

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current FY)						FY 2023-24 (Previous FY)					
	No. of Employees covered on Health and safety measures			No. of Employees covered on Skill upgradation			Total	No. of Employees covered on Health and safety measures			No. of Employees covered on Skill upgradation	
	Total	No. (A)	No. (B)	% (B/A)	No. (C)	% (C / A)		No. (D)	No. (E)	% (E / D)	No. (F)	% (F/D)
Employees												
Male	1,639	955	58%	1,562	95%	2,020	1,360	67%	2,009	99%		
Female	242	145	60%	234	97%	272	142	52%	266	98%		
Total	1,881	1,100	58%	1,796	95%	2,292	1,502	66%	2,275	99%		
Workers												
Male	7,445	6,926	93%	214	3%	8,557	3,626	42%	1,435	17%		
Female	257	217	84%	2	1%	299	132	44%	104	35%		
Total	7,702	7,143	93%	216	3%	8,856	3,758	42%	1,539	17%		

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

Category	FY 2024-25 (Current FY)						FY 2023-24 (Previous FY)					
	Total (A) number of Employees / Workers	No. (B) of Employees / Workers covered under PMS	% (B/A)	Total (C) number of Employees / Workers	No. (D) of Employees / Workers covered under PMS	% (C/D)						
Employees												
Male	1,639	1,623	99%	2,020	1,930	96%						
Female	242	241	100%	272	261	96%						
Total	1,881	1,864	99%	2,292	2,191	96%						
Workers												
Male	7,445	7,385	99%	8,557	8,536	99%						
Female	257	257	100%	299	299	100%						
Total	7,702	7,642	99%	8,856	8,835	99%						

All the employees and workers joining before December 31 in FY undergo Performance and Career Development Reviews. The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback on development is provided.

For contractual employees and workers Performance review are determined based on Productivity Linked Performance Based Contract (PLPBC).

Note: FY 2023-24 Number updated, for including contract workers

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 of such a system?

Yes, at AESL, we strive to provide a safe and healthy working environment for our employees, including the contract workers and visitors. The majority of risks for our business arise from high voltage substations, height work activities, road related incidents and construction activities. We are an ISO 45001:2018 certified Company and work meticulously to achieve the target of zero fatalities. We are conducting an in-depth inquiry into lost time, incidents and fatalities to track, monitor, prevent, and mitigate the causes with immediate effect.