

Business Responsibility & Sustainability Report

Section A : General Disclosure

I. Details of the listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L40100GJ1996PLC030533
2	Name of the Listed Entity	Adani Power Limited
3	Year of incorporation	1996
4	Registered office address	"Adani Corporate House", Shantigram, Near Vaishnodevi Circle, S.G. Highway, Khodiyar, Ahmedabad – 382421, Gujarat, India.
5	Corporate address	"Adani Corporate House", Shantigram, Near Vaishnodevi Circle, S.G. Highway, Khodiyar, Ahmedabad – 382421, Gujarat, India.
6	E-mail	investor.apl@adani.com
7	Telephone	+91 79 – 26567555
8	Website	www.adanipower.com
9	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 3856.94 crore
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. RN Shukla Designation: Head – Environment & Forest Telephone Number: (079) 2555 57022 Email Id: cso.power@adani.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	<p>Disclosures under this report are made on a consolidated basis. The following Power generation stations of energy businesses are included in the reporting boundary.</p> <ul style="list-style-type: none"> (i) Adani Power Limited, (Solar Plant), Bitta, Kutch, Gujarat. (ii) Adani Power Limited, Mundra, Gujarat. (iii) Adani Power Limited, Tiroda, Maharashtra. (iv) Adani Power Limited, Kawai, Rajasthan. (v) Adani Power Limited, Udupi, Karnataka. (vi) Adani Power Limited, Raipur, Chhattisgarh. (vii) Adani Power Limited, Raigarh, Chhattisgarh. (viii) Adani Power Limited, Godda, Jharkhand (ix) Adani Power Limited, Dahanu, Maharashtra (x) Mahan Energen Limited, Singrauli, Chhattisgarh (xi) Korba Power Limited, Korba, Chhattisgarh (xii) Moxie Power Generation Limited, Thoothukudi, Tamil Nadu
14	Name of assurance provider	TUV India Pvt Ltd.
15	Type of assurance obtained	Reasonable Assurance of Core Indicators & non-core Indicators

II. Products and Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Power Generation and	Power Generation by coal based thermal power plants and solar power plant	99.83%

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	Electric power generation by Coal Based Thermal Power Plants*	35102	99.76%
2	Electric power generation using Solar Energy	35105	0.07%

(*Note: Coal base Thermal Power Plant includes generation by APL & its subsidiaries)

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	12	01	13
International	00	00	00

19. Markets served by the entity:

a. Locations	Number
National (No. of States)	17
International (No. of Countries)	01

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

Adani Power Limited (APL) has established a 1,600 MW Thermal Power Plant with the primary objective of exporting electricity to meet the growing demand for power in Bangladesh. This initiative is part of the Indo-Bangla Maitri Treaty, an agreement signed between the Government of India (GoI) and the Government of Bangladesh (GoB). The power plant's operations are significant, with approximately 8.10% of its total electricity generation dedicated to exports. Furthermore, these exports constitute 14.13% of the entity's total turnover, highlighting the substantial contribution of this project to APL's overall financial performance.

c. A brief on types of customers:

Adani Power Limited (APL) predominantly caters to business-to-business (B2B) clients, which include state utilities and distribution companies (DISCOMS).

IV. Employees

20. Details as at the end of Financial Year

1. Employees (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES					
Permanent (D)	4,176	4,074	98%	102	2%
Other than Permanent (E)	34	34	100%	0	0%
Total Employees (D+E)	4,210	4,108	98%	102	2%
WORKERS					
Permanent (F)	0	0	0	0	0
Other than Permanent (G)	15,133	15,118	99.9%	15	0.1%
Total Workers (F+G)	15,133	15,118	99.9%	15	0.1%

a. Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES					
Permanent (D)	0	0	0	0	0
Other than Permanent (E)	0	0	0	0	0
Total Differently abled employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS					
Permanent (F)	0	0	0	0	0
Other than Permanent (G)	0	0	0	0	0
Total differently abled Workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. (B)	% (B/A)
Board of Directors	6	2	33.3
Key Managerial Personnel*	4	0	0

* Managing Director, Chief Executive Officer, Chief Financial Officer, and Company Secretary

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

	FY 2024-25 (Turnover Rate in current FY)			FY 2023-24 (Turnover Rate in previous FY)			FY 2022-23 (Turnover Rate in year prior to the previous FY)			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
	Permanent Employees	7.54%	4.90%	7.39	9.14%	5.84%	9.76%	7.02%	5.26%	7.01%
	Permanent Workers	0	0	0	0	0	0	0	0	0

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

23. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Mahan Energen Limited	Subsidiary	94.43	Yes
2	Korba Power Limited (formerly known as Lanco Amarkantak Power Limited)	Subsidiary	100	Yes
3	Moxie Power Generation Limited	Subsidiary	49	Yes
4	Adani Power Dahej Limited	Subsidiary	100	No
5	Pench Thermal Energy (MP) Limited	Subsidiary	100	No
6	Kutchh Power Generation Limited	Step Down	100	No
7	Mahan Fuel Management Limited	Subsidiary	100	No
8	Adani Power Resources Limited	Subsidiary	51	No
9	Alcedo Infra Park Limited	Subsidiary	100	No
10	Chandevalle Infra Park Limited	Subsidiary	100	No
11	Emberiza Infra Park Limited	Subsidiary	100	No
12	Resurgent Fuel Management Limited	Subsidiary	100	No
13	Mirzapur Thermal Energy (UP) Private Limited	Subsidiary	100	No
14	Anuppur Thermal Energy (MP) Private Limited	Subsidiary	100	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
15	Orissa Thermal Energy Limited (Formerly known as Padmaprabhu Commodity Trading Private Limited)	Subsidiary	100	No
16	Adani Power Global Pte. Ltd.	Subsidiary	100	No
17	Adani Power Middle East Ltd.	Subsidiary	100	No

VI. CSR Details	Response
24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (₹ in crore)	58,905.83
(iii) Net worth (₹ in crore)	57,673.56

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 web-link for grievance redress policy)	Current Financial Year FY 2024-25			Previous Financial Year FY 2023-24		
		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	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	12	Nil	Resolved	3	Nil	Resolved
Employees and workers	Yes	1	Nil	Resolved	1	Nil	Resolved
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NIL	Nil	Nil	Nil	Nil	Nil	Nil

Weblinks for grievance redressal policies

Communities	https://www.adanipower.com/contact-us
Investors & Shareholders	https://www.adanipower.com/investors
Employees and workers	https://www.adanipower.com/-/media/Project/Power/Investors/Corporate-Governance/Policies/Employee-Grievance-Management-Policy.pdf
Customers	https://www.adanipower.com/investors
Value Chain Partners	https://www.adanipower.com/contact-us

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

APL conducted a double materiality assessment for FY 2023-24 and reviews it annually to align with the evolving ESG landscape. During this exercise, we engaged with stakeholders including investors, shareholders, customers, community members, academia, regulators, and media. The assessment followed the GRI 3: Material Topics 2021 Standards and ESRS General Disclosures, considering both impact and financial materiality. New topics added include Digitalisation, Data Privacy and Information Security, Employee Development and Talent Retention, Labour Practices, Diversity, Equity, and Inclusion, Supply Chain Management, and Lifecycle Management of Assets

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
Environment					
1	Air Emissions	Risk	Coal-based power plants emit a variety of pollutants, including sulfur dioxide (SO ₂), nitrogen oxides (NO _x), and particulate matter (PM), which significantly contribute to air pollution. These emissions can lead to respiratory and cardiovascular diseases, thereby increasing morbidity and mortality rates among individuals residing in the surrounding communities.	We are consistently implementing innovative technologies to optimise coal utilisation and minimise air emissions. Additionally, we have installed Flue Gas Desulphurisation (FGD) units at all our operational plant sites.	Negative
2	Waste Management	Risk and Opportunity	Improper disposal of waste can lead to the pollution of land, water, and air, posing significant regulatory and reputational risks over time. Sites with high pollution loads experience increased soil alkalinity due to the deposition of fly ash from thermal power plants. Additionally, these plants emit larger and heavier solid particles, which increase soil bulk density and subsequently decrease soil porosity. These pollutants can cause respiratory and cardiovascular diseases, thereby increasing morbidity and mortality rates among individuals residing in the surrounding communities. Effective waste management can be achieved through the reuse of waste as by-products.	We recognise the critical importance of waste segregation from the initial stages, and our control measures ensure that relevant information is meticulously tracked until the final disposal stage. We are committed to reducing single-use plastic usage, and approximately 88% of our power-generating units have received certification from the Confederation of Indian Industry (CII) for being single-use plastic-free. Additionally, we have installed waste paper recycling units at our Tiroda, Kawai, and Udupi sites.	Positive & Negative
3	Lifecycle Management of Assets	Risk	Stranded assets in thermal power plants refer to those assets that are unable to achieve their original economic return due to changes associated with the energy transition. Several factors can contribute to assets becoming stranded, including new government regulations that limit the use of fossil fuels (such as carbon pricing), shifts in demand towards renewable energy due to lower energy costs, and legal actions against high emitters.	We consistently integrate technology-driven innovations and adopt relevant energy solutions to ensure business continuity. Our efforts are dedicated to preserving our assets while enhancing operational efficiencies.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
4	Biodiversity and Natural Resource Management	Risk	<p>The construction of thermal power plants and extensive infrastructure can significantly alter local landscapes, impacting biodiversity and natural habitats.</p> <p>Coal-based power plants have an over-all detrimental effect on the environment. Species residing near these plants exhibit high mortality rates and reduced reproductive capabilities.</p>	<p>Our policy is committed to achieving the 'No Net Loss' goal.</p> <p>We have implemented a formal biodiversity management system to ensure the conservation of biodiversity across all our operations and projects.</p>	Negative
5	GHG Emissions and Climate Change Management	Risk and Opportunity	<p>Greenhouse gas (GHG) emissions from operations can subject the business to scrutiny by regulatory bodies, NGOs, and activists for contributing to global warming, potentially impacting the company's financial performance.</p> <p>Shadow pricing enhances strategic planning and promotes low-carbon investments, energy efficiency solutions, and innovative technologies, thereby influencing internal behavior and capitalising on low-carbon opportunities.</p>	<p>We have developed a comprehensive four-fold strategy to mitigate the negative environmental impacts of our operations, thereby addressing climate change. This strategy includes strict compliance with standards and regulations, continuous measurement of our environmental footprint to set realistic targets, integration of emission reduction technologies across all operations, and diligent monitoring and reporting to ensure accountability for our performance and commitments.</p>	Positive & Negative
6	Water Management	Risk	<p>Water is a vital resource in thermal power plants, primarily used for cooling purposes. Ensuring responsible water consumption is essential to maintaining the business's social license to operate. Implementing water conservation policies can help reduce water usage and minimise negative impacts on local water resources.</p> <p>Technologies such as closed-loop cooling systems and wastewater recycling can significantly enhance water efficiency within these plants.</p>	<p>We are dedicated to reducing our water footprint and minimising environmental impact through our Water Efficiency Management Programme. This initiative involves monitoring water usage, implementing efficient practices, and fostering a culture of conservation among employees. Key actions include the installation of low-flow fixtures, leak detection systems, regular audits, and process optimisation. We also prioritise wastewater quality through advanced treatment technologies and recycling programs, aiming to reduce reliance on potable water. Employee engagement is crucial, with regular training sessions and encouragement for suggestions. These measures are designed to promote sustainability within our organisation.</p>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/ negative implications)
7	Resource Efficiency and Management	Opportunity	Enhancing resource efficiency in thermal power plants presents a significant opportunity. Technological innovations and process optimisation can reduce fuel consumption, improve machine safety, and minimise waste. Implementing advanced combustion techniques and energy recovery systems can yield positive financial outcomes, making the plants more sustainable and cost-effective.		Positive
Social					
8	Labour Practices	Risk and Opportunity	Permitting child labor, forced labor, or any other human rights violations within the workforce can result in statutory violations. Additionally, any occurrences of child labor, forced labor, human trafficking, or similar incidents across the value chain can lead to the deprivation of basic human rights.	Adhering to human rights principles will protect employees and value chain partners, while also ensuring the company remains compliant with both international and national human rights standards.	Positive & Negative
9	Occupational Health and Safety	Risk	Power plant workers and employees may be exposed to hazardous chemicals, electrical shocks, burns, gas explosions, and other dangers such as fire, noise, and working at heights. These hazards can significantly impact their health and well-being.	We have adopted and implemented the Adani Group's Safety Management System to prevent work-related injuries and illnesses, minimise risks, and achieve our goal of 'Zero Harm to Life.'	Negative
10	Community Engagement	Opportunity	Thermal power plants often play a crucial role in the development of local communities. By participating in community development activities, these plants can generate a positive societal impact. This includes creating employment opportunities, supporting local infrastructure projects, and contributing to social welfare programs. Effective community engagement helps build trust and fosters a supportive relationship between the plant and the local population.	The Adani Foundation has been dedicated to creating sustainable opportunities for marginalised communities by facilitating quality education, promoting sustainable livelihood development, fostering a healthy society, and supporting rural infrastructure development.	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
11	Diversity, Equity, and Inclusion	Opportunity	Promoting diversity, equity, and inclusion within the workforce of thermal power plants enhances innovation and productivity. Ensuring representation of women and diverse demographics at all levels and functions within the workforce can lead to a more dynamic and inclusive work environment. Positive implications include improved employee satisfaction and retention, as well as a broader range of perspectives and ideas	Reinforcing our commitment to DEI, we are proactively working towards increasing gender diversity at our workplace. We have identified positions and job roles for women employees and actively seek to build diverse talent pipelines by collaborating with educational institutions. Our job postings are inclusive and free of gender-biased language, ensuring they appeal to larger targeting candidates. Our parental leave policies ensure that both men and women can avail the necessary time off for their families	Positive
12	Employee Development and Talent Retention	Opportunity	Investing in employee development and talent retention is critical for the long-term success of thermal power plants. Providing continuous learning opportunities, career advancement programs, and competitive compensation packages can attract and retain top talent. A focus on employee development leads to a skilled and motivated workforce, driving operational excellence and innovation.	APL invests in employee development through a comprehensive skill assessment and tailored training programs, which include technical, behavioural, cultural, and role-based initiatives. The 'e-Vidyalaya Percipio' platform allows self-directed learning and offers training on various skills, including problem-solving and data analytics. The company also focuses on ethical training, sustainability, and provides opportunities for peer shadowing and cross-functional teamwork.	Positive
Governance					
13	Digitalisation	Opportunity	Digitalisation can help reduce the frequency of unplanned outages through better monitoring and predictive maintenance, as well as limit the duration of downtime by rapidly identifying the point of failure. It can further help achieve greater efficiencies through improved planning, increased energy efficiency in power plants and lower loss rates in networks, as well as better project design throughout the overall power system		Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
14	Risk and Crisis Management	Opportunity	<p>Risk management is the systematic process of identifying, assessing, and mitigating threats or uncertainties that can affect an organisation. It involves analysing risks' likelihood and impact, developing strategies to minimise harm and monitoring measures' effectiveness. When an organisation develops a Risk management plan, it identifies risks across all attributes, which helps them to devise a strategy to manage and mitigate them. This helps in increased preparedness and awareness about possible risks in the future while creating long-term value for the stakeholders.</p>		Positive
15	Data Privacy and Information Security	Risk and Opportunity	<p>Instances of information security breaches could lead to the loss of sensitive data of customers including personal information. It could also lead to negative publicity and increased media scrutiny resulting in a loss of stakeholder trust, company reputation and regulatory fines or penalties. By prioritising IT security and investing in robust defenses, APL can earn the trust of employees and customers, differentiate themselves from competitors and create a resilient foundation for long-term value creation.</p>	<p>We have implemented SOPs and policies, conducting periodic internal and external (third-party) audits and tests to check the resilience of the IT infrastructure from hackers, cyber-attacks, malware, etc.</p>	Positive & Negative
16	Supply Chain Management	Risk	<p>Effective supply chain management is essential in ensuring the smooth operation of thermal power plants. This involves sourcing high-quality raw materials, maintaining robust logistics networks, and fostering strong relationships with suppliers. Efficient supply chain management can reduce operational risks, lower costs, and enhance the overall reliability of the power plant. Increased ESG risks across the supply chain leading to operational disruptions, reputational damage and affecting stakeholder relations</p>	<p>We have a Responsible Supply Chain Management Policy in place that our suppliers and contractors are required to comply. We prioritise sourcing materials and products from suppliers who share our commitment to ethical practices, social responsibility, and environmental sustainability. We work with suppliers who demonstrate a commitment to reducing their environmental footprint, conserving resources, reducing emissions, and minimising waste. By promoting responsible sourcing practices throughout our supply chain, we aim to create a positive impact on the communities where we operate, while upholding our reputation as a trusted and responsible business partner. Furthermore, we encourage procurement from local suppliers to boost the economic growth of local communities</p>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
17	Business Ethics and Integrity	Opportunity	Maintaining high standards of business ethics and integrity is fundamental to the operation of thermal power plants. This includes adhering to regulatory requirements, promoting transparency, and upholding ethical practices in all business dealings. A commitment to ethics and integrity builds trust with stakeholders and ensures the long-term sustainability of the plant.	We have formulated an Anti- Bribery and Anti- Corruption Policy (ABAC) comprising guidelines against unethical practices. This policy ensures compliance with all the prevailing laws. We have a zero-tolerance policy towards bribery, corruption, and unethical practices, and we uphold operational accountability and transparency. As a part of the man-date, every employee has to complete the ABAC course on our E-training module. The objective of this course is to create awareness about the Policy so that business can continue to run ethically with a zero-tolerance approach towards any kind of non-compliance in this regard.	Positive
18	Innovation and R&D	Opportunity	Continuous innovation and research and development (R&D) are crucial for the advancement of thermal power plants. Investing in new technologies and exploring alternative energy sources can improve efficiency, reduce environmental impact, and enhance competitiveness. Collaboration with research institutions and industry partners can drive groundbreaking innovations that shape the future of thermal power generation	We are at the forefront of technological innovation to meet market demands, as demonstrated by our initiatives in ammonia co-firing and green hydrogen projects/pilots, which are aimed at maintaining a competitive ad-vantage.	Positive

Section B: Management and Process Disclosures

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

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	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	https://www.adanipower.com/investors/corporate-governance								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Truste) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.									

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

■ **Single-use Plastic-Free Certification:**

Target: Achieve Single-use-Plastic-Free (SuPF) certification for 100% of operating locations by the end of the fiscal year 2025-26 by:

- Eliminating single-use plastics from all operations.
- Implementing sustainable alternatives and practices.
- Conducting regular audits to ensure compliance with SuPF standards.

■ **Biodiversity Integration:**

Target: Integrate biodiversity considerations into management systems by 2025-26 to ensure:

- No net loss to biodiversity in business operations.
- 100% alignment with the India Business Biodiversity Initiative (IBBI).
- Public disclosure of biodiversity impacts and mitigation measures.

■ **ESG integration into supply chain:**

Target: ESG screening/evaluation of suppliers by 2026-27 by:

- Integrating sustainability criteria into the selection and management of 100% of critical suppliers.
- Collaborating with suppliers to reduce environmental impacts.
- Monitoring and reporting on supply chain sustainability performance.
- Ensuring compliance with green supply chain standards.

■ **Materiality Assessment:**

Target: Conduct a systematic materiality assessment biennially to:

- Identify and prioritise key environmental, social, and governance (ESG) issues.
- Integrate material ESG issues into management systems and business strategies.
- Regularly review and update the materiality assessment to reflect changing stakeholder expectations.

■ **Inclusive Growth and CSR Initiatives:**

Target: Promote inclusive growth through:

- Undertaking Corporate Social Responsibility (CSR) initiatives aligned with business impacts.
- Focusing on projects that leave positive footprints and enhance societal happiness.
- Engaging with local communities to address their needs and priorities.

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<ul style="list-style-type: none"> ■ Climate Awareness: Target: Create awareness on climate-related issues among employees by 2025-26 by: <ul style="list-style-type: none"> ● Organising training sessions and workshops on climate change and sustainability. ● Providing regular updates on the company's climate action initiatives. ● Encouraging employee participation in climate-related activities and programs. ■ Diversity and Inclusion Policy: Target: Implement a diversity and inclusion policy to: <ul style="list-style-type: none"> ● Foster a diverse and inclusive workplace culture. ● Ensure equal opportunities for all employees. ● Monitor and report on diversity and inclusion metrics. ■ TNFD Biodiversity Assessment: Target: Conduct biodiversity assessments as per the Taskforce on Nature-related Financial Disclosures (TNFD) LEEP Framework by 2025-26 by: <ul style="list-style-type: none"> ● Locating, evaluating, assessing, and preparing for biodiversity impacts. ● Integrating biodiversity considerations into financial decision-making. ● Reporting on biodiversity-related risks and opportunities. ■ Value Chain Reporting: Target: Ensure value chain reporting as per SEBI requirements by 2025-26 by: <ul style="list-style-type: none"> ● Implementing supply chain sustainability practices. ● Monitoring and reporting on supply chain performance. ● Ensuring transparency and accountability in value chain operations. 									
	<ul style="list-style-type: none"> ■ Human Rights Due Diligence: Target: Conduct human rights due diligence by 2025-26 to: <ul style="list-style-type: none"> ● Identify and address human rights risks in business operations and supply chains. ● Implement policies and practices to protect human rights. ● Regularly review and report on human rights performance. 									

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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									
<p>Dear Stakeholders,</p> <p>It is with great pride and a sense of responsibility that I present to you the latest developments and achievements of Adani Power Limited (APL). Our journey has been marked by significant milestones, strategic initiatives, and a steadfast commitment to sustainable growth and value creation.</p> <p>Performance and Strategic Initiatives</p> <p>Adani Power Limited continues to systematically identify opportunities, manage risks with resilience, and secure the interests of all its stakeholders. Our robust financial performance, with a 15% year-on-year increase in EBITDA and an 11% increase in revenue, underscores our operational excellence and strategic foresight. With an operating capacity of 17,550 MW and an upcoming capacity of 13,120 MW, we are well-positioned to meet the growing energy demands of our nation.</p> <p>Commitment to Sustainability</p> <p>APL strives to be a sector leader in reducing direct emissions and sourcing renewable energy for our operations. We are working diligently with our value chain partners to reduce indirect emissions. To achieve these targets, we have undertaken a rigorous mapping of our emission footprint and are committed to transparent disclosure and validation through internationally reputed platforms.</p> <p>Our commitment to sustainability extends beyond environmental concerns. We are deeply invested in achieving our sustainability objectives, which encompass societal and community well-being, health and safety, and responsible governance. Our initiatives, in partnership with the Adani Foundation, have touched millions of lives across thousands of villages, driving beneficial change in education, health, infrastructure, and sustainable livelihood development.</p>										
<p>Operational Efficiency and Innovation</p> <p>To serve our customers with an uninterrupted supply of safe, affordable, and reliable power, we are determined to improve our operational efficiency through innovative technology. Our modern and efficient fleet of thermal generation assets, strategically located across India, and our expertise in project execution, including the commissioning of India's first transnational power project in Godda, Jharkhand, are testaments to our capabilities.</p> <p>Future Outlook</p> <p>As we look to the future, APL remains committed to enriching lives and attaining long-term sustainable growth through responsible value creation. Our strong cash flow generation capability, conservative leverage, and improvements in credit ratings position us well for sustained growth. We will continue to focus on operational excellence, self-funded growth, and adherence to ESG practices to ensure that we meet our sustainability targets and create lasting value for all our stakeholders.</p> <p>In conclusion, I would like to extend my heartfelt gratitude to our employees, partners, and stakeholders for their unwavering support and trust. Together, we will continue to drive forward, embracing opportunities and overcoming challenges, to build a brighter and more sustainable future.</p>										

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).																		
		<p>The Board of the Company has constituted a Corporate Responsibility Committee comprising of Independent Directors and chaired by an Independent Director to oversee strategies, activities and policies including environment, social, governance, health and safety, human talent management and related material issue and indicators in the global context and evolving statutory framework.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #f2f2f2;">Name of Member</th> <th style="background-color: #f2f2f2;">Position in Committee</th> </tr> </thead> <tbody> <tr> <td>Mrs. Chandra Iyengar</td> <td>Chairperson (Independent & Non-Executive Director)</td> </tr> <tr> <td>Mrs. Sangeeta Singh</td> <td>Member (Independent & Non-Executive Director)</td> </tr> <tr> <td>Mr. Sushil Kumar Roongta</td> <td>Member (Independent & Non-Executive Director)</td> </tr> </tbody> </table>										Name of Member	Position in Committee	Mrs. Chandra Iyengar	Chairperson (Independent & Non-Executive Director)	Mrs. Sangeeta Singh	Member (Independent & Non-Executive Director)	Mr. Sushil Kumar Roongta	Member (Independent & Non-Executive Director)
Name of Member	Position in Committee																		
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Mrs. Sangeeta Singh	Member (Independent & Non-Executive Director)																		
Mr. Sushil Kumar Roongta	Member (Independent & Non-Executive Director)																		
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.																		
		<p>Yes, The Board of the Company has constituted a Corporate Responsibility Committee comprising solely of the Independent Directors, which meets on a quarterly basis.</p> <p>The objective of the Committee is to assist the Board of Directors in fulfilling its responsibilities to oversee the Company's significant strategies, policies, and programs on social and public responsibility matters and for sustainability aspects with respect to the Company.</p> <p>https://www.adanipower.com/-/media/Project/Power/Investors/Board-And-Committee-Charters/Corporate-Responsibility-Committee_Charter.pdf</p>																	

Principle Wise Policies available of Company.

P1	<ul style="list-style-type: none"> • Code of conduct for board of directors and senior • Remuneration policy • Dividend distribution policy • Whistle blower policy • Related party transaction policy • Code of practices and procedures for fair disclosure of UPSI • Material events policy • Directors familiarisation programs • Business continuity policy • Policy on preservation of documents
P2	<ul style="list-style-type: none"> • Environment policy • Supplier code of conduct • Energy and emission policy • Resource conservation policy • Water stewardship policy • Responsible sourcing supply chain • Integrated management policy • ESG policy • Environment health safety policy
P3	<ul style="list-style-type: none"> • Working hours guidelines • Board diversity policy • Employee grievance management policy • Freedom of association • Environment health safety policy
P4	<ul style="list-style-type: none"> • Business responsibility policies • Employee grievance management policy • Stakeholders engagement policy
P5	<ul style="list-style-type: none"> • Affirmative action policy • Diversity equity and inclusion policy • Prevention of sexual harassment • Anti slavery policy
P6	<ul style="list-style-type: none"> • Environment policy • Energy and emission policy • Resource conservation policy • Water stewardship policy • Responsible sourcing supply chain • Integrated management policy • ESG policy • Environment Health Safety policy • Environment policy
P7	<ul style="list-style-type: none"> • Business responsibility policies
P8	<ul style="list-style-type: none"> • Diversity equity and inclusion policy
P9	<ul style="list-style-type: none"> • Quality policy • Cyber security and data privacy policy • Website content archival policy

10. Details of review of each 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 - pls specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly									
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances.	P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (yes/no). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	

M/s. TUV India Pvt. Ltd. is the external agency that has carried out independent assessment of our above Management systems.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)	Not Applicable								

Section C: Principle wise Performance

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 programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its Impact	Percentage of persons in respective category covered by the awareness programs
Board of Directors	04 Programmes	<ul style="list-style-type: none"> Brief on Adani Portfolio & ESG Capital Market ESG global Trends Site visits 	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	222 Programmes	<ul style="list-style-type: none"> Anti-Bribery and Anti-corruption (ABAC) Introduction to ESG Prevention of sexual harassment (POSH) Mental Health & Wellbeing Awareness Adani Behavioral Competency Framework Percipio Training Compliance Insider Trading Sustainability and inclusive growth Safety Trainings Cyber Security Awareness Whistleblower Policy Code of Conduct Unconscious Bias Security Awareness Module at Adani 	81.40%
Workers	22 Programmes	<ul style="list-style-type: none"> Permit To Work Safety Risk Field Assessment CSM Machine Guarding Electrical Safety & LOTO W/house Safety Standard Working at Height Road Safety Standard (RVDTs) Rail Safety Standard Material Handling Scaffolding Confined Space Hot Work Safety IR&I (RCFA) Electrical design Safety Manual Safety Interaction Excavation Safety PPE Work over water Gas Cylinder Safety Pre Start-up Safety Review Process Safety Management 	100%

Our commitment lies in creating an enriching work environment focused on individual growth for all employees and workers. Regular bi-annual and annual performance reviews form the basis of our training and development efforts, with a substantial investment of ₹ 20.76 crore allocated to this purpose in the reporting period. Collaborating with reputable consultants, we conduct skill assessments and gather employee feedback to tailor personalised learning plans aligned with both individual aspirations and organisational goals.

Our training initiatives extend across digital platforms such as Percipio, e-vidyalaya, and the Adani Power Training and Research Institute (APTRI). These platforms offer flexible learning pathways and mobile accessibility, empowering employees to pursue self-paced learning. Mandated trainings cover critical areas including prevention of sexual harassment (POSH), compliance, sustainability, and risk management, ensuring employees are well-versed in industry standards and best practices.

Moreover, we encourage experiential learning through peer shadowing and cross-functional team projects, fostering collaboration and knowledge exchange among employees of diverse backgrounds and expertise levels.

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:

Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)	
Penalty / Fine	Nil	₹ 1,50,000/- to each stock exchange	During the financial year 2024-25, the Company had received letter from the stock exchanges imposing fine of ₹ 1,50,000/- by each of the stock exchanges for not maintaining adequate composition of Board of Directors in terms of Regulation 17(1) of the SEBI (LODR) Regulations for a period of 31 days.	No	
		₹ 10,000/- to each stock exchange	In accordance with Regulation 44(3) of the SEBI (LODR) Regulations, 2015, the Company was required to submit the voting results of the General Meeting held on June 25, 2024, to the stock exchange within two working days in both PDF and XBRL formats. While the voting results were submitted in PDF format on June 26, 2024, the XBRL format submission was not made within the prescribed timeline and was subsequently filed on July 5, 2024. Consequently, both the stock exchanges had issued letter imposing fine of ₹ 10,000/- each. The Company had paid the fines in respect of both the aforesaid matters and also complied with the applicable regulations.		
Settlement	Nil	Nil	Nil	Nil	
Compounding Fees	Nil	Office of the Regional Director	₹ 82,600/-	Compounding Fees levied and paid under Section 441 for Compounding order passed by NCLT.	Nil

Non-Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions	Brief of the Case			Has an appeal been preferred? (Yes / No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

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

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

Yes, an Anti-Corruption and Anti-Bribery policy is available on the website.

<https://www.adanipower.com/-/media/Project/Power/Investors/Corporate-Governance/Policies/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

This policy applies to all individuals working for the APL (any existing or new entities under APL) at all levels and grades. This includes senior managers, officers, directors, employees (whether regular, fixed- term or temporary), consultants, contractors, trainees, seconded staff, home-workers, casual workers and agency staff, volunteers, interns, agents, sponsors, or any other person associated with APL, or any subsidiaries or their employees, wherever located. Third party means any individual or organisation that an associate may come into contact with during the course of his/her engagement with the APL, and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, business associates and government and public bodies including their advisors, representatives and officials, politicians and political parties.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	Not Applicable	NIL	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	Not Applicable	NIL	Not Applicable

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.

Not Applicable. there were zero cases of corruption and Conflict of Interest in the reporting year, as a result there were no fines, penalties and NO corrective actions taken against the entity by any legislative or judicial institutions.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	37.96	39.19

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers /distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.86%	1.72%
	b. Sales (Sales to related parties / Total Sales)	24.45%	23.28%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.45%	0.27%
	d. Investments (Investments in related parties / Total Investments made)	0%	0%

Leadership Indicators

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

Total number of awareness programmes	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
22	<p>Awareness on safe work at height, use of personal protective equipment, First-aid & medical emergency, incident reporting, housekeeping awareness, slip, trip, falls, health awareness, electrical safety, ergonomics and manual material handling, chemical safety, food safety, noise monitoring, HSE legal requirement, lock-out and tag-out, permit to work, road safety etc.,</p> <p>Environmental Awareness Overview- noise pollution, energy conservation, waste disposal and air pollution.</p>	100%

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, the entity has processes in place to avoid and manage conflicts of interest involving members of the Board.

The [APL Code of Conduct for BoD](#) document outlines the guidelines for conduct, including the management of conflicts of interest. According to the code, all members of the Board of Directors and Senior Management are expected to dedicate their best efforts to advance the company's interests and make decisions based on the company's best interests, independent of outside influences. A conflict of interest occurs when a director's or senior management member's private interest interferes, or appears to interfere, with the interests of the company as a whole. Any situation that involves, or may reasonably be expected to involve, a conflict of interest must be disclosed promptly to the Company Secretary.

Additionally, there are mandatory declarations for the disclosure of conflicts of interest. Employees are required to submit their declarations, even in cases of no conflict of interest (Nil Submission). Failure to comply within the stipulated timeline may result in appropriate action being taken.

These measures ensure that conflicts of interest are identified, disclosed, and managed effectively to maintain the integrity and transparency of the company's operations.

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

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current FY 2024-25	Previous FY 2023-24	Details of improvements in environmental and social impacts
R&D	₹ 1.9 crore	₹ 1.08 crore	The feasibility study of Ammonia Co-firing at Mundra TPP
Capex	₹ 56.73 crore	₹ 21.97 crore	Mundra: APH Basket replacement in Unit 285 at Tiroda TPP Tiroda: RCM & APM Implementation for performance monitoring and improvement APH Basket replacement in Unit 285 DCS Controller processor, METS PLC TDBFP, Ash handling PLC upgradation Raipur: NDCT Fills 3500 M3 replacement carried out during COH APH hot end basket replacement Udupi: Replacement of Hot & Intermediate baskets for APH Korba: CT fills replacement was carried out in 7 Cells LED light installation at Udupi, Mahan, Raigarh

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

Yes.

Yes, 100% of our input was sourced in accordance with our supply chain management policy, which effectively governs our sustainable supply chain practices. We ensure that our supplier selection process integrates the prerequisites of sustainability.

Our Supplier Code of Conduct serves as a framework for assessing and communicating the company's requirements, values, and culture to our suppliers. We also encourage our suppliers to adhere to social and environmental standards such as SA 8000, ISO 14001:2015, and ISO 45001:2018. Additionally, we have implemented a supplier screening and risk assessment program, which is a fundamental part of our vendor onboarding process.

Beyond regulatory and qualitative aspects, our supplier assessment scorecard incorporates ESG (Environmental, Social, and Governance) criteria for screening and prequalifying our suppliers. We have classified our suppliers and identified critical ones based on the value of business and nature of supply. Our supplier screening framework is used to assess these critical suppliers on predefined ESG parameters, which act as key enablers on our Responsible Supply Chain journey.

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.

Given the nature of our company's product and service offerings, specifically the generation of electricity, the scope for safely reclaiming products for reuse, recycling, and disposal at the end of life is NOT APPLICABLE.

In alignment with the UN Sustainable Development Goal 12 - Responsible Consumption and Production, we have defined comprehensive processes for managing waste at all our operational sites. Effective waste management begins with meticulous planning, ensuring that our waste management plan prioritises efficient and cost-effective techniques. This plan encompasses a range of activities, including waste collection, segregation, transportation, reprocessing, recycling, and disposal of different types of waste. Our thermal power plants generate various forms of waste, with fly ash (a by-product of coal combustion) being the largest solid waste component. Additionally, we handle other types of waste such as municipal or domestic waste, hazardous waste, biomedical waste, and e-waste. The disposal methods depend on the type and quality of waste generated.

Fly ash, being a significant solid waste produced from coal-based power generation, poses a landfilling challenge. To address this, our Tiroda plant has implemented a High Concentration Slurry Disposal (HCSD) system, which solidifies the ash for disposal. Furthermore, we have established infrastructure at other plants to transform fly ash into a valuable material in demand by industries such as cement and ready-mix concrete. This approach has substantially increased fly ash utilisation and supply, benefiting specialised agencies. We are dedicated to reducing single-use plastic usage, and 9 out of 12 of our power-generating units have received certification for being single-use plastic-free from the Confederation of Indian Industry (CII). At our Tiroda, Kawai, and Udupi plants, we have installed waste-paper recycling units.

Regarding hazardous waste, we generate a comparatively smaller quantity, which is stored in designated locations. As per regulations, non-recyclable hazardous waste is sent to a State Pollution Control Board (SPCB)-approved common treatment, storage, and disposal facility (TSDF) for proper management. We recognise the importance of waste segregation from the initial stages, and our control measures ensure that relevant information is tracked until the final disposal stage.

Additionally, the non-hazardous waste generated at our premises, comprising scrap metal, wood, glass, tires, e-waste, cardboard, and paper, is sold via auction.

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

Owing to the nature of the Company's product/service offerings, EPR is not applicable to the Company.

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	Boundary for which the life cycle Perspective / Assessments conducted	Whether conducted by independent external agency (Yes)	Results communicated in public domain (Yes/No) If yes provide web -link

Not applicable. Owing to the nature of the Company's product/service offerings [Generation of Electricity]

However, we intend to use the LCA study for the Solar PV modules installed at APL Bitta Solar that might come up for disposal at the end of their life.

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 the risk / concern	Action Taken
	Not applicable.	However, the Company proactively takes steps to prevent any significant environmental or social impact from ash produced by power generation stations. Additionally, the Company is committed to responsibly disposing of solar module waste (if generated) in accordance with the Waste Management Hierarchy, ensuring minimal environmental and social 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 material	Recycled or re-use input material to total material	
	FY 2024 – 25 (Current Financial Year)	FY 2023 – 24 (Previous Financial Year)
	Not Applicable	

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

	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Re-Used	Re-Cycled	Safely Disposed	Re-Used	Re-Cycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

Not applicable owing to the nature of the Company's product/service offerings [Generation of Electricity]

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

Indicate product category	Reclaimed product and their packaging material as % of total products sold in respective category
Not applicable owing to the nature of the Company's product/service offerings [Generation of Electricity]	

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

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

Our employees are the driving force behind our success. To protect and safeguard them from any harm is not only our business responsibility but also our utmost priority. All our operational locations are facilitated with all necessary health standards and first-aid provisions. We have annual health checkups for our employees. Additionally, if the need arises our employees have access to tele consult specialists. We offer virtual yoga and other wellness related workshops to our employees at fixed dates and times through virtual medium. For our contractual employees and workers as well, we conduct health check-ups on a timely basis, and we request them for certificates after they join back post recovery from work related injuries. The emotional and mental well-being needs of our employees are addressed through our Adani Care platform where the employees and their families can avail professional counselling services. We cover our employees with the requisite health and accident insurance. Further, we also offer all of our employees with retirement benefits such as provident fund, gratuity, GPA, and WC. In conformance with the regulatory norms, we also provide them with the maternity and paternity benefits. The return-to-work rate and retention rate for the reporting year is 100%.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	4074	4074	100	4074	100	0	0	4074	100	0	0
Female	102	102	100	102	100	102	100	0	0	102	100
Total	4176	4176	100	4176	100	102	100	4074	100	102	100
Other than Permanent employees											
Male	34	34	100	34	100	0	0	34	100	34	100
Female	0	0	0	0	0	0	0	0	0	0	100
Total	34	34	100	34	100	0	0	34	100	34	100

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

In order to ensure safety and well-being at workplace, we conduct various trainings for all our employees as well as contractual workers. We focus on making the trainings relevant and practical by engaging our workforce in different modules. We also conduct various awareness and health promotion activities for our employees and contractual workers.

All our operating sites carry out periodical medical examination for employees as well as contractual workers, in compliance to the applicable regulations.

We also have specific health standards and undertake first aid and health emergency management and have employed qualified medical practitioner at each of Site/location. To protect our employees and contractual workers, appropriate personal protective equipment (PPEs) are also provided.

Category	% of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent employees											
Male	1509	1507	100	1509	100	0	0	1509	100	1509	100
Female	15	15	100	15	100	15	100	0	0	15	100
Total	1524	1522	100	1524	100	15	0	1509	100	1509	100

(Note: Other than Permanent Workers does not include Contract labors, however Day care facilities is extended to contract labors too)

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

	FY 2024 – 25 (Current Financial Year)	FY 2023 – 24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	1.33%	1.06%

(Note: Spending on measures towards well-being does not include workers category)

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

Benefits	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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	99.98%	100%	100%	99.97%*	100%	Yes
Gratuity	100%	100%	100%	100%	100%	Yes
ESI	100%	100%	100%	NA	100%	Yes
Others – Pls specify	GPA-100%	WC-100%	GPA-100%	GPA 100%	WC 100%	Yes

(* CEO has opted out voluntarily) (GPA: Group Personal Accident WC: Workmen's Compensation)

3. Accessibility of workplaces

Yes, the Company conforms with the requirements of the Rights of Persons with Disabilities Act, 2016, and is committed to provide the employees and workers a diverse and equitable work environment. The Company's infrastructure plan is designed and constructed to address the accessibility to workplace for differently abled employees and workers. The corporate offices have a ramp at the entry across office locations, the elevators have braille signs and are designed for visually impaired, and there are dedicated toilets for differently abled employees and workers.

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. The Company has a Diversity, Equality, and Inclusion Policy which promotes an inclusive work culture, as well as the values of empathy and mutual respect. The Company strives to foster a diverse and equitable environment.

Weblink: <https://www.adanipower.com/-/media/Project/Power/Investors/Corporate-Governance/Policies/APL-Diversity-Equity--Inclusion-Poicy.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%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

(This covers both Paternity & Maternity leaves)

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.

(If Yes, then give details of the mechanism in brief

Permanent Workers	Not Applicable as no workmen under permanent category However, an grievance redressal mechanism is available for employees and workers. The system is designed to redress the grievance within a defined timeline of 14 working days. The grievances are resolved in fair and time bound manner maintaining utmost confidentiality.
Other than Permanent Workers	Yes. Workers that are engaged on contractual basis can report their grievances to their respective contractor representative or the company supervisor. The contractor is expected to take the required action to address the worker grievances, and if required, can raise the grievance to HR and respective functional heads.

Permanent Employees	<p>Yes.</p> <p>Apart from the on-line grievance redressal platform, the Company also has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has Internal Complaints Committees (ICCs) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the ICCs are responsible for conducting inquiries pertaining to such complaints.</p> <p>The Company, on a regular basis, sensitises its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programs.</p> <p>www.adanipower.com/-/media/Project/Power/Investors/Corporate-Governance/Policies/Employee-Grievance-Management-Policy.pdf</p>
Other than Permanent Employees	<p>Yes.</p> <p>Suppliers, Consultants, Retainers, Clients or any other parties that are engaged on a project / periodic basis are governed by the terms & conditions of the contract. Grievances if any, can be raised with concerned HR Business Partners and respective functional heads.</p>

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

The Company does not have any employee associations. However, we recognise the right to freedom of association and does not discourage collective bargaining.

Category	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Employees	4176	0	0%	3315	0	0%
Male	4074	0	0%	3274	0	0%
Female	102	0	0%	41	0	0%

8. Details of training given to employees and workers:

Category	FY 2024 – 25 (Current Financial Year)				FY 2023 – 24 (Previous Financial Year)					
	Total (A)	On Health & safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	3889	2695	69%	1973	51%	3274	2491	76.08%	3083	94.17%
Female	55	32	58%	29	53%	41	31	75.61%	37	90.24%
Total	3944	2727	69%	2002	51%	3315	2522	76.08%	3120	94.12%
Workers										
Male	15118	11656*	77.1%	Nill	Nill	13035	16900	100%	Nill	Nill
Female	15	15	100%	Nill	Nill	09	09	100%	Nill	Nill
Total	15133	11671	77.1%	Nill	Nill	13044	16900	100%	Nill	Nill

(* 11656 is not a unique number, included no of persons trained in multiple trainings covers 100% of workers)

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

We have a robust Performance Management process with an objective to establish utmost clarity in terms of the process to be followed at each step and what is expected from all the stakeholders involved. The process covers activities related to measuring performance of all employees as part of the year-end review, rating & promotion recommendation, moderation and individual feedback. We also have a performance review group (PRG) consisting of a group of people who discuss the performance and behavioral aspects of an individual.

All the employees undergo an annual performance appraisal process as determined by the Company.

Category	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
	Employees					
Male	4108	3925	95.55%	3274	3274	100%
Female	102	102	100.00%	41	41	100%
Total	4210	4027	95.65%	3315	3315	100%
Workers						
Male	1507	1258	83%	853	853	100%
Female	15	15	100%	9	9	100%
Total	1522	1273	84%	862	862	100%

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, The APL has adopted and implemented the Adani Group's Safety Management System framework by integrating all critical business activities and applying principles and processes in order to provide safe and healthy workplaces across all Company' establishments, prevent work related injury and ill health, minimise risks and continuously improve safety performance.

Eight major elements of Adani Safety Management System are performance orientation, executive commitment, teamwork orientation, employee empowerment and enlistment, scientific decision making, continual improvement, comprehensive and ongoing training, and unity of purpose.

APL leadership is committed to the development, implementation, and continual improvement of Occupational Health & Safety, Objectives, Policy and goals. We believe that all injuries, occupational illnesses as well as incidents are preventable. At APL, during the past few years we have enhanced our efforts on OHS through development of robust processes and governance in association with reputed safety consultant M/s. DuPont under Safety Culture Transformation Journey named Project Chetna to achieve excellence and benchmark in OHS performances.

Our health and safety priorities are articulated in our EHS Policy. With the overarching aim of 'Zero harm to life', our operations are certified with the ISO 45001 standard. Safety of our people is the utmost priority for Adani Power. We ensure several levels of checks and balances throughout the organisation, policies and management systems. Training and awareness raising sessions are in place with this regard.

All sites of APL have also linked Group Safety Management System with their existing Integrated Management System (IMS), e.g., ISO 14001 (EMS), and ISO 45001 (OHSMS).

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

Adani Group has established and aligned globally recognised high level Safety Intervention and Risk Assessment programs such as Safety Interaction (SI), Vulnerability Safety Risks (VSR), Safety Checks & Assurance (SCA), Site Risk Field Audits (SRFA), Process Hazard Analysis (PHA), and Pre-Startup Safety Review (PSSR) with Business specific Integrated Management System based Hazard Identification and

Risk Assessment Process, (HIRA) and Job Safety Analysis (JSA). The Company has adopted this framework, and the reporting businesses have developed an ecosystem of participative and consultative approach for engaging concerned stakeholders, including, employees, associates, and contract workmen.

The Company recognises that the dynamic risks need to be managed and mitigated as per Hierarchy of Control to protect its stakeholders and achieve the objective of Zero Harm with enablement of Sustainable Growth.

These interventions bring together an understanding of the potential upside and downside of all job and personal factors which can impact the organisation with an objective to prevent injury, protect assets and add maximum sustainable value to all the activities and processes of the organisation.

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

Yes, The Company uses the Adani Group's established Concern / Hazard Reporting, Action employees can take (AECT), Incident Management and Investigation System for fair and transparent reporting of work related hazards and risks as unsafe Acts/ unsafe Conditions, near misses, injuries and illness and serious incidents. This is followed by a comprehensive Root Cause Failure Analysis (Investigation), formulation of corrective actions as per Hierarchy of Controls, its tracking and monitoring and subsequent closure.

The outcome and learnings from these events and incidents are deployed horizontally across the Group through a systemic process of 'Critical Vulnerable Factor' (CVF) as a part of Group Safety Governance Process. The progress on CVF is reviewed during Adani Apex Group Safety Steering Council Meetings as well as during their Business Safety Council Meetings.

To facilitate this, an advanced digital platform on OH&S Reporting has been deployed by Adani Group. The Company access this platform through its machines as well as native and lite Mobile App version

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

Yes, the employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	Current FY (2024-25)	Previous FY (2023-24)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.19	0.15
Total recordable work-related injuries	Employees	0	0
	Workers	7	4
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Health and Safety of our people is of utmost importance to us. To achieve this, we have adopted a shared responsibility approach, with increased engagements at all levels of workforce and strengthening the safety culture across all Company's site/locations. We are taking steps to reduce reportable incidents, minimise injuries and regularly monitor the safety performance of our sites.

Our occupational health and safety management system is also well aligned with the Group's Safety framework and covers all employees, contractors, business associates, visitors and the community as well. In addition to that, a number of our sites across all Company's businesses are ISO 45001 (2018) certified.

As a part of our strategy to prevent health and safety related incidents, we have identified two focus areas which are contractor safety management (CSM) and operational discipline. CSM procedure provides support in manpower deployment whereas the operational discipline ensures that proper measures to eliminate hazards are taken at all our sites. Contractor Safety Management is well defined six step processes viz Pre-qualification - To

Identify contractors compatible with owner operating safety principles, Contract Preparation - Develop contract package with specific language in the generic documents to clarify safety expectations for contracting needs, Contract Award - for effective review of contract safety specifications at bid meetings & pre-award meetings, Orientation & Training - 3 different level Safety Orientation (Generic, Area specific & Job Specific) Training with assessment, Managing the work (Safety Risk Field Audit (SRFA) with KPIs, Periodic / Contract closure evaluation. We have sets out requirement for evaluating and rewarding Contractors to ensure safety at the workplace. It will further result in the development of an incident free work environment, by creating a systematic approach to managing contractors and making them aware of the risks associated with working on site.

All our employees and contractors are provided with appropriate PPEs, and it is ensured that they are not negligent in using them. We are providing job related training to our employees to perform given tasks safely along with display of do's and don'ts at prominent locations of the sites. Besides this, we have a stringent work permit system in place. Toolbox talks, task briefing, job specific training, job hazard analysis and mock drill help us in building safety culture within our sites/locations.

Mental and emotional health is a core part of our work culture. In view of this, an emotional wellness program was launched as part of Adani Care- Our integrated suite of health and well-being services and support platform. As an inclusive health service, the program offers professional and confidential counselling for our employees. The family member of our employee can also avail these services at any time of the day and in any location. We also have various rewards and recognition programs in place to appraise the champions of safety working at Company's sites/locations.

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

Category	Current FY (2024-25)			Previous FY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

(Note: All APL sites are certified ISO 45001:2018 by Third party)

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

All incidents are investigated thoroughly as per Group Safety Guidelines on Incident Reporting & Investigation and learning is shared across sites to ensure non-occurrence of similar incidents. Also, employees and workers are encouraged to report the maximum number of unsafe acts and conditions to eliminate such incidents.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**
 - Yes, employees are covered under Death benevolent policy & Group personal accident policy.
 - Yes, Contract workers of Global Innovsource covered under Employ deposit link insurance & death compensatory package. Other contractor workers covered as per workmen compensation package.

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

The Company has adequate mechanisms to ensure that requisite statutory dues, as applicable to the transactions of the Company with its value chain partners, are deducted and deposited in accordance with applicable regulations and reviewed as per regular audit processes. The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues relating to contractual employees and workers. The Company expects its value chain partners to behave ethically and with integrity in all its business transactions and uphold standards of fair business practices.

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 are 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 – 25 (Current Financial Year)	FY 2023 – 24 (Previous Financial Year)	FY 2024 – 25 (Current Financial Year)	FY 2023 – 24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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)

Not Applicable.

After reaching retirement age, and based on business needs, some distinguished employees are retained as advisors or consultants. Additionally, throughout their employment, various skill enhancement programs are offered to ensure their continued employability.

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	100%
Working Conditions	100%

(Direct suppliers of APL & contractors)

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.

As a part of our strategy to prevent health and safety related incidents, we have identified two focus areas which are contractor safety management (CSM) and operational discipline. CSM procedure provides support in manpower deployment whereas the operational discipline ensures that proper measures to eliminate hazards are taken at all our sites.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

1. Describe the processes for identifying key stakeholder groups of the entity.

We believe that engagement with stakeholders is key to understanding their needs, working with them to minimise risks, maintaining social legitimacy, improving credibility, and gaining their trust.

We identified our stakeholders as groups and individuals, who can influence or/ are impacted by our operations/ activities, change in technology, regulations, market, and societal trends either directly or indirectly which comprise of communities, employees, supply chain partners, customers, investors, regulators, and civil society organisations for all its operations. We commit to engage openly and authentically with our stakeholders to enhance cooperation and mutual support for a sustainable relationship

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 & Marginalised Group (Yes/ No)	Channel of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	HR interactions, Performance management, Townhalls, announcements	Continual	HR policies, Career progression, trainings
Shareholders/ Investors	No	Email, Annual General Meetings, Quarterly/Annual results, Website information, Official press release	Regular/Need based	Business sustainability, economic performance
Customers	No	Regular customer's meet, Business Vis-its, Sales visit, Customer satisfaction Survey	Frequent, Need based	Quality, timely Delivery, Order placements
Suppliers	No	Regular supplier's meet, Suppliers Assessments, Seminars, Conferences	Continual	Quality, Sustainability, Cost
Regulators	No	Compliance meetings, Industry associations, Events, Telephonic, Video conferences and email communication	Continual, Need based	Compliance, Policy advocacy
Community and NGOs	Yes	Community meetings	Frequent and Need based	CSR, Education, Welfare
Media	No	Press Conferences, Telephonic and email communication	Continual, Need based	Outlook, announcements
Peers and Key Partners	No	Industry association, Events, and conferences	Need based	Knowledge sharing
Academics	No	Meetings, Visits, Academics related tours	Need based	Knowledge sharing, recruitments

Leadership Indicators

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

The company endeavours to incorporate sustainability aspects into all its systems and processes. Respective functional heads engage with the stakeholders on various topics and the relevant feedback from such consultation is provided to the Board for any concern related to economic, environmental, and social topics. Our mailing portal aids in addressing the concerns of our vendors and customers. Our employees use the grievance management system for raising their concerns and grievances which are addressed.

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, our material issues are identified based on our engagement with our stakeholders. We have set bold aspirations towards our sustainable journey and our sustainability goals.

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

APL has various plants in several locations all around India, therefore we understand our responsibility to help the residents around these locations as well as reach out to the marginalised and Vulnerable communities in the respective areas. We ensure to defend their rights, interests, natural and cultural resources as well as give them resources to participate and benefit from development. We recognise the importance of gaining access to robust and quality medical services especially for the economically marginalised and vulnerable populations. Acknowledging this need, has worked towards heavily improving access to essential healthcare infrastructure and services. Mobile Health Care Unit & Health Check-up Camp in Government Schools are some of highlights from initiatives taken by us.

Principle 5: Businesses should respect and promote human rights

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. employees or workers covered (B)	% (B / A)	Total (C)	No. employees of workers covered (D)	% (D / C)
Employees						
Permanent	4176	2388	57.18%	3295	297	9.01%
Other than permanent	34	12	35.29%	20	10	50.0%
Total Employees	4210	2400	57%	3315	307	9.26 %
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent (outsourced)	Our approach to human rights is guided by our Group's policy on Human Rights which is aligned to relevant national and international standards/protocols. We also have robust internal controls and procedures in place to ensure compliance with applicable labour laws including human rights. The said Human rights policy extends to our business partners who are responsible to ensure compliance with the same and make sure that the workforce employed at different Adani businesses are provided with relevant trainings to make them aware about their rights and obligations. The Company also has a Supplier Code of Conduct (SCC) that covers various human rights aspects; all procurement agreements of the Company with critical suppliers include conditions pertaining to labour standards and occupational health and safety. Although the Company at present does not have a structured system of monitoring the training hours for the contract manpower, however, they are trained and sensitised about human rights through initiatives on labour practices and CSR activities. We are also working on to further strengthen our existing approach to human rights training and engagement including setting up a digital platform for better tracking and recording of hours of trainings conducted on ESG including human rights for different category of employees including workers.					

(workers include skilled semi-skilled & un-skilled out sourced contract labor)

Note: As a part of our learning and development strategy we ensure that all the employees have access to Human Rights training and there are e-modules on the relevant topics in the learning management tools. The onboarding exercise for all new employees includes Human Rights awareness as part of their induction session. This induction session is held on monthly basis and focuses on aspects of POSH, and Code of Conduct. While the training on different elements of human rights is covered under various awareness and training program organised by the company, we are further strengthening our existing approach to human rights training and engagement including setting up a digital platform for better tracking and recording of hours of trainings conducted on ESG including human rights for different category of employees including workers.

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 & Workers											
Permanent											
Male	4074	0	0	4074	100%	3274	0	0	3274	100%	
Female	102	0	0	102	100%	41	0	0	41	100%	
Other than Permanent											
Male	15118	0	0	14746	100%	13077	0	0	13077	100%	
Female	15	0	0	385	100%	09	0	0	09	100%	

(Note: Other than permanent includes contract workers of Global Innovsource)

The wage rates in scheduled employments differ across states, sectors, skills, regions, and occupations owing to various factors. Hence, there is no single uniform minimum wage rate across the country and the revision cycle differs for each state. However Minimum wages are paid and adhered to by the Company as per the minimum wage notification issued by the respective Central and State bodies for different establishments under the Minimum Wages Act and Rules.

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

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)	0	0	0	0
Key Managerial Personnel	3	3.25 crore	0	
Employees other than BoD and KMP	4105	0.13 crore	102	0.08 crore
Workers [#]	1507	0.08 crore	15	0.04 crore

*The Directors do not draw any salary/ commission, except for sitting fees, as disclosed in the Corporate Governance Report, which is part of this Integrated Report.

Workers doesn't include Contractual workers

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	1.18%	0.64%

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. APL maintains a policy of zero tolerance towards any violations of human rights. The company upholds this commitment through its Policy on Human Rights & Diversity, Equity, and Inclusion (DEI), which is accessible on our official website for transparency and accountability. Our board of directors monitor the effective and review implementation of the policy considering the suitability, adequacy and effectiveness.

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

Standing forums have been constituted, at the Group Level, Company Level and its subsidiary level, that aids and advises the management in its approach towards building sustainable Human Rights. Business HR is responsible to ensure that any issue or impact related to human rights is addressed in the defined manner within the stipulated timeline.

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

	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	01	0	Hostile work environment	01	0	Hostile work environment
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour / Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

Location	2024-25	FY 2023-24
	Current Financial Year	Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.85	2.38
Complaints on POSH upheld	0	0

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

The POSH policy has the mechanism for addressing complaints pertaining to sexual harassment. All complaints related to sexual harassment are taken up by the Internal Complaint Committees (ICCs), which are governed under strict confidentiality and there are defined procedures to protect complainant from any retaliatory actions.

Any employee can file grievances through the online grievance portal. The system is designed to redress the grievance within a defined timeline of 14 working days. The grievances are resolved in fair and time-bound manner maintaining utmost confidentiality.

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

Yes, The Human rights related requirements are covered as a part of the vendor onboarding process through ARIBA portal (ARIBA is IT enabled sourcing portal).

10. Assessments for the year:

We have defined systems for ensuring compliance with regulatory requirements. There is a Code of Conduct for employees and Suppliers' Code of Conduct to ensure conformity with business ethics and human rights requirements. Also, the human rights criteria are screened through online ARIBA portal during vendor onboarding process.

In addition, we review compliance with these requirements during contract execution. In all our business units, it is mandatory to check the age proof documents at the time of recruitment to prevent employment of child labour and during the induction session essential business ethics and human rights related aspects are covered for creating awareness among employees.

	% 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	100%

(Assessment carried out by statutory authorities)

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

Nil. No significant risks/concerns envisaged.

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

Nil. No significant risks/concerns envisaged.

Leadership Indicators

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

No - Not applicable

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

APL have developed a code of conduct and every employee needs to adhere to it. Under employees' code of conduct, there are many human rights issues noted such as anti-bribery, anti-corruption, etc. We also have a dedicated Human Rights policy wherein we have shown our commitment towards Human Rights and its Due Diligence. We have committed to conduct continuous Human Rights Due Diligence (HRDD) in our process which means to identify and assess potential impacts of our activities on Human Rights before undertaking a new activity or business relationship, and when operational changes occur. We also take appropriate prevention and mitigation measures and monitor the effectiveness of the same. Based on internationally recognised standards of decent work, including the Universal Declaration of Human Rights and ILO conventions, SA8000 helps in applying a management-systems approach to social performance and emphasizes on continual improvement over checklist-style auditing

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, at all our offices, we have made special provisions for differently abled employees and workers in accordance with Rights of Persons with Disabilities Act, 2016. We strongly promote equal opportunities for everyone, and we acknowledge the importance of having diverse and equitable work environment. We have designed workplaces for providing assistance or making changes to a position or workplace to enable employees with disabilities for carrying out their jobs. At our corporate offices, we have ramps at entry locations and lobbies to facilitate wheelchairs. We have dedicated toilets for differently abled employees. We have elevators with Braille signs, designed for blind people or visually impaired people. Our other locations also comply with all the national/local requirements to accommodate differently abled person and their needs. All the Company's existing and new infrastructure has implemented comprehensive plan to address accessibility of workplaces for differently abled

employees, work areas, rest rooms, common areas and areas for movement in and around facilities have been designed with all accessibility aspects in mind

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	100%

(APL direct suppliers & contractors working in APL premises)

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

No significant risks identified during assessment

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	FY 2023-24
		From renewable sources	
Total electricity consumption (A)	GJ	406.42	264.38
Total fuel consumption (B) (Coal & Oil consumption)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption (A+B+C)	GJ	406.42	264.38
From non-renewable sources			
Total electricity consumption (D)	GJ	6,764.06	26,227.46
Total fuel consumption (E)	GJ	972,141,602.66	818,418,070.02
Energy consumption through other sources (F)	GJ	0	00
Total energy consumed from non-renewable sources (D+E+F)	GJ	972,148,366.72.7	818,444,297.47
Total energy consumed (A+B+C+D+E+F)	GJ	972,148,773.14	818,444,561.86
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/₹	0.001650344	0.0013577048
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ / USD	0.037763384	0.0310674261
Energy intensity in terms of physical output	(GJ/MWh)	9.54	9.57
Energy 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.

Yes, Independent assessment carried out by TUV India Limited. A copy of their assessment statement is attached as annexure to this 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.

Yes, Targets set under the PAT scheme have been achieved

[Mundra TPP, Tiroda TPP, Kawai TPP, Raigarh TPP & Udupi TPP in FY2019-20 Year and Raipur TPP & Mahan TPP in FY2021-22].

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	157,051,691	144,494,214
(ii) Groundwater	2,967	929
(iii) Third party water	4,425	4,966
(iv) Seawater / desalinated water	595,127,288	251,791,456
(v) Others (Rain Water)	0	1,848,491
Total volume of water withdrawal (in kilolitres)	752,186,371	398,140,056
Total volume of water consumption (in kilolitres)	221,715,148	192,295,869
Water intensity per rupee of turnover (Water consumed, KL / turnover in INR)	0.0003764	0.0003190
Water intensity [KL] per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed [KL] / Revenue from operations adjusted for PPP in USD)	0.008612585	0.00729932168
Water intensity in terms of physical output (KL/MWh)	2.17	2.25

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, Independent assessment carried out by TUV India Limited. A copy of their assessment statement is attached as annexure to this report.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater	519,661,472.44	198,418,226.10
No treatment		
With treatment – please specify level of treatment (secondary)	519,661,472.44	198,418,226.10
(iv) Sent to third-parties	5754	0
No treatment		
With treatment – please specify level of treatment (primary and secondary)	5754	
(v) Others	0	0
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	519,667,226.44	198,418,226.10

* At Thoothukudi TPP, water is sent to nearby Ambuja cement plant on need basis. (5754 kL for FY 24-25)

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

Water is a crucial resource required for the running our power plants. Therefore, acknowledging this resource's importance, we have established strict measures for water conservation at each of our power plants and have optimised our systems to reduce water consumption. Currently, we reuse 100% of the treated Wastewater in hinterland plants. We ensure compliance with the applicable statutory conditions laid by Ministry of Environment, Forest & Climate Change / Central and State Pollution Control Board for locations, where zero discharge is mandated. In sea water based power plants, we have mechanism in place to treat the sewage/effluent as per the statutory limits before discharging back.

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

Parameter	UOM	FY 2024-25	FY 2023-24
NOx	MT/Yr.	128,663.47	121,664.60
Sox	MT/Yr.	303,694.71	248,011.80
Particulate matter (PM)	MT/Yr.	17,503.15	14,550.14
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			Not Applicable
Hazardous air pollutants (HAP)			
Others – please Specify (Mercury – Hg)	mg/Nm ³	BDL	BDL

Note: The air emission sources (stacks, chimneys etc.) are monitored on a defined frequency by an approved laboratory/agency as mandated by the Central and respective State Pollution Control Boards

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

Parameter	Unit	FY 2024-25	FY 2023-24
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	86,427,664.95	72,948,754.5
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	1,366.59	5,253.81
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/INR	0.000146724	0.000120961
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)	tCO ₂ e / USD	0.0033573	0.0027693
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MWh	0.85	0.85
Total Scope 1 and Scope 2 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.

Yes, Independent assessment carried out by TUV India Pvt Limited

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

In line with Adani Group's target to meet India's Climate Change (NDC) commitments of emission reduction, the Company has taken various initiatives such as:

- Replacing low energy efficient equipment with high energy efficient equipment
- Installing solar roof tops and other green energy projects
- Replacing fossil fuel-based vehicles by electric vehicles
- Optimisation of energy consumption in office buildings
- Using digitisation to improve monitoring and reduce losses
- Awareness creation related to energy conservation and GHG reduction
- Replacing high Global Warming Potential (GWP) refrigerant with lower GWP refrigerant

APL aims to lead India's initiatives in achieving greenhouse gas reduction targets by evaluating the possibility of potential implementation of ammonia as a fuel in thermal power generation that will utilise Green Hydrogen-derived ammonia in the existing thermal power plant. Kowa supported APL by conducting a global survey of hydrogen and ammonia-related technologies being utilised for power generation. IHI Corporation has already successfully demonstrated its ammonia co-firing technology at a large-scale commercial coal-fired power plant in Japan and responded to many inquiries related to ammonia co-firing globally.

To achieve de-carbonisation of APL's coal-fired assets, the parties, by considering the possibility of ammonia co-firing through the studies, aim to de-carbonise APL's coal fired assets with the objective to potentially implement the technology in other coal-fired units within India.

Outcome of initiative

- Successful implementation will significantly reduce greenhouse gas emissions.
- This modification targets achieving 20% liquid ammonia co-firing ratio and higher co-firing ratio up to 100% mono-firing at the Adani Power Mundra Coal Fired Power Plant

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	287.68	176.90
E-waste (B)	32.51	107.74
Bio-medical waste (C)	0.11	0.08
Construction and demolition waste (D)	0.53	0
Battery waste (E)	182.60	170.49
Radioactive waste (F)	0	0
Hazardous waste		
Discarded Containers / Barrels / liners	194.72	18.44
Chemical Sludge (ETP Sludge)	2.95	0.37
Oil-soaked Cotton Waste	12.27	10.32
Used / Spent Oil (MT)	261.81	347.93
Spent Ion Exchange Resin	4.57	9.43
Other hazardous waste	4.33	0
Total Hazardous Waste (G)	480.64	386.48
Non-hazardous waste		
Metallic Scrap	9,711.07	4,218.83
Wooden Scrap	109.13	61.71

Parameter	FY 2024-25	FY 2023-24
Rubber Scrap	309.04	206.44
RO membrane	20.62	29.40
Misc Waste	427.37	416.76
Organic Waste	213.05	142.51
Ash Generation	15,440,209.86	12,870,887.90
Total Non-Hazardous Waste (H)	15,451,000.16	12,875,963.55
Total (A+B + C + D + E + F + G+ H)	15,451,984.24	12,876,418.76
Waste intensity per rupee of turnover from operations Metric tonnes /INR	0.000026232	0.000021361
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated [MT] / Revenue from operations adjusted for PPP) (MT/USD)	0.000600237	0.000488791
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – [MT/MWh]	0.1515	0.1505
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	31,648.5	3,213.52
(ii) Re-used	15,546,435.83	10,392,844.87
(iii) Other recovery operations		
Total	15,578,084.42	10,396,058.38
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	14.21	19.22
(ii) Landfilling		
(iii) Other disposal operations		
Total	14.21	19.22

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, Independent assessment carried out by TUV India Pvt Limited

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 Company has defined processes for managing waste at each of its sites/locations. We follow the basic principle of segregation of the waste at source & adopt the 3R concept of "reduce, reuse & recycle".

The hazardous wastes are handled, segregated, stored and transported in accordance with applicable regulatory requirements and best industry practices. The hazardous waste is disposed of in an environmentally sound manner through authorised vendors for recycling as required by regulation.

Apart from hazardous waste, the most significant types of non-hazardous waste streams include scrap metal, wood waste, glass, tires, e-waste, cardboard and paper. Our strategic intent is to eliminate or reduce the generation of waste to divert waste from disposal through reuse and recycling wherever possible. All our site/locations are working towards achieving Zero waste to landfill certification wherever feasible.

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:

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Mundra TPP	Electric Power Generation by Coal Based Thermal Power Plants	Yes
2	Tiroda TPP		Yes
3	Udupi TPP		Yes

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

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
Expansion of Bandhaura Thermal Power Plant under Ph - III by adding 1600MW (2x800MW) Ultra Super Critical Technology to Existing 2800 MW	S.O 1533 & its amendments	14.09.2006	Yes	Yes	https://parivesh.nic.in/certificates/MAHAN_ENERGEN_LIMITED/2/114340669/V_1_IA_MP_THE_513987_2024_114340679-signed.pdf
Expansion of Raigarh Thermal Power Plant by adding 1600 (2x800) MW Ultra Super Critical Technology to existing 600 (1x600) MW	S.O 1533 & its amendments		Yes	Yes	www.adanipower.com/-/media/Project/Power/Downloads/Raigarh-Thermal-Power-Plant/Environment-Clearance/EC-Raigarh-TPP-2x800-MW.pdf
Expansion of Raipur Thermal Power Plant by adding 1600 (2x800) MW Ultra-Super Critical Thermal Power Plant to existing 1370 (2x685) MW	S.O 1533 & its amendments		Yes	Yes	www.adanipower.com/-/media/Project/Power/Downloads/Raipur-Energen-Limited/Environment-Clearance/Raipur-TPP-2x800MW-Expansion.pdf
Expansion of existing 600 MW (2x300 MW) project by addition of 1320 MW (2x660 MW) Super - Critical Coal Based Thermal Power Plant by M/s. Korba Power Limited.	S.O 1533 & its amendments		Yes	Yes	https://parivesh.nic.in/certificates/Adani_Power_Limited/5/110427336/V_1_IA_CG_THE_503357_2024_110427358-signed.pdf
Proposed 4x800 MW Coal Based Ultra-Super Critical Thermal Power Plant (USCTPP) by M/s Anuppur Thermal Energy (MP) Private Ltd.	S.O 1533 & its amendments		Yes	Yes	https://parivesh.nic.in/certificates/Adani_Power_Limited/5/99732926/V_1_IA_MP_THE_495356_2024_99732928-signed.pdf

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
Proposal of 2x800 MW Coal based Ultra Super Critical Thermal Power Project (TPP) at Village Dadri Khurd, Tehsil, Mirzapur Sardar, District Mirzapur, Uttar Pradesh by M/s Mirzapur Thermal Energy (UP) Private Limited (MTEUPPL)	S.O 1533 & its amendments		Yes	Yes	https://parivesh.nic.in/certificates/_MIRZAPUR_THERMAL_ENERGY_(UP)_PRIVATE_LIMITED/5/56940260/V_1_IA_UP_IHE_467671_2024_56940268-signed.pdf
Proposed 3x800 MW Coal Based Ultra Super Critical Nilanchal Thermal Power Plant by M/s. Orissa Thermal Energy Limited (OTEL) at Villages Rahangol and Kandarei, Tehsil Athagarh, District Cuttack, Odisha	S.O 1533 & its amendments		Yes	Yes	https://parivesh.nic.in/certificates/Adani_Power_Limited/5/115100076/V_1_IA_OR_IHE_515150_2025_115100097-signed.pdf
Expansion of Kawai Thermal Plant under Phase – II by adding 3200 (4x800) MW Ultra Super Critical Thermal Power Plant to existing 1320 (2x660) MW located at village-Kawai, Tehsil-Atru, District-Baran, State-Rajasthan by M/s Adani Power Limited.	S.O 1533 & its amendments		Yes	Yes	https://parivesh.nic.in/certificates/Adani_Power_Ltd./5/56692403/V_1_IA_RJ_IHE_467570_2024_56692414-signed.pdf

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.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	Environment Protection Act, 1986	NGT vide its order dated May 31, 2022 directed Udupi TPP to deposit an additional amount of ₹ 47.02 crore towards environment damage compensation.	₹ 47.02 crore imposed by NGT; appeal filed in the Honourable Supreme Court.	Appeal filed in the Honourable Supreme Court. Matter is sub judice.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
2.	Environment Protection Act, 1986	Environmental Damage Compensation of ₹ 18.90 lakhs had been imposed by CECB based on the complaints of improper fly ash dumping for reclamation of low lining areas.	₹ 18.90 lakhs imposed by CECB; stayed by the Honourable High Court of Chhattisgarh pending appeal.	Appeal filed before the Honourable High Court of Chhattisgarh.
3.	Suo Moto Application by NGT against various Thermal Power Plants	Imposition of Compensation [provisional ₹ 6.1689 crore (₹ 2.120 crore for impact + ₹ 4.0489 crore, towards cost of Road construction)], as road is being used by different/various TPPs & Industries due to impact and damage of road by transportation of Coal by road from Kulda Mine to destination.	17.10.2024 disposed off. Last hearing of NGT was held on 17.10.2024. NGT order OA no. 70/2023 stands disposed off and imposed compensation (penalty) is nullified to TPP & Industries.	Closed
4.	Environment (Protection) Amendment Rules, 2021	Madhya Pradesh Pollution Control Board has raised ₹ 90.82 Crores towards Environmental Compensation to Essar Power MP Limited (old occupier).	As per the Judgment and Order dated 01.11.2021 approving the Resolution Plan of Adani Power Limited, Operational Creditors including Government i.e., MPPCB whose claims were admitted has been provided Nil payment as per the approved Resolution Plan. Essar Power MP Limited filed IA no. 83 before NCLT with a prayer that since the sum of ₹ 90.82 crore stands extinguished under the approved Resolution Plan. National Company Law Tribunal (NCLT), Principal Bench, New Delhi has passed an order dated 11.01.2022 and directed MPPCB not to take any coercive steps against Mahan Energen Ltd (present Occupier). The case was listed on 20.11.2024, before NCLT Principal Bench, Delhi. The matter is sub-judice.	No fines/penalties imposed on Mahan Energen Ltd. as the compensation was raised against the previous occupier (Essar Power MP Ltd.). No corrective action required as the matter is sub-judice.

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:

- i. **Name of the area:** Kawai, Atru Tehsil, Baran Dist, - APL. Kawai.
- ii. **Nature of operations:** Electric Power Generation by Coal Based Thermal Power Plant.
- iii. **Water withdrawal, consumption, and discharge in the following format**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	18,777,635	19,173,177
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Rain Water)	0	1,316,583
Total volume of water withdrawal (in kilolitres)	18,777,635	20,489,760
Total volume of water consumption (in kilolitres)	21,228,854	20,489,760
Water intensity per rupee of turnover (Water consumed, KL / turnover in INR)	0.0000360	0.0000340
Water intensity [KL] per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed [KL] / Revenue from operations adjusted for PPP) KL/USD	0.0008246	0.0007777
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilo-litres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater [KL]	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged [KL]	0	0

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

Parameter	Unit	FY 2024 -25 (Current Financial Year)	FY 2023 -24 (Previous Financial Year)
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)	tCO ₂ e	24,135,597	20,705,100
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/ ₹	0.0000410	0.0000343
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

During FY 2024 - 25 Scope 3 includes Category 1 – 76,226 tCO₂e, Category 2 – 18,494 tCO₂e, Category 3 – 23,777,252 tCO₂e, Category 4 – 0 tCO₂e, Category 5 – 2,57,770 tCO₂e, Category 6 – 4691 tCO₂e, Category 7 – 1,165 tCO₂e, Category 8 – 0 tCO₂e, Category 10- 0 tCO₂e, Category 11 – 0 tCO₂e, Category 12 – 0 tCO₂e, Category 13 – 0 tCO₂e, Category 14 – 0 tCO₂e, Category 15 – 0 tCO₂e

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, Independent assessment carried out by TUV India Pvt Limited

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.

We, at APL, have a biodiversity policy in place to protect and enhance the biodiversity all around our plant locations. We ensure that areas of biodiversity significance, protected regions and any red list species based on reports of the International Union for Conservation of Nature (IUCN) are not affected by any of the plant operations within a 10km radius of our plant locations. Our policy supports us to comply, with and exceed local, regional, and national requirements on land management and biodiversity conservation. We have provided the link for our biodiversity policy below:

Our Biodiversity Policy supports a formal governance structure that allows for systematic biodiversity management across the organisation. We are committed to the objectives of the Convention on Biological Diversity (CBD) by being a signatory of the Indian Business & Biodiversity Initiative (IBBI). In alignment with this, we have set an ambitious target to create a net positive biodiversity impact across all operations and projects. Mapping biodiversity across our business operations and enhancing awareness on biodiversity for our stakeholders will be supported by our IMS. In alignment with this, we have set an ambitious target to create a net positive biodiversity impact across all operations and projects. Mapping biodiversity across our business operations and enhancing awareness on biodiversity for our stakeholders will be supported by our IMS.

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Ammonia co-firing Technology in 4.62GW coal-fired power plant in Mundra	https://www.adanipower.com/newsroom/media-releases/adani-power-sustainable-power-generation	<ul style="list-style-type: none"> Successful implementation will significantly reduce greenhouse gas emissions. This modification targets achieving 20% liquid ammonia co-firing ratio and higher co-firing ratio up to 100% mono-firing at the Adani Power Mundra Coal Fired Power Plant

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

The Company has an enterprise risk management integrated framework, 2017, to effectively manage the business continuity and disaster management plan. Further, we are aligned with the international standards ISO-31000:2018 "Risk Management System" and COSO's (Committee of Sponsoring Organisation of the Treadway Commission) framework

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.

No impact envisaged.

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

Not Applicable

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

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Association of Power Producers (APP)	National
2	Confederation of Indian Industry (CII)	National
3	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	Gujarat Chamber of Commerce and Industry (GCCI)	State
5	Ahmedabad Management Association (AMA)	State
6	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
7	Quality Circle Forum of India (QCFI)	National
8	Indian Business and Biodiversity Initiative (IBBI)	National
9	Gujarat Safety Council	State
10	National Safety Council	National
11	Independent Power Producers Association of India (IPPAI)	National
12	United Nations Global Compact (UNG)C	International

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
NIL	NIL	NIL

Leadership Indicator

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

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others-please specify)	Web link if available
Nil during FY 2024-25					

Principle 8: Businesses should promote inclusive growth and equitable development.

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
			Nil		

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

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)
			Not Applicable		

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

There is a designated person to report any complaints or grievances. The complaints can be submitted orally or in writing. Additionally, there is a robust community engagement mechanism, wherein the Program Officers working under the supervision of the CSR Head regularly interact with community stakeholders. Program Officers also serve as the first point of contact for the community to submit and redress grievances on a one-to-one basis.

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

	FY 2024-25	FY 2023-24
	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	25.70%	30.43%
Sourced directly from within the district and neighbouring districts	35%	34%

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	2024-25	FY 2023-24
	Current Financial Year	Previous Financial Year
Rural	0.00%	25.09%
Semi-urban	44.66%	50.18%
Urban	20.45%	0.58%
Metropolitan	34.89%	24.15%

(Location categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicator

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

Details of negative social impact identified	Corrective action taken
Nil	Nil
Nil	Nil

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

Sr. No.	State	Aspirational District	Amount spent (in ₹ crore)
1	Rajasthan	Baran	10.67
2	Jharkhand	Godda	10.42
3	Madhya Pradesh	Singrauli	6.36

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

No, we do not have a policy on this as yet.

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

Not Applicable

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

Not Applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		NIL		

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

Name of authority	Brief of the Case	Corrective action taken
		NA

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project (Focused Area)	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalised groups
1	Education	86993	49.73%
2	Community Healthcare	776246	25.55%
3	Sustainable Livelihood	74387	36.48%
4	Community Infrastructure Development	184211	61.14%
5	Climate Action	90502	22.65%
	Total	1234155	37.50%

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

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

We have well defined systems for receiving and responding to consumer complaints and feedback. Consumers can share their complaint and feedback via email. Timely and effective redressal of concerns/complaints raised by our stakeholders is a key priority for our businesses. To ensure this, all acknowledgements are sent to users within 24 hours of receipt of such issues and as a standard procedure, all grievances are closed in a specified time with a final resolution.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable considering the nature of Company's product and services offerings
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year		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:

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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, we have cyber security and data privacy policy in line with our commitment to establish and improve cyber security preparedness and minimising exposure to associated risks.

Weblink: <https://www.adanipower.com/-/media/Project/Power/Investors/Corporate-Governance/Policies/Website-APL-Information-and-Cyber-Security-Policy.pdf>

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.

Not Applicable considering the nature of Company's product and services offerings

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches	Nil
b.	Percentage of data breaches involving personally identifiable information of customers	Nil
c.	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).

Not Applicable as business nature is B2B.

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

Not Applicable as business nature is B2B.

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

Not Applicable as business nature is B2B.

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)

Not Applicable