

Adani Vidyamandir School (AVMA) is a CBSE affiliated English Medium Co-educational school which started its journey in 2008. It has been accredited by National Accreditation Board for Education and Training (NABET). It offers classes from IV to XII and offers Science, Humanities and Commerce to the senior secondary students. AVMA provides education to 957 students with 120 students taking admission every year.

Major highlights of the schools:

- Free education for all students
- Students with family income less than ₹ 1.75 lakhs per annum are eligible to apply
- Schools provide Breakfast, Lunch and Evening snacks.
- 02 sets of uniforms provided to the students.
- The students are provided with bags and shoes
- The schools have 45 full-time teachers and 02 guest faculties in addition to 09 people managing the administrative work

B. Creating sustainable livelihood : The Bio Gas project at Shahanshahpur near Varanasi.

Partners Associated: The Varanasi Bio-Conversion Project (VBCP) of Gobardhan Varanasi Foundation SPV at Kanha Upvan-Shahanshahpur, Varanasi, Uttar Pradesh is the official name of the project which in this document has been referred to as the Bio Gas Project-Varanasi. The two key partners to the project are: -

- Varanasi Nagar Nigam.
- People's Response for India's Development & Empowerment (PRIDE) Confederation.

Adani Foundation is the principal coordinating agency while Adani Total Gas Ltd is the funding partner. The cost of the Plant has been supported by ATGL while the land has been provided by the Nagar Nigam and Department of Animal Husbandry. The operational responsibility is on GVF and ATGL.

The aim of this project is to create a new avenue of income for the farmers through cultivation of Napier grass and selling of cow dung. Hence the focus is to promote a new prototype and show the farmers that they can earn an additional income through this. However around 35-40% of the farmers are either from economically poor sections or have small landholdings (<10 acres). People engaged as labourers in farmland of General Farmers.

C. Creation of Digital (Smart) Classroom and Improving WASH/Sanitation facilities in Government schools.

To resolve the issue of inadequate sanitation and WASH facilities due to non-functional water connections, safety concerns, and lack of separate drinking water areas and infrastructure for the attractive learning platform. We implemented programs to improve sanitation and hygiene infrastructure in schools and provided Behavior Change Communication (BCC) training to create a child-friendly learning space and emphasising on providing digital classrooms.

A digital, or smart, classroom is an interactive learning environment that employs computer technology to deliver education through audio-visual formats. This approach enhances instructional delivery and supports classroom teaching with online resources.

Major highlights of the project:

- Multisensory and interactive Learning
- Total 2,494 Nos. of student's beneficiary specially focus on female students.
- Total 85 Nos. of teachers beneficiary

D. Vision Care Programme for Students.

Project Adani Foundation Vision Care educates school children on the importance of vision screening and eyeglasses.

Main aim of the project is to increase the attendance of students in schools during academic period for improvement of their level of education with special focus on female students.

Major highlights of the project:

- In FY 2024-25, 23,234 students were screened with 51.5% being female.
- 2,198 students were provided with spectacles.

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 policy(ies) of the entity, in the following format:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	537	495	92%	503	357	71%
Other than permanent	5	0	0%	5	0	0%
Total Employees	542	495	91%	508	357	70%
Workers						
Permanent	41	31	76%	46	32	70%
Other than permanent	108	55	51%	94	0	0%
Total Workers	149	86	58%	140	32	23%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	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	520	0	0%	520	100%	485	0	0%	485	100%
Female	17	0	0%	17	100%	18	0	0%	18	100%
Other than Permanent										
Male	4	0	0%	4	100%	3	0	0%	3	100%
Female	1	0	0%	1	100%	2	0	0%	2	100%
Workers										
Permanent										
Male	38	0	0%	38	100%	43	0	0%	43	100%
Female	3	0	0%	3	100%	3	0	0%	3	100%
Other than Permanent										
Male	105	0	0%	105	100%	91	0	0%	91	100%
Female	3	0	0%	3	100%	3	0	0%	3	100%

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

a. Median Remuneration/wages

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ in lakhs)	Number	Median remuneration/salary/wages of respective category (₹ in lakhs)
Board of Directors (BoD)	4	36.71*	1	36.71*
Key Managerial Personnel	3	413.28	Nil	Nil
Employees other than BoD and KMP	520	9.31	17	8.39
Workers	38	8.52	3	4.71

*Represents the sitting fees and commission drawn by the Independent Directors during FY 2024-25

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	1.48	2.64

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

Yes. We have a Grievance Redressal Committee, as outline in next response.

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

We have a grievance redressal mechanism which operates using an online tool known as Adani Grievance Management Tool. Employees can raise their grievances through the portal. The Grievance Redressal Committee (GRC). GRC Secretary receives and acknowledges the grievance. After review, the grievance is assigned to the investigator. The investigator conducts the investigation and records his/her findings which are sent back to the GRC Secretary. GRC Secretary tables the findings before GRC Committee to arrive at a resolution of the grievance and responds to the user with details and resolution of the grievance.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NA	NIL	NIL	NA
Discrimination at workplace	NIL	NIL	NA	NIL	NIL	NA
Child Labour	NIL	NIL	NA	NIL	NIL	NA
Forced Labour/Involuntary Labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The company has framed the Whistle blower policy where employees are free to report any improper activities resulting in the violation of rules, regulations or code of conduct by any of the employees. We have formed an Internal Compliances Committee to solve the same and we have policy on Prevention of Sexual Harassment

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

Each and every tender document has a human rights requirement that must be reviewed and accepted by the bidders via portal

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%
Others – please specify	-

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

Not Applicable

Leadership Indicators

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

NIL

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

Our approach to human rights is guided by our policy on human rights which is aligned to the Universal Declaration of Human Rights, International Labour Organization Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. The objective of the policy is not only to remediate any concerns regarding human rights but also to have a proactive due diligence approach to identify vulnerable areas for protection.

<https://www.adanigas.com/investors/corporate-governance>

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.

Its accessible. At our corporate offices, we have made special provisions for differently abled visitors in accordance with Rights of Persons with Disabilities Act, 2016

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
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.

Not Applicable

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

Essential Indicators

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	3,966	3,776
Total fuel consumption (B)	GJ	NIL	NIL
Energy consumption through other sources (C)	GJ	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	GJ	3,966	3,776
From non-renewable sources			
Total electricity consumption (D)	GJ	2,23,823	1,68,827
Total fuel consumption (E)	GJ	5,30,208	5,22,020
Energy consumption through other sources (F)	GJ	NIL	NIL
Total energy consumed from nonrenewable sources (D+E+F)	GJ	7,54,031	6,90,847
Total energy consumed (A+B+C+D+E+F)	GJ	7,57,997	6,94,623
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	GJ/crore (₹)	140	144
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/PPP revenue In million USD	285.46	-
Energy intensity in terms of physical output	GJ/million KWH*	81.95	86.27
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

* Standardize the units of Gas sales & EV sales for physical output expressed in million KWH

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, the data has been subjected to independent assurance by Intertek India Pvt Ltd part of this Annual Report

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. The PAT scheme is not applicable to the Company's business.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	10,651	NIL
(ii) Groundwater	78,881	40,880
(iii) Third party water	18,176	31,443
(iv) Seawater/desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	1,07,708	72,323
Total volume of water consumption (in kilolitres)	1,07,708	72,323
Water intensity per rupee of turnover (KL/crore ₹)	20	15
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total water consumption/ Revenue from operations adjusted for PPP (KL/million USD)	40.56	-
Water intensity in terms of physical output (KL/million KWH*)	11.64	8.98
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Standardise the units of Gas sales & EV sales for physical output expressed in million KWH.

Water consumption has been increased because of major contribution from newly commissioned CBG plant and addition of new CGS/CNG station

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, the data has been subjected to independent assurance by Intertek India Pvt Ltd part of this Annual Report

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(v) Others		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)	NIL	NIL

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, the data has been subjected to independent assurance by Intertek India Pvt Ltd part of this Annual Report