project development / construction contributes directly & indirectly in up-gradation of socio-economic and environmental aspects of the nearby area. It creates livelihood opportunities during construction stage and later contributes to significant employment & socioeconomic development during operation stage of the project through induced effects.</p> <p>Also, major chunk to the tune of 40-50% of project cost of a hydro project directly contributes to the state economy by way of free power, local area development fund, taxes, payments towards Net Present Value, Compensatory Afforestation, R&R cost, Infrastructure development (roads/bridges) etc.</p>

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, NHPC has implemented strategies for sustainable procurement. The company places a strong emphasis on fostering positive relationships with its suppliers, integrating them into its growth trajectory. NHPC Limited follows the International Competitive Bidding (ICB) system to identify qualified, capable, and high-performing contractors for the development of hydroelectric projects.

Techno-commercial proposals are scrutinized in accordance with ICB procedures, Central Vigilance Commission (CVC) guidelines, established standards/initiatives of the Indian Government, and various supplier practices including safe working environments, implementation of labor laws, environmental policies, and more. NHPC emphasizes the use of domestic products, in alignment with the Indian Government's "Public Procurement" (Preference to Make in India) order from 2017, along with its most recent amendments.

- If yes, what percentage of inputs were sourced sustainably?**

By establishing strong procedures for sustainable sourcing, all of NHPC's procurements are considered sustainable and safe. Through a dedicated sustainable procurement policy, we urge our suppliers to comply



with the Environmental, Social, and Governance (ESG) framework and requirements. We at NHPC believe that there is a collaborative approach to sustainability, aiming to foster more responsible and resilient business ecosystem by upholding these standards.

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.**

Not Applicable. Since, NHPC Limited harnesses electricity through the non-consumptive utilization of renewable resources, including water (hydropower), solar, and wind energy sources.

4. **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.**

Not Applicable.

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?**

NIC Code	Name of product/ service	% of total turnover contributed	Boundary for which 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.
----------	--------------------------	---------------------------------	---	--	--

Hydropower generation is the core business operation of NHPC. The company conducts environment impact assessment of hydropower project to assess the environmental impacts prior to starts its construction. Life cycle assessment for any hydropower project has not been conducted during the reporting financial year.

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.**

Name of product	Description of Risk/ Concern	Action Taken
As mentioned in the above question that no LCA was conducted in financial year 2023-24 but the environmental impact assessments that was conducted prior to construction of power projects confirms the absence of significant environmental or social impacts, alongside continuing efforts to proactively mitigate any such impact.		

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 materials	Recycled or re-used input material to total material	
	FY 2024	FY 2023
Not applicable, as NHPC Limited generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar.		

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 2024			FY 2023		
	Re-used	Re-cycled	Safely Disposed	Re-used	Re-cycled	Safely Disposed
Plastic waste	Not applicable. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar. The product 'electricity' has no scope of waste, packaging / storage. It is exhausted once consumed.					
E-waste						
Hazardous waste						
Others						



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. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar. The product 'electricity' has no scope of waste, packaging / storage. It is exhausted once consumed.	

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:**

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	3056	0	0%	3056	100%	0	0%	3056	100%	3056	100%
Female	315	0	0%	315	100%	315	100%	0	0%	315	100%
Total	3371	0		3371		315		3056		3371	
Other than Permanent employees											
Male	10	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	10	0		0		0		0		0	

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
Permanent Workers											
Male	914	0	0%	914	100%	0	0%	914	100%	914	100%
Female	176	0	0%	176	100%	176	100%	0	0%	176	100%
Total	1090			1090		176		914		1090	
Other than Permanent Workers											
Male	6736	6736	100%	6736	100%	0	0%	0	0%	0	0%
Female	842	842	100%	842	100%	842	100%	0	0%	0	0%
Total	7578	7578		7578		842		0		0	



- c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –**

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	1.41%	0.93%

2. Details of retirement benefits, for Current FY and Previous FY.

Benefits	FY 2024			FY 2023		
	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	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	0%	N.A.	0%	0%	N.A.

3. Accessibility of workplaces

NHPC Limited recognizes the significant advantages of maintaining a diverse workforce. The company has ramps, railings, lifts and other infrastructural implements in place to facilitate easy movement for differently abled persons across all its locations that cover corporate office, power stations and regional offices. Planned measures are being taken to create infrastructure support for Persons with Disabilities in other offices as well.

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, NHPC Limited has a policy on equal opportunity in accordance with the Rights of Persons with Disabilities Act. Our objective is to strengthen a harmonious workplace where employees, irrespective of gender, nationality, community, religious beliefs, or physical and mental abilities, can realize their full potential. We are committed to providing equal opportunities to individuals from all segments of society, including Persons with Disabilities, as outlined in this policy. To refer the policy, click here. https://www.nhpcindia.com/assests/pzi_public/gallery/16945035260.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

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 (If yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes, NHPC Limited has established an Employee Grievance Redressal Cell to effectively address issues related to human rights and fair labour practices, ensuring compliance with relevant policies and statutory provisions. This multi-level mechanism aims to settle grievances at various organizational levels, prioritizing resolution at the lowest level for swift disposal.</p> <p>Additionally, NHPC Limited operates a 'Centralized Public Grievance Redressal & Monitoring System'. The Grievance Authority of NHPC Limited also serves as the Public Grievances Redressal Machinery, with Wednesdays are dedicated to grievance redressal at the NHPC Corporate Office. Any received grievances are acknowledged within three days.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



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

Category	FY 2024			FY 2023		
	Total Employees/workers in respective category (A)	No of employees/workers in respective category, who are part of association(s) or unions (B)	% (B/A)	Total Employees/workers in respective category (C)	No of employees/workers in respective category, who are part of association(s) or unions (D)	% (C/D)
Total Permanent Employees	3371	0	0%	3005	0	0%
Male	3056	0	0%	2718	0	0%
Female	315	0	0%	287	0	0%
Total Permanent Workers	1090	0	0%	1375	0	0%
Male	914	0	0%	1174	0	0%
Female	176	0	0%	201	0	0%

8. Details of trainings given to employees

	FY 2024					FY 2023				
Category	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
Employees										
Male	3066	567	18%	488	16%	2725	347	13%	779	29%
Female	315	188	60%	20	6%	287	40	14%	75	26%
Total	3381	755	22%	508	15%	3012	387	13%	854	28%
Workers										
Male	7650	46	1%	0	0%	7681	123	2%	36	0%
Female	1018	21	2%	0	0%	982	20	2%	18	2%
Total	8668	67	1%	0	0%	8663	143	2%	54	1%

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3056	3056	100%	2725	2725	100%
Female	315	315	100%	287	287	100%
Total	3371	3371	100%	3012	3012	100%
Workers						
Male	914	914	100%	7681	1174	15%
Female	176	176	100%	982	201	20%
Total	1090	1090	100%	8663	1375	16%



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, the coverage such system?

Yes. At NHPC, safety stands as a foundational value that supersedes any business objective. This fundamental principle is rigorously upheld across all divisions, clusters, and throughout the entirety of the organization. NHPC Limited has implemented an Integrated Management System (IMS) that encompasses the standards outlined in ISO 45001:2018 for Occupational Health and Safety Management. This system extends its coverage to include all employees and workers within NHPC Limited.

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

NHPC Limited adheres to the Hazard Identification and Risk Assessment (HIRA) procedures to identify work-related hazards. This process encompasses all employees and workers who have access to the workplace and are engaged in various activities such as:

- I. Safety Leadership and accountability with Occupational Health & Safety (OH&S) Objective Planning
- II. Material Handling and Maintenance
- III. Supply Chain Training
- IV. Medical & Preventive Care
- V. Fire Fighting

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

Yes. NHPC Limited has implemented both the Hazard Identification and Risk Assessment (HIRA) process and the Aspect-Impact and Significance Analysis (AISA) Policy. The HIRA process involves identifying potential hazards, assessing their probability, and establishing control measures to mitigate their impact.

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

Yes. All sites provide access to non-occupational medical and healthcare services, either onsite or through partnerships with medical facilities nearby. Furthermore, personnel receive training to effectively respond to medical emergencies onsite. First aid facilities are available at all locations and awareness sessions are conducted for personnel.

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

Safety Incident/Number	Category	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.09
	Workers	0	0.63
Total recordable work-related injuries	Employees	1	2
	Workers	2	25
No. of fatalities	Employees	0	2
	Workers	3	7
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 workplace.

NHPC Limited prioritizes safety across all project sites and offices, ensuring a secure working environment. Regular safety training sessions are conducted for employees and workers to raise awareness and prevent unforeseen incidents resulting from unsafe practices.

Safety Measures:

To build a safe workplace environment, each power station and project site conducts both internal and external safety audits. NHPC Limited diligently adheres to all legislative regulations, including those outlined in the CEA (Central Electricity Authority) Regulations, The Factory Act & Rules, and NHPC Safety Manual guidelines. PPES, first aid and skill development trainings are conducted to build confidence of the employees and workers in following and enforcing safety guidelines and procedures.

Crisis and Disaster Preparedness:

NHPC Limited maintains a Crisis and Disaster Management Plan, incorporating regular mock drills to enhance preparedness. Additionally, most power stations are certified under OHSAS-18001:2007/ ISO 45001:2018 standards, ensuring sustainable development and enhancing the quality of life for employees.

Seismic Safety:

NHPC Limited reflects its dedication to seismic safety at its power stations. A cutting-edge centralized real-time seismic data center, located at the corporate office, facilitates online seismic monitoring for all power stations. This data center enables prompt assessment and response to any earthquake events occurring in the vicinity of NHPC's facilities.

NHPC Limited has a safety policy in place for our employees and workers. Refer to the policy, https://www.nhpcindia.com/assests/pzi_public/gallery/16857028460.pdf

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

	FY 2024		FY 2023	
	Filed during the year	Pending Resolution at the end of 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

	FY 2024 % of your plants and offices that were assessed (by entity or statutory authorities or third parties)	FY 2023 % of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of NHPC Corporate Offices, Power Stations & Regional Offices.	100% of NHPC Corporate Offices, Power Stations & Regional Offices.
Working Conditions	100% of NHPC Corporate Offices, Power Stations & Regional Offices.	100% of NHPC Corporate Offices, Power Stations & Regional Offices.

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.

NHPC Limited undertakes several corrective actions to address any safety-related incidents at workplace. Policies are in place to establish an IIC (Incident investigation committee) in the event of any level of accident to investigate the root cause of the accident/incident, address and mitigate the impact of the accidents. A root cause analysis (RCA) is prepared by them including the future actions. Preventative processes and procedures are also in place which includes Operations Controls Procedures (OCPs) which comprises of assessments of health & safety practices and working conditions.



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).**

For Employees: Yes. Group Personal Accident Insurance Scheme, and Employee's Deposit Linked Insurance Scheme (EDLI). House Building Advance (HBA), Motor Vehicle Advance (MVA), and higher education advance for children of the deceased is also insured. NHPC Limited also has Mediclaim benefits, Employees' Family Economic Rehabilitation Scheme and Social Security Scheme.

For Workers: NHPC covers all workers under Accidental insurance and Health insurance schemes.

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

The entity ensures adherence to statutory compliances related to workers such as timely wage payment and Provident fund. In case of non-compliances stringent actions are taken against defaulter business partner

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 2024	FY 2023	FY 2024	FY 2023
Employees	0	2	As per relevant compensation and rehabilitation regulations.	
Workers	4	8		

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)**

Yes. NHPC Limited has introduced 'Scheme for Engagement of Retired Executive (Below Board Level) of NHPC, as Consultant'. As per the scheme, retired executives of NHPC Limited are engaged as consultants to utilize their vast experiences, specialized skills and specific domain knowledge acquired by them during their service tenure. These executives also train young executives, thereby encouraging knowledge sharing and creating a learning environment.

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	NHPC, through its policies, contracts and agreements, encourages its suppliers to implement efficient health and safety management procedures that ensure a high level of protection for employees and contractors alongside ensuring adherence of all applicable local, state, and national labour and human rights laws. Additionally, suppliers are encouraged to maintain effective policies and procedures to manage their environmental impact. Finally, suppliers are advised to adhere to NHPC's Code of Conduct concerning business integrity and ethics.
Working Conditions	

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.**

Any significant risks, as and when identified on basis of future health and safety, and Working conditions assessments of value chain partners will be addressed as required.



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.

NHPC Limited undertakes the stakeholder analysis to discern individuals and entities pivotal to shaping its business strategy and advancing its sustainability goals. This process involves identifying both internal and external stakeholders, including those who may be disadvantaged, vulnerable, or marginalized. Among these, stakeholders are shareholders, investors, distribution companies (Discoms), employees, local communities, suppliers, contractors, government & regulators and media outlets. NHPC employs a rigorous methodology, including desk research, community needs assessments, comparative analyses with industry peers, and interviews with key personnel to identify any marginalized and vulnerable stakeholders.

For further details refer NHPC's Stakeholders' Engagement Policy
https://www.nhpcindia.com/assests/pzi_public/gallery/16857057860.pdf

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	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Public	No	E-Mails, Newspaper Advertisements, Quarterly Earnings Call, AGM, Investor Presentation, Investor Meetings and Website	Quarterly and need based situation	<ul style="list-style-type: none"> Corporate Governance and Ethics Cost optimization and improved Profitability Return on Investment Risk Management Innovation and Digitization Focus on Sustainability and ESG
Investors (Others than shareholders)	No	E-mail, Stock Exchange Filings, Website of the Company	As per statutory requirement	Information as per Statutory Requirement
Discoms	No	Meetings, Emails, Power Purchase Agreement, Industry Meets	Monthly	Quality and Regular availability of Power
Employees	No	Emails, Meetings, Company Intranet, Employee Grievance Mechanism, social media, Trainings and Awareness programs	Monthly	<ul style="list-style-type: none"> Health and Safety Remuneration and Appraisals Learning and Development Diversity and Inclusion
Local communities	No	CSR programs, Meetings with communities, Grievance redressal mechanism	Monthly	<ul style="list-style-type: none"> Local community Development Employment generation



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers and Contractors	No	Suppliers meet, Contract documents and agreements, Workshops, trainings, and awareness sessions	Monthly	<ul style="list-style-type: none"> • Procurement of Quality Raw Materials and Equipment • Ethical business Practices • Payment terms
Government and Regulators	No	Calls and meetings with Government officials, MOU, Seminars and interactions with associations and industry chambers.	Continuous	<ul style="list-style-type: none"> • Act and Policy compliances • Implementation of Govt. initiatives • Environmental Compliances • Regulatory Compliances
Media	No	Media briefings, Press Releases, Company Website, social media Platforms like Facebook, Twitter, Instagram, YouTube	Continuous	<ul style="list-style-type: none"> • Transparency and relevance of information • New business Opportunity • Financial and Operational Performance
Board of Directors & Key Managerial Personnel	No	E-mails, Letters, Meetings etc.	Scheduled Board Meetings	<ul style="list-style-type: none"> • Implementation of the Companies Vision, Mission, Objectives in true, transparent, efficient and ethical manner. • Collective direction of the Company's affairs whilst meeting the appropriate interest of our stakeholders and shareholders. • Corporate Governance

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.**

We believe that continuous stakeholder consultation is integral to our operations, and our leadership team proactively takes lead in engagement efforts across diverse platforms. We have established institutional processes to engage with significant stakeholder groups in constructive dialogue and collect valuable feedback, particularly on topics aligned with the NGRBC Principles. This feedback serves as valuable input for the company's risk assessment and strategic planning initiatives.

At NHPC the Consultation process occurs through a delegation to departments, following which, the Board is apprised of the results of the process by the department Heads through specific Board agendas.

- 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.**

Yes. Stakeholder consultation is instrumental in identifying and addressing environmental and social concerns. In line with the Environmental Impact Assessment (EIA) Notification of 2006 by the Ministry of Environment, Forest, and



Climate Change (MoEF&CC), public consultations are conducted by the relevant State Pollution Control Boards at project sites. Local community feedback on environmental and social issues pertaining to the project is sought and carefully considered during these consultations.

The inputs gathered from stakeholders are integrated into the final Environmental Impact Assessment (EIA) and Environmental Management Plan (EMP) reports, which are then submitted to the MoEF&CC for approval. The approved EIA/EMP, shaped by stakeholder input, serves as the primary framework guiding project activities on-site. We maintain a Corporate Environment Policy, which states the strict adherence to all government norms and guidelines.

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

NHPC has processes in place to identify disadvantaged, vulnerable and marginalized stakeholders on an ongoing basis. We are committed to building an inclusive workplace environment for differently abled employees and those with special needs. Through tailored events, forums, and training sessions, NHPC Limited engages with these individuals to empower and enhance their self-confidence. In addition, NHPC Limited extends support to girl students and members of SC/ST communities near project locations. This support includes offering scholarships for education and facilitating literacy programs in rural areas including medical facilities.

Moreover, project-level teams regularly engage with local communities to solicit feedback and address any concerns they may have. Based on feedback and grievances from communities, PAFs, employees and workers- measures are undertaken to address concerns in a proactive manner.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policies of the entity, in the following format:

Category	FY 2024			FY 2023		
	Total (A)	No. of Employees / workers covered (B)	% (B / A)	Total (C)	No of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3371	216	6%	3005	0	0%
Other than permanent	10	0	0%	7	0	0%
Total Employees	3381	216	6%	3012	0	0%
Workers						
Permanent	1090	5	0.45%	1375	0	0%
Other than permanent	7578	0	0%	7288	0	0%
Total Workers	8668	5	0.6%	8663	0	0%



2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024					FY 2023				
	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										
Male	3056	0	0%	3056	100%	2718	0	0%	2718	100%
Female	315	0	0%	315	100%	300	0	0%	300	100%
Other than Permanent										
Male	10	0	0%	10	100%	7	0	0%	7	100%
Female	0	0	0%	0	100%	0	0	0%	0	100%
Workers										
Permanent										
Male	914	0	0%	914	100%	1174	0	0%	1174	100%
Female	176	0	0%	176	100%	201	0	0%	201	100%
Other than Permanent										
Male	6736	6736	100%	0	0%	6507	6236	96%	271	4%
Female	842	842	100%	0	0%	781	772	99%	9	1%

3. Details of remuneration/ salary/ wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	56,12,702	1	0
Key Managerial Personnel	0	0	1	61,67,011
Employees other than BoD and KMP	3053	31,08,787	314	28,95,872
Workers	914	20,76,182	176	16,91,256

Note: Out of 9 no. of BoD, 6 Directors were non-Executive Directors including 1 female, to whom no remuneration/ salary/ wages had been paid by the company.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024	FY 2023
Gross wages paid to females as a % of total wages	10.03%	9.84%

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)

NHPC is committed to upholding, protecting, and advancing the fundamental human rights of all stakeholders. The Corporate HR department consistently monitors compliance with the policy, and any grievances or complaints regarding policy violations are directed to Corporate HR, who is responsible for taking care of it within the stipulated timelines as detailed in the policy, which can be accessed on the Company website.



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

The Corporate Human Resource Department is accountable for ensuring the implementation of the policy across the Company. The Corporate HR Department monitors compliance with the Policy, and any grievances or complaints regarding Human Rights Policy violations should be reported to them. Additionally, NHPC ensures that there is effective communication of the Human Rights Policy to all its employees and value chain partners, acquainting them with its essential components and the grievance redressal mechanism in case of violations.

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

	FY 2024			FY 2023		
	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	0	0	--	1	0	--
Discrimination at workplace	0	0	--	0	0	--
Child Labour	0	0	--	0	0	--
Forced Labour/ Involuntary Labour	0	0	--	0	0	--
Wages	0	0	--	0	0	--
Other human rights related issues	0	0	--	0	0	--

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on women at Workplace (Prevention and Redressal) Act, 2013 (POSH)	0	1
Complaints on Posh as a % of female employees/ workers	0	0.34%
Complaints on Posh upheld	0	0

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

NHPC is dedicated to preventing harassment in the workplace, particularly sexual harassment, and has zero tolerance for such a behaviour. NHPC follows Government of India guidelines with respect to prevention of Sexual Harassment at Workplace. As per the guidelines, there is a provision for non-disclosure of identity of the complainant in cases involving discrimination and harassment.

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

Yes, adherence to human rights requirements is an integral component of all our business agreements and contracts.



10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

There were no significant risks / concerns arising from the human rights assessments.

Leadership Indicators

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

NHPC firmly believes in upholding the basic principles of human rights in all its operations. Regular awareness programmes are conducted for employees and workers to familiarize them with the Human Rights Policy. We communicate our Human Rights Policy to our value chain partners to create awareness on the key elements and grievance redressal mechanism available in case of any human rights violations.

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

At NHPC, we are committed to implementing robust processes and procedures to identify, prevent, mitigate, and address potential human rights risks and violations across our operations. However, no formal due diligence has been carried out in the reporting year.

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. NHPC workplace is aligned with the Rights of Persons with Disabilities Act, 2016. Our Equal Opportunity Policy is dedicated to creating accessible work environments, providing reasonable accommodations, and promoting a culture that values respect and empathy for all individuals.

4. Details on assessment of value chain partners:

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

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

As part of regular operations, all contracts and agreements with value chain partners mandatorily incorporate compliance to all statutory regulations. However, no assessment has been conducted specifically pertaining to human rights issues for value chain partners.



PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Notes:

- Owing to the development in our Environmental and sustainability data tracking and collection processes, we have been able to accurately monitor and collect data from all NHPC locations. In light of aforementioned improvements, we have corrected prior year's disclosures under Principle 6, to ensure comparability and accuracy of disclosures.

Essential Indicators

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

Parameter	Unit	FY 2024	FY 2023
From renewable sources			
Total electricity consumption (A)	GJ	7,35,973	98,777
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	7,35,973	98,777
From non-renewable sources			
Total electricity consumption (D)	GJ	1,94,501	1,87,880
Total fuel consumption (E)	GJ	50,532	57,632
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	2,45,033	2,45,512
Total energy consumed (A+B+C+D+E+F)	GJ	9,81,006	3,44,289
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/ ₹ Crore	116.72	36.96
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ Int. Dollar Crore	2,614.60	819.19
Energy intensity in terms of physical output		-	-

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

Yes, assurance has been carried out by SR Asia.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, NHPC does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.



3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	700,358	10,99,746
(ii) Groundwater	763,112	5,62,284
(iii) Third party water	27,665	15,944
(iv) Seawater / desalinated water	-	-
(v) Others	619	-
Total volume of water withdrawal (In kilolitres) (i + ii + iii + iv + v)	1,491,754	16,77,975
Total volume of water consumption (In kilolitres)	1,491,754	16,77,975
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/ INR Crores)	177.49	180.11
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/ Int. Dollar in Crores)	3,975.86	3,992.52
Water intensity in terms of physical Output	-	-

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

Yes, assurance has been carried out by SR Asia.

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
(i) To Surface water	-	-
- No treatment	12,192	-
- Treated through an STP on premises	58,687	-
(ii) To Groundwater	-	-
- No treatment	-	-
- Treated through an STP on premises	42,075	-
(iii) To Seawater	-	-
- No treatment	-	-
- Treated through an STP on premises	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- Treated through an STP on premises	-	-
(v) Others	-	-
- No treatment	167,009	6,19,300
- Treated through an STP on premises	76,124	1,08,070
Total water discharged (in kilolitres)	3,56,087	7,27,370

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.

Yes, assurance has been carried out by SR Asia.



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

NHPC has a residential colony in Faridabad that fully complies with Zero Liquid Discharge standards where the wastewater is treated and reused, reflecting our commitment to sustainable water management practices.

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

Parameter	Please specify unit	FY 2024	FY 2023
NOx	Kgs	7,057	-
SOx	Kgs	6,919	-
Particulate matter (PM)	Kgs	624	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others –please Specify	-	-	-

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

Parameter	Unit	FY 2024	FY 2023
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)	MtCO ₂ e	4,130	4,685
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)	MtCO ₂ e	38,684	37,367
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		5.09	4.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		114.11	100.06
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-

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

Yes, assurance has been carried out by SR Asia.

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

Yes. NHPC is actively engaged in multiple initiatives aimed at reducing greenhouse gas emissions. By generating electricity without emitting greenhouse gases or other pollutants into the atmosphere, NHPC distinguishes itself from fossil fuel power plants. NHPC has also expanded into other renewable energy sources, such as solar and wind energy. Additionally, the company conducts energy audits through BEE certified agencies and has received GRIHA certification for its Corporate Office building. Furthermore, NHPC has installed a Grid Solar Power Station with an energy capacity of 80 KWP and 150 KWP at its Corporate Office, further demonstrating its commitment to sustainable energy practices.



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

Parameter	FY 2024	FY 2023
Total waste generated (in metric tonnes)		
Plastic waste (A)	6.07	0
E-waste (B)	6.23	10.86
Bio-medical waste (C)	2.28	1.49
Construction and demolition waste (D)	579.25	3.41
Battery waste (E)	9.48	15.29
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	33.72	32.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,705.08	1,407.03
Total (A+B + C + D + E + F + G+ H) (MT)	2,342.09	1,471.03
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations) (MT/ Crore)	0.279	0.158
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	6.242	3.500
Waste intensity in terms of physical output	-	-
(i) Recycled	69.47	28.367
Recycled waste Intensity	3%	2%
(ii) Re-used	0.57	0.73
Reused waste Intensity	0%	0%
(iii) Other recovery operations	0.01	1.3
Other Recovered waste Intensity	0%	0%
Total	70.05	30.4
Category of waste		
(i) Incineration	0.39	0.22
Incinerated waste Intensity	0%	0%
(ii) Landfilling	355.63	166.22
Landfilled waste Intensity	15%	11%
(iii) Other disposal operations	1,853.72	324.49
Other disposal operations- waste Intensity	79%	22%
Total	2,209.73	490.94

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

Yes, assurance has been carried out by SR Asia.

10. 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 core business operation of NHPC Limited is power generation through renewable sources, primarily Hydropower. Electricity is the product of Company through non-consumptive use of water. As such, there is no



input and output of hazardous waste or toxic chemicals in hydropower generation process. During construction stage of hydropower, excavation of tunnels generates solid waste in the form of muck (i.e soil, rock boulders). This muck is disposed as per project-specific Muck Disposal Plan, wherein a part of muck is re-used for aggregates and the remaining part is disposed to the designated muck dumping sites. These muck dumping sites are levelled and restored with plantation.

In addition, the municipal waste generated from establishment like office, residential colony is disposed through the concerned local bodies/municipalities. At some of the sites of NHPC, composting machines are also installed to recycle the waste. During the maintenance of machine-like DG sets, turbine, vehicles etc., the used battery, used/burnt oil etc. generated, are disposed through authorized recyclers/vendors. Moreover, NHPC has signed an MOU with MSTC Limited for safe disposal of e-waste, scrap etc. In order to capture and maintain the systematic record of waste data, NHPC is developing an internal mechanism of 'BRSR portal' at its intranet portal.

- 11. 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 reason thereof and corrective action taken, if any.
Not applicable as no new projects were undertaken in the FY 2023-24			

- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the 2024:**

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
Uri-I Stage-II Hydroelectric Project	SO 1533(E)	14.09.06	Yes	Yes	Uploaded on MOEF&CC website: https://parivesh.nic.in

- 13. 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, all plants of NHPC Limited are compliant with applicable environmental laws/ regulations and guidelines.

Leadership Indicators

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
For each facility / plant located in areas of water stress, provide the following information:

S. No.	(i) Name of Area	(ii) Nature of operations
1	Dhauliganga	Hydro power generation
2	Chutak	Hydro power generation
3	Nimoo Bazgo	Hydro power generation
4	Kishanganga	Hydro power generation
5	Regional Office Jammu	Liaison office
6	Wind Power Project-Jaisalmer	Wind power generation



iii. **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilo litres)		
(i) Surface water	237,851	18,665
(ii) Groundwater	26,564	8,964
(iii) Third party water	3,044	168
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	2,67,459	27,797
Total volume of water consumption (in kilolitres)	2,67,459	27,797
Water intensity per rupee of turnover (Water consumed / turnover) (KL/crore)	31.82	2.98
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed / Revenue from operations adjusted for PPP) (KL/Int. Dollar in crore)	712.84	66.14
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		In FY 2022-23 we did not track water discharge by destination and level of treatment for individual power stations. Processes have been put in place to record and monitor the required data from FY 2023-24 onwards.
- No treatment	-	
- With treatment – please specify level of treatment	-	
(ii) Into Groundwater		
- No treatment	-	
- With treatment – please specify level of treatment	-	
(iii) Into 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	60,461	
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	60,461	

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.

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

Parameter	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	NHPC Limited is currently in the process of inventorization of its Scope 3 emissions. Reporting and monitoring of Scope 3 emissions will be covered in the subsequent reporting years, using the FY 2024-2025 as the base year.	
Total Scope 3 emissions per rupee of turnover		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		

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. **With respect to the ecologically sensitive areas reported at Question 11 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.**

As mentioned in Q-11, no new project has been established in ecosensitive area during the reporting year.

However, prior to start construction of a project, baseline status of flora-fauna (biodiversity aspects) is studied in accordance to EIA Notification, 2006 of MOEF&CC and appropriate conservation measures are formulated under EMP for their implementation during execution of project.

4. **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:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation Rooftop Solar Plants at Chamera-II Power Station, Chamba (Himachal Pradesh)	Grid Connected 230KWP Rooftop Solar Plants have been installed at different locations i.e. KV School, Hospital Building, SCADA Hall, Field Hostel and residential colony of Power Station. Annual generation of 3,18,338 Units has been envisaged from Solar Plants. The purpose of installation of solar Plant is to become self-reliant in power generation and reduce dependence on fossil fuel source of electricity.	Reduced electric consumption, billing and reduction in GHG emissions.

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

NHPC has a structured safety management system that ensures comprehensive hazard identification, risk assessment, and control measures throughout each project stage. Job Safety Analysis (JSA) and Risk Assessment and Method Assessment (RA & MA) are conducted meticulously.

Accidents, hazardous incidents, and near misses are promptly reported to Robust Emergency Management Systems and are established at each power station to effectively address potential emergencies. We also have a Crisis and Disaster Management Plan in place to handle disruptions caused by natural calamities and man-made disasters. Mock drills are also conducted at predefined frequencies to validate preparedness as per the Crisis and Disaster Management Plan. NHPC has also established Master Control room at the Corporate Office with the help of e-AABHAS, which is a cloud based software to facilitate 24x7 real time monitoring and alert generation for all power stations and locations.

6. **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.**

There has been no adverse impact to the environment arising from the value chain of the entity.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

NIL



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.

NHPC Limited is a member of 22 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	Power Foundation	National
2	Central Bureau of Irrigation and Power	National
3	India Habitat Centre	National
4	Standing Conference of Public Enterprises (SCOPE)	National
5	Power HR Forum	National
6	Data Security Council of India	National
7	Transparency International India	National
8	CIGRE	National
9	National Institute of Personnel Management	National
10	All India Management Association	National

2. 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.

Name of Authority	Brief of the case	Corrective action taken
There is no action taken or underway against the Company on any issues related to anti-competitive conduct.		

Leadership Indicators

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

NHPC Limited focuses on cultivating and nurturing partnerships with pertinent government officials, business entities, technology industry associations, educational institutions, and community organizations across all of its primary markets. NHPC will ensure that its policy advocacy position promotes fair competition. NHPC will encourage its employees to associate with activities of professional bodies for the purpose of shaping the public policy in the desired direction.



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 2024.

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 applicable as no SIA has been conducted during the reporting period.					

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 paid to PAFs in the FY (In INR)
1	Teesta Low Dam III	West Bengal	Kalimpong	84	89.28%	25.72%
2	Parbati-II HEP	Himachal Pradesh	Kullu	947	37.6%	4.74%

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

NHPC Limited has implemented an effective grievance mechanism to address the concerns raised by communities. CPGRAMs web portal of Govt of India is being used to receive public grievances. The web link of CPGRAMs is: <https://pgportal.gov.in/>. Also, the NHPC Grievance Redressal Authority has been constituted at the corporate office vide office order dated 02.01.2024 which also act as a Public Grievance Redressal mechanism.

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

	FY 2024	FY 2023
Directly sourced from MSMEs/ small Producers	55.74%	50.16%
Directly from within India	100%	100%

Note: Procurement and sourcing from MSMEs and Small producers is a percentage of total annual procurement of products and services rendered by MSMEs and Small producers

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024	FY 2023
Rural	51.58%	52.21%
Semi-urban	5.24%	6.01%
Urban	11.41%	11.00%
Metropolitan	31.77%	30.78%

Note: Categorization as per RBI Classification System – rural / semi-urban / urban / metropolitan

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 impacts	Corrective action taken
Not applicable as SIA not conducted during the FY 2023-24	



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

S. No.	State	Aspirational District	Amount spent in INR
1	Jammu & Kashmir	Baramulla	4,95,33,899
2	Himachal Pradesh	Chamba	12,48,50,406
3	Sikkim	West Sikkim (Gyalshing)	4,81,47,430

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

Yes, NHPC preferentially procures products and services produced by MSEs (Micro and Small Enterprises). Benefits extended to MSEs include exemption from tender fees and earnest money deposit, purchase preference, interest on delayed payments and exemption from prior experience – prior turnover criteria subject to meeting of quality and technical specifications are also extended to encourage these enterprises.

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

Micro & Small Enterprises (MSEs) including SC/ST and women entrepreneurs.

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

55.74% of total annual procurement of products produced and services rendered by MSEs

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the 2024), 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 Applicable				

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 case	Corrective Action Taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Details of beneficiaries of CSR projects are enclosed as Annexure- I			

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.

NHPC takes regular feedback from its beneficiaries which helps to serve customers in a more effective way. We are connected with beneficiary states through Regional Power Committees (RPCs) which is a statutory body under Electricity Act 2003.

NHPC also conducts periodic customer meets for its beneficiary DISCOMs to interact and resolve outstanding issues, if any. In FY 2023-24, NHPC also conducted a Customer Meet at Kovalam, Kerala in January 2024 which was chaired by the Director (Finance).



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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not Applicable as NHPC is in the business of producing electricity, there are no goods or services carrying the information.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

4. Details of instances of product recalls on account of safety issues:

Not applicable

**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. NHPC Limited has a well-defined IT & Cyber Security Policy to develop a robust security technology, enable protection of information and safeguard privacy and confidentiality of data. NHPC is certified with Information Security Management System (ISO 27001:2013) policy for corporate office which assures confidentiality, integrity, and availability of information assets.

Vulnerability Audit and Penetration Testing (VAPT) Audit is carried out at all generating power stations to identify gaps and secure valuable information and vital IT infrastructure periodically. A centralized end point security software solution has been implemented to protect Servers / Desktops against cyber threats. NHPC has a comprehensive Cyber Crisis Management Plan (CCMP) as part of its Risk Management Policy which provides mitigation measures against risks of cyber security breaches and insecure IT Communication Systems.

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.

NHPC Limited has a well-defined IT & Cyber Security Policy in place. There is no issue relating to advertising, delivery of essential services, cyber security, and data privacy of customers. No penalty has been imposed by any regulatory authorities i.e., CERC, SERC and Appellate Tribunal for Electricity (APTEL) on safety of products/services.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches- NIL
- Percentage of data breaches involving personally identifiable information of customers- NIL
- Impact, if any, of the data breaches- NIL



Leadership Indicators

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

NHPC is a power generation company and sells its power to various DISCOM's which sell it further to end consumers. It does not advertise its products and services. However, NHPC provides information about its activities through:

- Website (<https://www.nhpcindia.com/>)
- Social media platform:
 - Facebook: <https://www.facebook.com/NHPCIndiaLimited>
 - X : <https://twitter.com/nhpcit>
 - Instagram: <https://www.instagram.com/nhpcilimited>
 - YouTube: <https://www.youtube.com/@NHPCLimited1>
- Brochures and Booklets
- Participation in Exhibitions & Trade Fairs
- Organizing and Sponsorship of Events
- Corporate/Documentary Film
- Advertisements
- Various statutory compliances (including compliances applicable for a listed Company)
- Media Interactions/Press Releases/Press Conferences
- Information sought by Government/Parliament/other bodies from time to time

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

NHPC follows a B2B operational model and is not directly involved in the distribution services to the consumer. However, it makes reasonable efforts to spread awareness regarding conservation of energy in the following manner:

Under the aegis of Azadi ka Amrit Mahotsav, NHPC has conducted many street plays/rallies/events which promoted themes like energy conservation/ safety etc. amongst the general public. In addition to this, NHPC has been organising School & State Level Painting Competitions under National Awareness Campaign on Energy Conservation of Bureau of Energy Efficiency, Ministry of Power for school children in the states/UTs of Jammu & Kashmir, Ladakh, Sikkim, Arunachal Pradesh, Manipur and Madhya Pradesh every year.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

NHPC Limited is in the business of supplying quality power to DISCOMs from its various Hydropower Stations, Solar and Wind Power plants. For scheduled disruption in supply of power for the upcoming month, information is provided to customers during Operation Coordination Committee (OCC) meetings, which are conducted in every region where all the generators and customers are present. Further, power is scheduled to the customers on a day-ahead basis and thus any unplanned disruption in power supply from any power plant is known to the customers on a day-ahead basis.

Also, NHPC does not directly communicate with DISCOM's regarding disruption/discontinuation. Schedule for generation is sent to the respective Regional Load Dispatch Centre (RLDC) in advance. Any changes in declared generation schedule whenever required are intimated from time to time to respective RLDC as per Indian Electricity Grid Code (IEGC).



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. 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)**

Product information: NHPC Limited does not sell power directly to the consumer and cannot display product information. Additionally, tariffs charged by NHPC power stations are governed by orders of Central Electricity Regulatory Commission (CERC). At the time of determination of tariff for a tariff period, details of Annual Fixed Charges (AFC) of power station are published in daily newspapers including one in English and one in vernacular language and circulated.

Survey for consumer satisfaction: NHPC takes regular feedback from its beneficiaries which helps to serve customers in a more effective way. Feedback received for the year is satisfactory. NHPC is also connected with beneficiary states through Regional Power Committees (RPCs) which is a statutory body under Electricity Act 2003.

This is a common forum for regular interaction of beneficiary DISCOMs and for resolving outstanding issues. NHPC also conducts periodic customer meets for its beneficiary DISCOMs for interaction and for resolving outstanding issues, if any.



Sr No.	Description of Activities / Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
1	Establishment of cutting and tailoring centre at Latti, Udhampur, Jammu & Kashmir	500	100%
2	Construction of two additional storey building above the existing building of Balika Niketan, Ved Mandir Committee, Amphalla, Jammu.	100	
3	Organizing Medical Camps in and around Project Area	1,087	
4	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2,040	
5	Repairing & Maintenance Works (Building boundary wall and toilets) at Govt. Primary School, Thanpal, Distt Reasi, J&K.	55	
6	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	926	
7	Saksham Livelihood & Skill Development Programmes for unemployed poor adolescent girls and women in Reasi	120	
8	Improvement/ extension & providing of Water Supply to village Kotla and Theru (Ransoo) Distt. Reasi through gravity.	601	
9	Construction of Community Hall at Pounsali Village.	1,300	
10	Adoption of village Sai Lanjan in district Reasi by Salal Power Station as Adarsh Gaon.	5,000	
11	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	5,225	
12	Repair of Compound Wall and Floor of the Govt. Middle School, Bagwan Mohalla, Kishtwar.	98	
13	Revitalizing School Management Committee	500	
14	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	923	
15	Providing Kota Stone flooring in Yatri Niwas (Michel Yatra) and public kitchen near Khanbari	10,498	
16	Construction of Yatri Bhawan, Langar Hall, Washroom Complex in Gurudwara Sahib premises, Kishtwar	11,280	
17	Providing for machinery equipment in various health care centres of Districts (like PHC/ CHC and Sub District Hospitals) viz USG Color Doppler, X-ray Machine, Urine Analyzer, Cardiac Monitor, Oxygen Concentration, Generator Set, CR System, Dental Chain in District - Baramulla (J&K).	3,00,000	
18	Civil Works and Machinery equipment for Health Care Centres, Sopore, District-Baramulla (J&K).	61,800	
19	Medical Camp to be organised in vicinity of Uri Power Station	60,000	
20	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	815	
21	Up gradation of infrastructure-Construction of School building in Gingle High School in place of Old Building damaged in earthquake in 2005.	450	
22	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	278	
23	Modernization of Horticulture Nurseries at Khawaja Bagh, Baramulla and Baghe Sundari Sopore (for Capacity enhancement).	50,000	
24	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	543	
25	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	275	



Sr No.	Description of Activities / Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
26	CSR Support for procurement/ purchase of an ambulance (including registration) for SDH Gurez to cater to requirement of ailing persons of far flung areas of Gurez in Bandipora District of UT of J&K .	5,000	100%
27	Sanitation Related Activities in Dawar.	3,000	
28	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3,000	
29	Up-gradation activities in ITI Bandipora.	30	
30	Distribution of Solar Lanterns to School Children at Gurez.	100	
31	Upgradation of Infrastructure in Tribal Hostel, Bandipora.	100	
32	Installation of Solar Roof Top Systems and Solar Lights in Dawar, Gurez.	100	
33	Strengthening of local sports by way of training and providing sports equipment/ material etc.	100	
34	Repair, Restoration and Cleaning of Kuls, Culverts and Footpaths for nearby villages-Kralpora, Check, Mantrigram, Chandaji and Gurez.	350	
35	Repair and maintenance of Kuls in nearby villages.	350	
36	Disaster Mitigation in difficult areas of Gurez Sub-Division by way of procuring & providing relief material.	100	
37	Providing drinking water through Tanker supply.	3,500	
38	Mobile Medical Unit for CHC Sankoo.	1,00,000	
39	10KVA Solar Light for CHC Sankoo.	3,500	
40	Arrangement of medical Camp at different places in Kargil District.	300	
41	Installation of water ATM of 250 LPH at New District Hospital Kurbathang Kargil.	1,500	
42	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1,358	
43	Providing 05 nos Interactive Boards for digital class rooms at JNV, Kargil	379	
44	Providing and Installation of lift irrigation pump for the apricot orchard, Minji Gond, Kargil.	320	
45	Providing of medical equipments for upgradation of Local Health facilities at CHC, Khaltse by providing ABG Machine (Abottl-STAT-1 with I-STAT-EG-7+Cartridges)	1,500	
46	Providing 1 no. Ambulance to Mahabodhi International Meditation Centre, Leh.	1,000	
47	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1,790	
48	Educational Improvement Programme (Financial Assistance for hiring of tutors/ Instructors to conduct winter tuitions)	300	
49	Furnishing of Library at Alchi Gonpa	300	
50	Supply, Installation, Testing and commissioning of 100 nos 20 Watt Solar Street Lighting System at Demchok and other far flung villages of Leh near China Border	375	
51	CSR support providing water for alchi village through repairing of concrete artificial pond.	800	
52	Providing financial assistance for purchase of PA System for Alchi Community Hall	750	



Sr No.	Description of Activities / Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
53	Providing financial assistance for purchase of PA System for Bazgo Community Hall	750	100%
54	Repair / Renovation of Community Centre of Bazgo village	800	
55	Conducting 03 nos Medical Camps in the project area of Sawalkote HEP	536	
56	Providing Bore well (Hand Pump) for providing Safe and Hygienic drinking water to the students and staff of DAV College, Banikhet.	912	
57	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1,601	
58	Vocational training courses of cutting & tailoring, Beauty culture and certificate in computer applications & yoga sciences to rural youth through Yog Manav Vikas Trust, Banikhet, Distt. Chamba (HP).	170	
59	Vocational training courses of cutting & tailoring, Beauty culture and certificate in computer applications to rural youth through Yog Manav Vikas Trust, Banikhet, Distt. Chamba (HP) for three years 2023-24, 2024-25 & 2025-26.	145	
60	Construction of Fencing of Playground Boundary Walls, Plastering floors, Painting & Electricity work of three classrooms, leveling of playground with interlocking tiles and providing Computers & Water Purifier to Govt. Sr. Secondary School, Nagali	114	
61	Providing and Fixing Steel railing at DAV College, Banikhet, Distt. Chamba, HP	912	
62	Construction of one female ward and one Tuberculosis ward at Sub District Hospital, Bani	57,013	
63	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	5,336	
64	Construction of One community Hall Complex at Basohli for the welfare of SC/ST families.	1,645	
65	Improvement of Mela Ground at Mashka for creation of sports infrastructure for the promotion of culture of sports and engagement of local youths	1,250	
66	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	16,300	
67	Installation of Interactive Smart Boards and Computers at DAV Public School, Bairasiul Power Station, Surangani.	586	
68	Construction of "BALIKA ASHRAM" Chilli, Tissa	50	
69	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	7,456	
70	Up-gradation of Anganwadi Kendra, Samleu by way of providing Swings/ Playing equipments	150	
71	Upgradation of playground located at Government Middle School (GMS), Kandai	500	
72	Providing 02 no. Computers, UPS along with one printer to Government Senior Secondary School (GSSS), Sherpur	120	
73	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	206	
74	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	449	
75	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	459	



Sr No.	Description of Activities / Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
76	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3,345	100%
77	Providing BERA Machines, Pediatric Treadmill and Other equipment to Therapy Centre run by Samphia Foundation in Akhada Bazaar, Kullu	166	
78	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	681	
79	Purchase of 100 School desks/ Bench, 10 White Boards, 20 Chairs, Library Books, 500 Copies and 2 Computer set with Printer for Government High School and Primary School Shillah in District Kullu.	386	
80	Providing Books, Furniture and Computer Hardware for 6 nos Gyan Kendra in Gram Panchayats of Kullu	360	
81	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	435	
82	Installation of Grid Connected Roof Top Solar Plant in various Government Schools in District Kullu	3,692	
83	Construction of motorable road from RD 10000 to village Railla/Sainj District Kullu.	2,500	
84	Providing of 1 nos garbage pits at village Soti, Panchayat Banogi	250	
85	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	534	
86	Providing of 1 nos rain shed at village Deori, Panchayat Banogi	500	
87	Providing of 1 nos rain shed at village Manhum, Panchayat Banogi	500	
88	Providing of 1 nos rain shed at village Soti, Panchayat Banogi	250	
89	Assistance to the fire affected families by providing GI Sheets in village Patahila under Banogi Gram Panchayat of Tehsil Sainj Distt. Kullu, Himachal Pradesh	90	
90	Construction of 01 No. Toilet at GIC Kalika, Dharchula	300	
91	Construction of Community Toilet at Tok-Basaura, Kalika, Tehsil-Dharchula.	250	
92	Organising medical camps (minimum 4 camps as per medical requirements in focused locations on regular intervals for sustainable health care).	250	
93	Construction of community Toilet at Jamku near Dam Site	200	
94	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	8,302	
95	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	498	
96	Plantation in 10 Hectare land at Kotera, Dharchula	2,300	
97	Providing of 06 Solar street lights to Shri Narayan Ashram	5,000	
98	Providing 01 Double bed, 01 Single bed, 40 chairs, 01 Sofa Set, 02 Carpets, 01 Amplifier Sound Box to Rest House, Ex-Army Personnel at Baluwakot	280	
99	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1,879	
100	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	529	
101	Construction of Third Floor in Arogya Sandhan Santoshpur Alternate Home for Senior Citizens, Arapanch, Sonarpur, South 24 Parganas, West Bengal.	27	



Sr No.	Description of Activities / Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
102	Repair & Maintenance and providing Water Supply system in School toilets constructed by NHPC RO, Siliguri.	22,587	100%
103	Provision of Medical Equipments for Public Health Center (PHC), Rabangla Sub-Division, South Sikkim through signing of MoU between District Administration, South Sikkim and Rangit Power Station, NHPC Ltd	1,500	
104	Provision of Public Convenience facility through construction of Public Toilet at Samdruptse, South Sikkim.	3,000	
105	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2,741	
106	Providing scholarship to old 02 nos. students, who are recipient of 1 st and 2 nd year scholarship.	2	
107	Provision of furniture item for the children of Kapinzal children Home (Orphanage) registered under Juvenile Justice Act, 2015 at Rabangla, South Sikkim	50	
108	Construction of Boundary wall of Kamling Senior Secondary School	200	
109	Compound wall fencing of Govt. Pr. School, Upper Kamling	50	
110	Repairing & Renovation of Pakkigaon School	100	
111	Electrification of newly constructed two storey building in Govt. Sr. Sec. School, Legship, West Sikkim	500	
112	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	299	
113	Construction of RCC Water tank Sangadorjee & Nijgaon village near Dam of Rangit-IV HEP at Sikkim, Distt. Soreng	1,500	
114	Provisioning of Sanitary Napkin Vending Machine and Incinerator in Government Secondary and Sr. Secondary Schools under 'Project Bahini'	41,645	
115	Arrangement of Matrushakti Baby Feeding Pod at 3 different locations in Sikkim.	8,940	
116	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	15,534	
117	Development and repair works of Jawaharlal Nehru Institute of visually impaired located at Boomtar, Namchi (South Sikkim)	30	
118	Scholarship to Meritorious Students	10	
119	Scholarship to meritorious Candidates for Teesta-V	25	
120	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	321	
121	Construction of Boundary wall/ fencing at Lum School and Construction of Pathway in the Lum Village, North Sikkim	318	
122	Providing Rescue Van to the Singtam Nagar Panchayat, Singtam, East Sikkim	7,253	
123	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2,453	
124	Funding for construction of Engineering College, Takdah.	800	
125	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	134	
126	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	4,179	
127	Funding for construction of Engineering College, Takdah.	800	
128	Development of playground at Lanku village near Lanku School	250	



Sr No.	Description of Activities / Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
129	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2,415	100%
130	Construction of class room measuring 30x60 feet at Leimatak English Model Jr. High School.	1,300	
131	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	537	
132	Construction of waiting shed at Lamdan Kuki village, Leimatak.	4,000	
133	Providing waste collection vehicle to Dhemaji Municipal Board, Dhemaji, Assam.	37,000	
134	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3,478	
135	Providing Livelihood Enhancement Training on Operation of Automatic Handloom for a period of 01 Year to 160 Nos. Downtrodden Women of Dollungmukh Circle, Kamle District, Arunachal Pradesh.	160	
136	Promotion of "PIG FARMING" among Rural Women for Enhancement of their Livelihood of Dollungmukh Circle, Kamle District, Arunachal Pradesh'	30	
137	Conducting Adult Education Training Programme for Underprivileged and Marginalized 150 Women of Dollungmukh Area, Subansiri Lower HE Project, Dollungmukh	150	
138	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	578	
139	Supply and Installation of 17 Nos. Solar Street Lights to Rigyu Village, Lumsi village and Daknyo Colony of Midpu Village, Dollungmukh Sub-Division, Kamle District, Arunachal Pradesh.	120	
140	Construction of Double Story Rostrum cum Mini stadium at Durpai Village, Kangku Circle, Lower Siang, Arunachal Pradesh- Subansiri Lower Project.	6,000	
141	Fund for rectification / maintenance / refurbishment work of the dysfunctional toilets to make them workable.	1,88,000	
142	Safe Drinking Water facilities with bore well, filtration as per site requirement in public areas, community centres etc.	1,84,100	
143	Organising Medical Camps/ Awareness Camp in the nearby Project Area	8,000	
144	Providing of Community Bins for Roing town and nearby area through Municipal Corporation, Roing	10,000	
145	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	704	
146	Construction of bathrooms, toilets & septic tank and renovation of one Boys Hostel of ITI Complex, Roing, Lower Dibang Valley, Arunachal Pradesh.	40	
147	Construction of Boys and Girls Hostel for Govt. Residential School Ranli, Dibang Valley, Arunachal Pradesh	65	
148	Skill development and Entrepreneurs Training of Student of ITI Roing	120	
149	Providing Pick Up vehicle to Jawahar Navodaya School, Anini, Dibang Valley District	95	
150	Tranquilizer gun & kits for State Wildlife Department [For rescue & evacuation of wild animals, man- animal conflict/ medical rescue, etc.]	500	
151	Development of 5 nos of Parks by providing Solar Trees and LED Lights in the holy city of Ayodhya, Uttar Pradesh through CSR	4,500	
152	Construction of Community/ Marriage Halls at Village Mawaiya and Village Rehnas of Block Sarsaul of District Kanpur.	6,325	



Sr No.	Description of Activities / Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
153	Development of Kinder Garden in Vivekananda Vidyalam, Kothamangalam, Ernakulam, Kerala.	273	100%
154	Strengthening of PCC Road at different villages of shahpur Block, Arrah (Bhojpur District).	3,58,528	
155	CSR Support to School of Mentally Retared Children in Sector-14, Faridabad by providing one time Capital Items and Running expenditure for three years (2023-24 to 2025-26).	70	
156	Operation & Maintenance of TTSP Booths, Water lines & Tube wells for Choti and Badi parikrama at Govardhan, Mathura for 3 years.	40,000	
157	Distribution of Aids and Assistive devices to around 1000 Divyangjans through Artificial Limbs Manufacturing Corporation Limited (ALIMCO) in the North & North Eastern states.	1,000	
158	Afternoon Nourishment Meal Program for Underprivileged Girl Students" at Amitasha Foundation for Upliftment of Under-Privileged Children at Noida, Uttar Pradesh	455	
159	Supply and Distribution of Blankets to vulnerable population of Dumariyaganj, Siddharthnagar District of Uttar Pradesh.	10,000	
160	Medical Care and Nutritional Support for Differently Abled persons at Cheshire Home India, Delhi Unit	60	
161	Supply and Distribution of Ration Kits in Domariyaganj, Siddharthnagar District, Uttar Pradesh.	2,500	
162	Enhancing Public Health: Vector-Borne Disease Prevention Program for Marginalized and Vulnerable Communities in Patliputra, Bihar	7,000	
163	Employment Oriented Vocational Training beyond Project periphery (up to 25 Kms.)- 4000 youths Through NSDC for promoting skill development as per Govt directives of PMKVY	4,000	
164	CSR support for running of one Education and One Sewing Training Centres for socially and economically weaker sections in the Faridabad District, Haryana for one year.	110	
165	Setting-up a Library-cum-Study Centre at Kailana Villages, District Sonapat, Haryana	2,917	
166	Creation of sports facilities in Anandam Vidyalay, Pauni, Maharashtra.	630	
167	Establishment of 10 nos Rural Reading rooms cum Online Coaching Center - GRAMIN GYAN JYOTI KENDRA in Rajasthan.	500	
168	Construction of 5 th Floor of Laghu Udyog Bharati Multi Skill Development Centre at Jaipur, Rajasthan.	1,000	
169	Proposal for providing 500 number Solar lights in Siddharth Nagar District of U.P. under CSR.	2,50,000	
170	Construction of Civic Amenity Building, Badrinath Dham to Shri Kedarnath Utthan Charitable trust (SKUCT).	1,25,000	
171	Providing regular sports training to Persons with Intellectual and Development Disabiliy (PWIDD).	762	
172	Construction of 03 nos Community Halls in 3 villages of Krishna District, Andhra Pradesh.	7,843	
Total =		21,61,366	



Independent Practitioners' Reasonable Assurance Statement

To the Directors and Management

NHPC Limited

Corporate Office, Sector-33,

Faridabad (HR) – 121003, India

SR Asia is an international organization working in various domain of sustainability and assurance services having presence in many countries. We promote sustainability through Research, CSR Project Implementation, Development projects, Project Management, International and National Conferences, Integrated and Sustainability Reporting, ESG Reporting, Capacity Building, and Third-Party Assurance Services. SR Asia is licensed by Accountability UK.

Scope of Work

SR Asia was engaged by NHPC Limited (the 'Company') to conduct an independent assurance of the sustainability disclosures in the Business Responsibility and Sustainability Report (BRSR) Core Annexure-I (called 'Assured Sustainability Information' (ASI-1)) as per SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated 12th July 2023 for the reporting period from 01.04.2023 to 31.03.2024.

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core (Annexure-1) have been prepared in accordance with the reporting criteria (refer table below).

Assured Sustainability Information' (ASI) subjected to assurance	Period subject to assurance	Reporting criteria
BRSR Core (refer Annexure 1)	01.04.2023 to 31.03.2024	<ul style="list-style-type: none"> Guidance notes for BRSR format and BRSR Core issued by SEBI Regulation 34 (2) (f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR)

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers, professionals of environmental and social aspects.

We do not express an assurance opinion on information in respect of any other information included in the BRSR report for FY 2023-24 or linked from the Sustainability Information or from the Annual Report 2024, including any advertisement, claims, images, audio files or embedded videos.

Assessment criteria and references

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised).

We have performed a reasonable assurance engagement on BRSR core parameters and issued an independent assurance statement on 25.06.2024. SR Asia applies International Quality Management System (IQMS), Quality Management Firms that Perform Audits or Reviews of non-financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. We believe that the evidences we have obtained are sufficient and appropriate to provide a basis for our opinion. We have complied with the independence and other ethical requirements of the International Code of conduct.

Intended use or purpose

The ASI and our Reasonable assurance statement are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and related references necessarily required for preparing the report.

The management of the Company acknowledge and understand their responsibility for:

- Designing, implementing and maintaining internal controls relevant to the preparation of the BRSR report that is free from material misstatement, whether due to fraud or error;
- Selecting or establishing suitable criteria for preparing the report, taking into account applicable laws and regulations, if any, related to reporting, identification of key aspects, engagement with stakeholders, content, preparation and presentation in accordance with the reporting criteria;
- Disclosure of the applicable criteria used for preparation of the relevant report/statement;
- Preparing/properly calculating the data and figures in accordance with the reporting criteria;
- Ensuring the reporting criteria is available for the intended users with relevant explanation;



- Establishing subjective targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- Responsible for providing the details of the management personnel who takes ownership of the disclosures in the report;
- Ensuring compliance with law, regulation or applicable contracts;
- Making judgments and estimates that are reasonable in the circumstances;
- Identifying and describing any inherent limitations in the measurement or evaluation of information subject to assurance in accordance with the reporting criteria;
- Preventing and detecting fraud;
- Selecting the content of the BRSR report, including identifying and engaging with intended users to understand their information needs;
- Informing us of other information that will be included with the BRSR report.

Inherent limitations in preparing the Assurance statement

Measurement of certain parameters or data points and BRSR Core metrics, are subject to limitations in quantification models used, assumptions, or data conversion factor used or may be present in estimation of data used to arrive at results. Obtaining sufficient appropriate evidence to support our opinion does not reduce the above limitations. Due to time constraint, the assurance team visited one power station & corporate office and conducted online review of BRSR core data of seven power stations and a regional office.

Our responsibilities

We are responsible for:

- Planning and performing the engagement to provide reasonable assurance on the sustainability disclosures in the BRSR Core. This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist within the BRSR Core or the supporting documents.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Directors of NHPC Limited.
- SR Asia expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Exclusions

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Data/information (qualitative or quantitative) other than ASI-1.
- Data and information outside the defined reporting period i.e., from 1st April 2023 to 31st March 2024.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement.

We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

Reasonable assurance opinion

We obtained an understanding of the internal controls relevant to the information subject to reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the data and disclosure by the company in preparing the reasonable assurance information.
- evaluated the appropriateness of reporting policies, quantification methods used in the preparation of the information subject to reasonable assurance and the reasonableness of estimates made by the company; and
- evaluated the overall presentation of the information subject to reasonable assurance.

Conclusion

It is our opinion that the BRSR core parameters of "NHPC" for FY2023-24, containing its reporting and declaration of the ESG parameters from the operations within reporting boundary and the reporting period is in line with the applicable criteria.

Statement of independence, impartiality, and competence

None of the assurance team members are directly or indirectly having business relationship with NHPC Limited.



ASI-1 BRSR Core Metrics	
Assured Sustainability Information	Type of Assurance
P6 E1- Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1- Details of total energy intensity	Reasonable
P6 E3- Provide details of water withdrawal by source	Reasonable
P6 E4- Provide details of water discharged	Reasonable
P6 E3- Provide details of water consumption	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9- Provide details related to waste generated by category of waste	Reasonable
P6 E9 - Provide details related to waste recovered through recycling, reusing or other recovery operations	Reasonable
P6 E9- Provide details related to waste disposed by nature of disposal method	Reasonable
P3 E11-Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P9 E7- Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable
P5 E7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P1 E9- Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable
P1 E8- Number of days of accounts payable	Reasonable
P8 E5- Job creation in smaller towns	Reasonable
P3 E1c- Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P5 E3b- Gross wages paid to females as % of wages paid	Reasonable
P8 E4 - Input material sourced from following sources as % of total purchases –Directly sourced from MSMEs/ small producers and from within India	Reasonable

Birendra Raturi
 Director /Team Lead
 Social Responsibility Asia (SR Asia)
 Date: 25 June 2024
 Place: New Delhi India



NHPC BRSR Core Metrics
For Financial Year 2023-24

Metric No.	BRSR Core Parameters			
1.	Green-house gas (GHG) footprint			
	Parameter	Unit	FY 2024	FY 2023
1.1	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	4,130	4,685
1.2	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	38,684	37,367
	Total Scope 1 and Scope 2 emission	MtCO₂e	42,815	42,052
1.3	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e/ ₹ Crore	5.09	4.51
1.4	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO ₂ e/ Int. dollars (In Crores)	114.11	100.06
1.5	Quantity of Carbon Capture	*	Nil	Nil
1.6	Fugitive emissions	*	Nil	Nil

2	Water Footprint			
2.1	Water withdrawal by source (in kilolitres)			
	Parameter	Unit	FY 2024	FY 2023
	(i) Surface water	KL	7,00,358	10,99,746
	(ii) Groundwater	KL	7,63,112	5,62,284
	(iii) Third party water	KL	27,665	15,944
	(iv) Seawater / desalinated water	KL	-	-
	(v) Others	KL	619	-
	Total volume of water withdrawal (In kilolitres) (i + ii + iii + iv + v)	KL	14,91,754	16,77,975
	Total volume of water consumption (In kilolitres)	KL	14,91,754	16,77,975
2.2	Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/ INR Crores)	KL/ ₹ Crore	177.49	180.11
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/ Int. Dollar in Crores)	KL/ Int. Dollar (In Crores)	3,975.86	3,992.52



2.3	Water Discharge by destination and levels of Treatment			
	Parameter	Unit	FY 2024	FY 2023
	(i) To Surface water		-	
	- No treatment	KL	12,192	-
	- Treated through an STP on premises	KL	58,687	-
	(ii) To Groundwater		-	
	- No treatment	KL	-	-
	- Treated through an STP on premises	KL	42,075	-
	(iii) To Seawater		-	
	- No treatment	KL	-	-
	- Treated through an STP on premises	KL	-	-
	(iv) Sent to third parties		-	
	- No treatment	KL	-	-
	- Treated through an STP on premises	KL	-	-
	(v) Others		-	
	- No treatment	KL	1,67,009	6,19,300
	- Treated through an STP on premises	KL	76,124	1,08,070
	Total water discharged (in kilolitres)	KL	3,56,087	7,27,370

3	Energy Footprint			
	Parameter	Unit	FY 2024	FY 2023
	From renewable sources			
	Total electricity consumption (A)	GJ	7,35,973	98,777
	Total fuel consumption (B)	GJ	-	-
	Energy consumption through other sources (C)	GJ	-	-
	Total energy consumed from renewable sources (A+B+C)	GJ	7,35,973	98,777
	From non-renewable sources			
	Total electricity consumption (D)	GJ	1,94,501	1,87,880
	Total fuel consumption (E)	GJ	50,532	57,632
	Energy consumption through other sources (F)	GJ	-	-
	Total energy consumed from non-renewable sources (D+E+F)	GJ	2,45,033	2,45,512
	Total energy consumed (A+B+C+D+E+F)	GJ	9,81,006	3,44,289
	% of energy consumed from renewable sources		75%	29%
	Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/ ₹ Crore	116.72	36.96
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ Int. Dollar (in Crores)	2,614.60	819.19



4	Embracing circularity			
	Parameter	Unit	FY 2024	FY 2023
	Total waste generated (in metric tonnes)			
	Plastic waste (A)	MT	6.07	0
	E-waste (B)	MT	6.23	10.86
	Bio-medical waste (C)	MT	2.28	1.49
	Construction and demolition waste (D)	MT	579.25	3.41
	Battery waste (E)	MT	9.48	15.29
	Radioactive waste (F)	MT	0.00	-
	Other Hazardous waste. Please specify, if any. (G)	MT	33.72	32.95
	Other Non-hazardous waste generated (H). Please specify, if any.	MT	1705.08	1,407.03
	(Break-up by composition i.e., by materials relevant to the sector)			
	Total (A+B + C + D + E + F + G+ H) (MT)	MT	2342.09	1,471.03
	Waste intensity per rupee of turnover	MT/ ₹ Crore	0.279	0.158
	(Total waste generated /Revenue from operations)			
	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT/Int. Dollar (In Crores)	6.242	3.5
	(Total waste generated/ Revenue from operations adjusted for PPP)			
	Waste intensity in terms of physical output		Not Applicable	Not Applicable
	(i) Recycled	MT	69.47	28.367
	Recycled waste Intensity		3%	2%
	(ii) Re-used	MT	0.57	0.73
	Reused waste Intensity		0%	0%
	(iii) Other recovery operations	MT	0.01	1.3
	Other Recovered waste Intensity		0%	0%
	Total	MT	70.05	30.4
	Category of waste			
	(i) Incineration	MT	0.39	0.22
	Incinerated waste Intensity		0%	0%
	(ii) Landfilling	MT	355.63	166.22
	Landfilled waste Intensity		15%	11%
	(iii) Other disposal operations	MT	1,853.72	324.49
	Other disposal operations- waste Intensity		79%	22%
	Total	MT	2,209.74	490.94



5	Enhancing Employee Wellbeing and Safety		
5.1	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company		
		FY 2023-24	FY 2022-23
	Cost incurred on well- being measures as a % of total revenue of the company	1.41%	0.93%

5.2	Details of safety related incidents for employees and workers			
	Safety Incident/Number	Category	FY 2024	FY 2023
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.09
		Workers	0	0.63
	Total recordable work-related injuries	Employees	1	2
		Workers	2	25
	No. of fatalities	Employees	0	2
		Workers	3	7
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	1	1

6	Enabling Gender Diversity in Business		
6.1	Gross wages paid to females as % of total wages paid by the entity		
		FY 2024	FY 2023
	Gross wages paid to females as a % of Total wages	10.03%	9.84%
6.2	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013		
		FY 2024	FY 2023
	Total Complaints reported under Sexual Harassment on women at Workplace (Prevention and Redressal) Act, 2013 (POSH)	0	1
	Complaints on Posh as a % of female employees/ workers	0	0.34%
	Complaints upheld on Posh	0	0

7	Enabling Inclusive Development		
7.1	Input material sourced from following sources as % of total purchases		
		FY 2024	FY 2023
	Directly sourced from MSMEs/ small Producers	55.74% *	50.16% *
	Directly from within India	100%	100%
	*percentage of total annual procurement of products produced and services rendered by MSEs		
7.2	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost		
	Location	FY 2024	FY 2023
	Rural	51.58%	52.21%
	Semi-urban	5.24%	6.01%
	Urban	11.41%	11.00%
	Metropolitan	31.77%	30.78%
	Note: Categorization as per RBI Classification System – rural / semi-urban / urban / metropolitan		



8	Fairness in Engaging with Customers and Suppliers		
8.1	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events		
	• Number of instances of data breaches- NIL		
	• Percentage of data breaches involving personally identifiable information of customers- NIL		
	Impact, if any, of the data breaches- NIL		
8.2	Number of days of accounts payable		
	Particulars	FY 2024	FY 2023
	Number of days of accounts payables	79.30	73.51

9	Openness of business			
	Parameter	Metrics	FY 2024	FY 2023
9.1	Concentration of purchases	a. Purchase from trading houses as % of total purchases	Not applicable	
		b. Number of trading houses where purchases are made from		
		c. Purchase from top 10 trading houses as % of total purchases from trading house		
9.2	Concentration of Sales	a. Sales to dealers/ distributors as % of total Sales	Not applicable	
		b. Number of dealers/ distributors to whom sales are made.		
		c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		
9.3	Share of RPTs	a. Purchases (Purchases from Related parties/ Total purchases) *Total purchases is in respect of procurement of consumables and services.	10.95%	33.27%
		b. Sales (Sales to related parties/ Total Sales)	1.08%	1.18%
		c. Loans and advances (Loans and advances given to related parties/ Total loans and advances)	100%	100%
		d. Investments (Investments in related parties/ Total investments made)	100%	100%

