



Sustainability Report

2020-21



**TRANSPORTATION &
ENERGY BUSINESS**



INSIDE THE REPORT

▶ From the Chairman’s desk	03
▶ GMR Group Overview & Strategy	05
▶ About This Report	07
▶ Awards and Accolades	08
▶ Materiality & Stakeholder Engagement	10
▶ Corporate Governance	14
▶ Risk Management	17
▶ Data and Information Security	18
▶ Environmental Policy & Management Systems	20
▶ Water Stewardship	22
▶ Waste Reduction & Management	24
▶ Energy & Emissions	25
▶ Biodiversity & Land-Use	27
▶ Responsible Sourcing & Procurement	29
▶ Safety as a Value	30
▶ Employee & Customer Relationship Management	34
▶ Community Engagement	36
▶ Way Forward	41

FROM THE CHAIRMAN'S DESK



Dear Fellow Stakeholder,

It is with great pleasure that we present to you our first group level sustainability report for the year 2020–21.

Sustainability has always been an integral part of GMR's corporate ethos and business strategy. It is our strong belief that economic growth and resource conservation are complementary goals to support sustainable development. This is well encapsulated in our vision statement "GMR Group will be an institution in perpetuity that will build entrepreneurial organizations, making a difference to society through creation of value".

We are driven to operate in a way that is socially responsible and beneficial to all of our stakeholders. We strive to integrate all environmental, social, and governance (ESG) aspects while generating value for our business. GMR operates in a manner that reflects and incorporates the interests of customers, suppliers, workers, shareholders, communities, and other stakeholders. We are currently in process of defining a comprehensive and strategic ESG strategy for the longer term.

At GMR, we work to achieve SDGs through our operations, partnerships and social initiatives to contribute in creating an equitable and resilient environment and business. We have placed the SDGs at the center of our corporate

strategy, with targets and policies aligned with them. We believe that innovation and technology development and advancement can help us in our sustainable growth.

Climate change has implications for businesses, policymakers, and even individuals. The role of companies and investors is huge in tackling climate change. Several studies have reported that climate change may cause a further rise in temperatures in tropical countries, which may have consequences for business and its operations. We at GMR have adopted strategies and methods to reduce adverse impacts on the environment from our operations.

In the energy sector, extensive green belt developments are taken up and maintained well. GMR Warora won the "National Award for Excellence in Energy Management-2019 by CII" in 2020 and in 2021, the "National Energy Conservation Award" in 2021, and the 8th National Award for Excellence in Environmental Best Practices in 2021 by CII. GMR Kamalanga won the CII National Award for "Excellence in Energy Management" and the "Environment Excellence Award" in Large Industry Category, the ICC National Occupational Health & Safety Award in 2021, and the Pollution Control Excellence Award in 2021 from Orissa State PCB.

In our Transportation sector, DFCC projects are certified with ISO14001 for Environmental management system, and we are working under the strict environmental norms



of the World Bank. We are delighted to highlight that our Hyderabad-Vijayawada project secured Green Highway award from MoRTH.

We have established a strong governance system over the years, beginning with a well-structured Family Governance model. Along with financial and operational success, we are committed to excellent corporate governance and ethical behavior across all business verticals. The most valuable asset is our company's reputation and the trust placed in it by all of its stakeholders. Our businesses are based on seven values and principles: humility, entrepreneurship, delivering the promise, learning and inner excellence, respect for individuals, teamwork and relationships, and social responsibility. These values and beliefs underpin all we do.

GMR continues to have competent leaders and a strong pipeline of talent committed to building and operating assets that not only meet global benchmarks but adhere to ESG standards. GMR's core value of "Social Responsibility" envisions leaders to regularly scan the geo-economic environment and to proactively respond to the emerging needs of the global community. GMR endeavors to align its employees to the principles of ESG through the Employee Social Volunteering program that encourages active participation of employees and their families in causes impacting the environment.

The GMR Varalakshmi Foundation has been doing path-breaking work in the fields of healthcare, education, sanitation, and livelihoods for more than 29 years now. The foundation supported over 1 lakh people with cooked food and distributed dry ration to over 6,000 families and several orphan homes. The GMR Varalakshmi CARE Hospital, being run since Apr '11 in collaboration with the CARE group of Hospitals at Rajam, stepped up its activities to meet the pandemic challenges by providing Rapid Antigen testing services, Teleconsultation, and setting up Covid Vaccination Centres for the communities in its vicinity.

Educational institutions under the foundation did exceedingly well and maintained academic rigor for over 10,000 students despite the pandemic constraints. GMRIT (GMR Institute of Technology) has signed MoUs with reputed foreign universities. The Foundation partnered with over 200 government schools, reaching over 35,000 students, to improve the quality of education. Contributing to the Skill India Mission of the Government, the foundation continued to set benchmarks and inaugurated a new Vocational Training Centre at Hubballi, Karnataka. It supported 1,000 families in multiple livelihood activities like micro-enterprises, poultry, floriculture, cultivation, livestock farming etc.

The pandemic has had an immense impact on how we do business and lead our lives, including changes for

the better. This has led to the digital transformation of businesses. With our great people, leading technologies and the support of our stakeholders, I am confident that we will meet our ESG targets and be a leading contributor to sustainable development.

I express my gratitude to all our stakeholders for your support during this trying year and for keeping your faith in the GMR Group. I invite your feedback and suggestions on how we can continue to create shared value.

Thank You,

GM Rao

Group Chairman, GMR Group

GMR GROUP OVERVIEW AND STRATEGY

Overview

GMR Group is one of the leading conglomerates with diversified operations across urban infrastructure, airports, transportation, and energy. **The group was established in 1978 by Mr. Grandhi Mallikarjuna Rao** and has executed numerous infrastructure projects in India and abroad. GMR Group is one of the fastest growing organization in the country, with a pragmatic approach towards sustained growth. GMR is well positioned to create sustained value for the nation by ideating mega projects and delivering it timely with precision. The group harnesses its core competencies gained through decades of expertise and embed it successfully in public-private partnership model to create better India.

Group's Vision

GMR Group will be an institution in perpetuity that will build entrepreneurial organizations, making a difference to society through creation of value.

At GMR, we have embraced seven values and beliefs that guide our operations and empower us to continue to excel and make a positive impact on society.



All our operations and developments are based on the sustainable development concept. We contribute to the SDGs through our operational excellence, value chain initiatives, partnerships, and philanthropic/community programs. Corporate governance and professionalism are ingrained in all facets of our operations and management. Through our pursuit of excellence, we are constantly addressing global concerns such as climate change, discrimination, natural resource crises, biodiversity loss, cyber threats, and livelihood crises through the implementation of appropriate policies, processes, and data monitoring. Our business ethos and operational requirements encourage us to adopt proactive and

sustainable approaches to accommodate the community's concerns while still meeting all regulatory requirements.

Strategy

Our strategic planning is a management activity that helps us set priorities. It enables us to achieve our intended outcomes and ensure stakeholder value creation. An annual strategy workshop is conducted with the steering committee members, emerging leaders, and subject matter experts to access the internal and external business environment and develop its future course of action.

We regularly analyse our competitors' performance, market trends, our own portfolio, the organization's key risks, and internal competencies. On the basis of all these analyses, we identify our strengths, weaknesses, opportunities, and threats. This understanding helps to identify our strategic advantages, strategic challenges, and critical success factors. This exercise leads to the identification of strategic themes and initiatives.

We also engage with a number of business partners who work with our organization and help us in our quest for sustainable growth. Our long-term stability and continuous improvement strategy are focused on cost-effective operations, social responsibility, and environmentally oriented business approaches and practices, all of which are governed and managed by cutting-edge technological processes, improved infrastructure, efficient operational measures, effective change management and communication, and collaborative stakeholder engagement. As part of our strategy for continuous process improvement, we periodically engage with our customers and employees and assess the level of satisfaction at multiple levels. We incorporate feedback from these engagements and streamline our strategy.

We have institutionalized adequate control mechanisms for every stakeholder group so that we can identify and address their concerns or issues. Our ERM framework aids in translating risks into opportunities and developing pragmatic approaches to achieve our economic, social, and environmental objectives.



Business units

Service Sector	Entity
Transportation	GMR Pochanpalli Expressways Limited
	GMR Ambala Chandigarh Expressways Private Limited
	GMR Chennai Outer Ring Road Private Limited (Associate)
	GMR Hyderabad Vijayawada Expressways Private Limited (Associate)
	DFCC – EPC project
Energy	GMR Gujarat Solar Power Private Limited
	GMR Warora Energy Limited
	GMR Kamalanga Energy Limited
	GMR Renewable Energy Limited
Services	RAXA Techno Security Solutions

ABOUT THIS REPORT

We are delighted to present our first group airport level annual sustainability report for FY2020-21, prepared in accordance with the Global Reporting Initiative (GRI) Standards. This report provides a cohesive approach supplementing with relevant and transparent information on how the company strikes a balance between its economic, environmental and social responsibilities. This report also endorses our sustainability practices and commitments.

Reporting Approach

GMR is one of India's leading Infrastructure companies with business interests across Airports, Energy, Transportation & Urban Infrastructure. By adhering to the Global Reporting Initiative Framework: Core option, we have made an effort to showcase our commitment towards operational excellence, while pursuing growth that is environmentally and socially sustainable. The prioritized business material issues of GMR Group that have an impact on our ability to create value over the short, medium, and long term define the contours of this report.

Report Boundary for FY 2020-21



Headquarters
New Delhi, India



Transportation

GMR Pochanpalli Expressways Limited
GMR Ambala Chandigarh Expressways Private Limited
GMR Chennai Outer Ring Road Private Limited (Associate)
GMR Hyderabad Vijayawada Expressways Private Limited (Associate)
DFCC- EPC Project



Services

RAXA Techno Security Solutions



Energy

GMR Gujarat Solar Power Private Limited
GMR Warora Energy Limited
GMR Kamalanga Energy Limited
GMR Renewable Energy Limited

Report Boundary and Scope

Unless otherwise stated, the information presented in this report pertains to the business units mentioned above. The applicable national and local laws, rules and regulations have been considered for the disclosure of environmental, social and safety performance indicators.

Data quality in this entire report is maintained by adhering to the principles of accuracy, balance, clarity, comparability, reliability, and timeliness.

Reporting Period

The information disclosed in the report pertains to the period 1st April 2020- 31st March 2021, unless stated otherwise.

Responsibility Statement

The Board of GMR Group acknowledges accountability for the integrity and completeness of this report and its contents.

Feedback

We encourage you to provide your feedback and suggestions on this report to enable us to strengthen our future reporting initiatives. Your suggestions may be communicated to ESG-Core-Group@gmrgroup.in

Forward-looking Statements

This report includes forward-looking statements that reflect our predictions and expectations, which are based on reasonable assumptions and historical performance. These are subject to change as the industry evolves, geographical market conditions change, government regulations and laws change, and other unforeseen events occur. These statements should not be interpreted as assurances of future performance, since these underlying assumptions may change materially.

AWARDS AND ACCOLADES

The group's journey over the decades has resulted in several accolades and awards, which have provided the group with the recognition and strength to strive to undertake outstanding work on a daily basis.

 <p>During FY 2020-21, GKEL received Environment Excellence Award from ICC, Kolkata, Runners-up in large industry category</p>	 <p>GKEL won the CII - National Energy Management Award - 2020 - As excellent energy efficient unit.</p>	 <p>GKEL received the CII - Eastern Region - Encon Awards 2020</p>	
 <p>GKEL has also received Excellence in Energy Conservation - 2nd Runner-up - Large Scale Industry by ICC.</p>	 <p>Business Excellence Award-2020 For "Promising Innovation" & "Dare to try"</p>	 <p>Pollution Control Excellence Award - 2021" awarded to GKEL by State Pollution Control Board Odisha</p>	
 <p>3rd ICC National Occupational Health & Safety Award 2021 by Indian Chamber of Commerce was awarded to GWEL</p>	 <p>CII National Award for Environmental Best Practices 2021 as "Most Innovative Project under Resource Conservation by CII</p>	 <p>GKEL retained 5S certificate in "Utkrisht" category by NPC.</p>	
 <p>GWEL won the prestigious award "National Energy Conservation award-2020" from the Ministry of Power (for second time)</p>	 <p>GWEL bagged the "National award for Excellence in Energy Management" from Confederations of India Industry and emerged as "National Energy Leader" and "Excellent Energy Efficient Unit.</p>	 <p>GWEL bagged the prestigious "National Energy Conservation Award-2020" and won Gold award in "National Six Sigma competition" for 2 CIPs.</p>	
 <p>The Project Director of DFCC was awarded for 25 Million Safe Man Hours in 2020 by CPM DFCCIL and TL PMC.</p>	 <p>National Highways Excellence Award - 2021 GMR Pochanpalli Expressways Limited by Ministry of Road Transport and Highways</p>	 <p>Appreciation Letter from Superintendent of Police- Kamareddy to GMR Pochanpalli Expressways Limited</p>	

National Highways Excellence Award (Gold) – 2020 to GMR Hyderabad Vijayawada Expressways

Swachh Mahotsav Award for Swachh Highways (2nd Position)- 2019 to Hyderabad Vijayawada Expressways

National Highways Excellence Awards- 2021 for Operation & Maintenance (Flexible) to Hyderabad Vijayawada Expressways



N. SWETHA, IAS
Superintendent of Police
Kannareddy
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C.No. 87/SP/Comp/KMR/2021 Date: 15.03.2021

LETTER OF APPRECIATION

I would like to express my sincere appreciation to Sri Y. Rajendra Prasad, Project Manager, GMR Pochampalli Expressways Ltd, NH-44 road as he has done an admirable job by arranging Yellow color Junction boxes, Solar to Power Bins, High Mast Lighting, Rubble Strips, Road studs and Other Road Signs on designated/required locations at the Black spots of NH-44 road in Kannareddy District Limits, Results of which, decreased 43% road accidents in two months. The Following are the details.

Sl.No	Police Station	2020		2021	
		November	December	January	February
		Fatal	Non-Fatal	Fatal	Non-Fatal
1.	Bhiknagar	4	5	4	3
2.	Devanipally	3	1	4	2
3.	Sudachivanaga	3	0	3	1
	Total	10	6	11	6

Hence, appreciated

(N. Swetha, IAS)
Superintendent of Police
Kannareddy

MATERIALITY AND STAKEHOLDER ENGAGEMENT

Stakeholder engagement

GMR Group recognizes the fundamental importance of respecting and maintaining the rights of all stakeholders.

Stakeholder inclusion is critical to understand the interests and perspectives of those who matter most to our business segments. By establishing robust channels of communication with our various stakeholders, we can foster a mutually beneficial partnership. At GMR, we are continually refining our systems for deciphering stakeholder expectations and communicating our strategy. It is a critical exercise that aids in shaping strategies, executing plans, enhancing performance, and amplifying our value. Stakeholder feedback is valued and critically examined for implementation at GMR in order to register a strong operational and business performance. Stakeholder participation has enabled us to work towards a sustainable organisation from the inception of our business.

At GMR, we follow a three-step stakeholder engagement process:



Aside from the stakeholders specified in the table, we have been actively engaging with industry associates to strengthen our position in the competitive market. We collaborate with industry associations to foster growth in our business and operate more responsibly.

Table 1: Stakeholder details

Stakeholder Groups	Significance	Engagement Channels	Frequency of Engagement	Key Areas of Interest
Employee	They are interested in organisational activities but have less influence. Information needs to be supplied regularly in order to keep these stakeholders satisfied	Review Meetings	Monthly/ Quarterly/ Annually	<ul style="list-style-type: none"> • Job satisfaction • Career progression • Learning & development and knowledge sharing • Employment terms and job stability • Workplace safety • Diversity and inclusion • Company strategy and leadership • Positive corporate image • Environmental stewardship
		Strategy Workshop	Annually	
		CEO Communication	Half-yearly	
		KM Sessions, Idea factory camps, 5S session	Periodically	
		Email, wallpaper and screensaver	Periodically	
		Internal employee feedback surveys	Periodically	
		Newsletters - Prerana, Uttar, ARFF, Cargo, Retail and Operations	Monthly/ Quarterly	
		Company intranet - Navyata Digital HR		
		Employee helpline		
		Scheduled Airline Operator Committee meeting	Monthly	
		Trainings and workshops	Periodically	
		B2B relationship meeting	Periodically	
		Conference and forums	Periodically	
		GMR Awards	Periodically	
Feedback	Periodically			

Stakeholder Groups	Significance	Engagement Channels	Frequency of Engagement	Key Areas of Interest
Customers	They are interested in organisational activities but have less influence. Information needs to be supplied regularly in order to keep these stakeholders satisfied	Power trading and gas market participation	Periodically	<ul style="list-style-type: none"> Managing energy use with new technologies Lowering energy costs Interest towards clean energy Energy efficiency Safety
		Internet based feedback interface	On-going	
		Customer satisfaction surveys	Periodically	
		24*7 customer care	On-going	
		Publications and reports	Monthly/ Quarterly/ Annually	
		Energy efficiency and demand response programs	Periodically	
Business Associate	The organisation engages with these stakeholders as and when deemed appropriate	Meeting with service provider	Monthly	<ul style="list-style-type: none"> Infrastructure Safe, secure, efficient and clean operational environment Reliable, compatible and innovative IT solutions Business opportunities and growth
		GMR IGIA Awards	Annually	
		Trainings and workshops	Periodically	
		B2B Relationship Meeting	Periodically	
		Conference and forums	Periodically	
Government/ Regulators	They have high level of interest, hence, influence and need to be worked with closely. They have to be involved in important decisions and engaged on a regular basis	In-person / virtual meetings	On-going	<ul style="list-style-type: none"> Regulatory compliance Frequent communication & interaction Reliability Security, affordability and sustainability of electric supply Energy market structure and regulation Policies Financial derivatives Safety, CSR Fuel diversification and balanced energy matrix
		Event and Conference	Periodically	
		Power plant tours	Periodically	
		Policy papers, testimony and briefings	On-going	
		Regulatory proceedings and rate cases	On-going	
		CEA and state authority reporting	Periodically	
		Reporting in compliance with national and local requirements across all sites	Periodically	
Society (Community)	They are interested in organisational activities but have less influence. Information needs to be supplied regularly in order to keep these stakeholders satisfied	Corporate Social Initiatives	On-going	<ul style="list-style-type: none"> Economic and business development Initiative for green sustainable environment Employee Opportunity (employment of local talent) & relationship Infrastructure Emergency response and service restoration Social initiatives
		Periodic community meetings for communities surrounding power plants	Periodically	
		Career fairs	Periodically	
		Volunteer projects	On-going	
		Website	Periodically	
		Traditional and social media	Periodically	
Suppliers	The organization engages with these stakeholders as and when deemed appropriate	Information through web portal (Safety policies and guidelines, procedures, terms and conditions)	Periodically	<ul style="list-style-type: none"> Fair and transparent procurement and sourcing. Requirements, environmental guiding principles and supplier diversity objectives

Stakeholder Groups	Significance	Engagement Channels	Frequency of Engagement	Key Areas of Interest
Investors and shareholders	They have high level of interest, hence, influence and need to be worked with closely. They have to be involved in important decisions and engaged on a regular basis	Quarterly earnings presentations	Quarterly	<ul style="list-style-type: none"> • Strategy and growth plans • Return on investment • Capital allocation • Governance • Financial performance and liquidity • Shareholder returns, including dividends • Risk and crisis management • Environmental performance
		Investor relations website	On-going	
		Investor calls	On-going	
		Rating agency discussions	On-going	
		Investor and public forum events such as the Annual Shareholder Meeting	Monthly/ Quarterly/ Annually	
		Annual and Corporate Social Responsibility Reports	Annually	
		Proxy communications	Periodically	
		Traditional and social media	Periodically	
Industry observers	The organisation engages with these stakeholders as and when deemed appropriate	Industry organizations, conferences, and direct dialogue	Periodically	<ul style="list-style-type: none"> • Employment • Business development • Infrastructure • Trends in the sector • Environmental performance and policies • Safety • Skilled workforce development
		Advisory councils		
		Website		
		Traditional and social media		
Media	The organisation engages with these stakeholders as and when deemed appropriate	Press conferences	On-going	<ul style="list-style-type: none"> • Business impact on community and country
		Press releases	On-going	
		Interviews	On-going	

Materiality

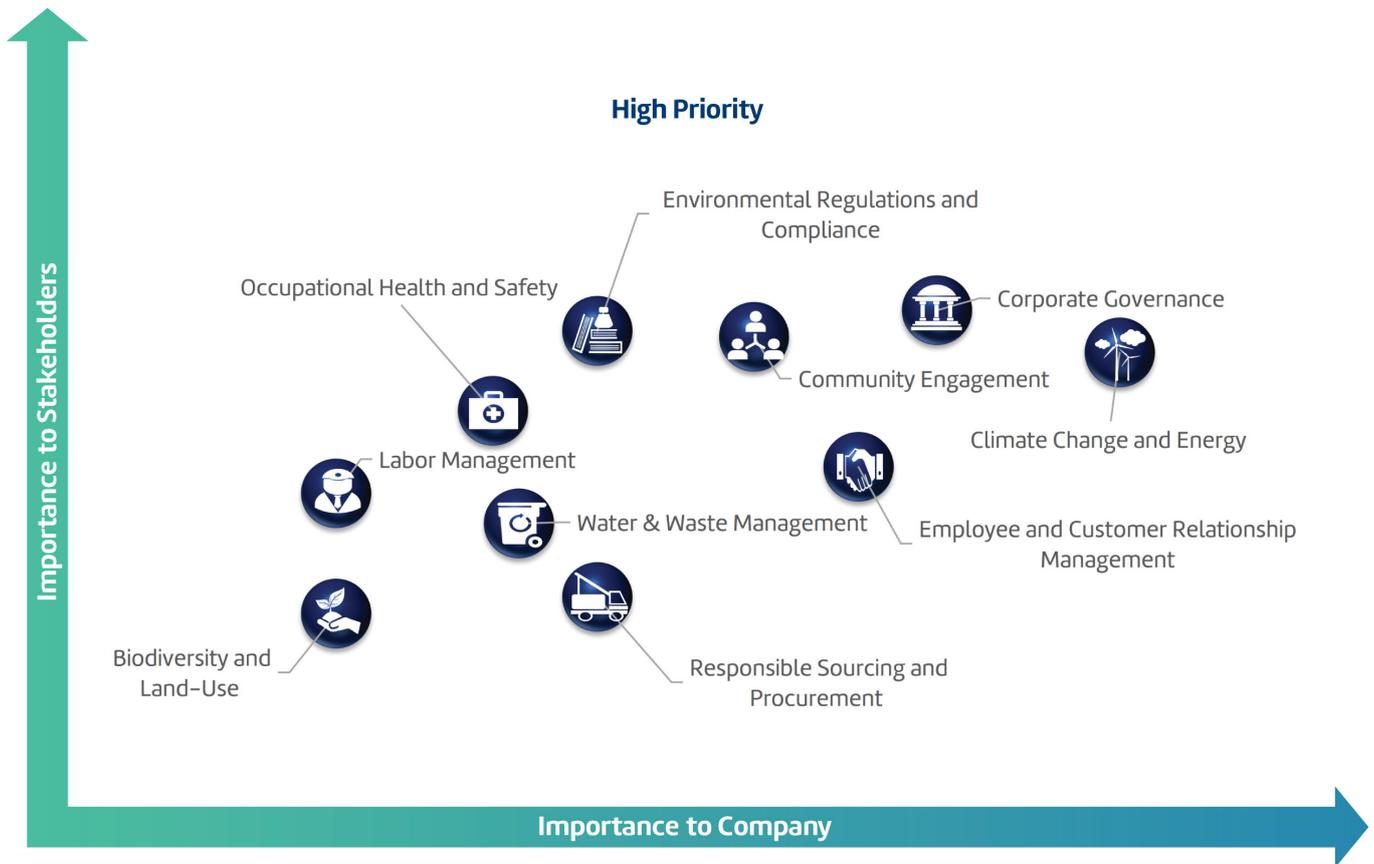
At GMR, our sustainability strategy is guided by material priorities that can have a long-term influence on the business’s performance, stakeholders, and ability to create and preserve economic, environmental, and social values. This assessment allows our stakeholders to participate in the decision-making process, fostering trust and a long-term relationship with them. Materiality mapping requires collaboration from all our internal and external stakeholders in order to provide strategic insights and influence key decisions.

The materiality assessment at GMR is undertaken in accordance with the GRI Standards. Determining these material priorities is a step-by-step approach, starting with comprehensive desk-based research, followed by a detailed stakeholder engagement exercise. Desk-based research included identification of sustainability issues by understanding the priorities of peers, the risk and opportunity landscape, and global megatrends. These issues are then prioritized as material issues through an evaluation on a two-dimensional plot highlighting their significance to stakeholders and business.

We believe that materiality is an efficient tool to introspect on our sustainability journey. We periodically (every three years) evaluate our material issues with our E, S, and G considerations in mind, and are constantly working to improve and enhance our process of materiality identification.

This year, we internally validated our material issues by engaging with our senior leadership, middle management, and employees. The engagement mechanism included one-to-one interaction, telephonic interaction, online surveys, visits,

and email exchanges with various stakeholders. Our methodology included capability building workshops and a feedback session with our management and employees. For FY 2020-21, at GMR Group, our key materiality issues are Climate change and energy, Environmental regulations and compliance, Occupational health and safety, Labour management, Community engagement, Water and waste management, Biodiversity and land-use, Corporate governance, Responsible sourcing and procurement, and Employee and customer relationship management.



The chapters further will elaborate more on the activities undertaken by us to address these issues.

CORPORATE GOVERNANCE

We believe that effective corporate governance is imperative for our long-term growth. Good governance fosters a culture that is efficient, transparent, and accountable. We are dedicated to establishing, adopting and implementing the highest level of corporate governance across all our business operations. We are conscious that to maintain competitive advantage, we must contribute positively to the nation's and society's prosperity. Our corporate governance reflects our value system, which includes our culture, policies, and relations with our stakeholders. Integrity is at the core of our values-

driven governance culture, which helps gain and sustain the trust and respect of our stakeholders.

At GMR Group, the Board oversight for ESG areas is part of the organization structure and governance framework that is accountable for overall business operations.

Board of Directors

Our company has a diversified board of directors composed of Executive and Non-Executive Directors. The table below summarizes the composition, category, and core competencies of our Board of Directors¹.

Name of the Directors	Mr. G. M. Rao	Mr. Grandhi Kiran Kumar	Mr. Srinivas Bommidala	Mr. G.B.S. Raju	Mr. Madhva Terdal	Mr. B.V. N. Rao	Mr. N. C. Sarabeswaran	Mr. R.S.S.L.N. Bhaskarudu	Mr. S. Rajagopa	Mr. S. Sandilya	Mrs. Vissa Siva Kameswari	Mr. Suresh Lilaram Narang
Category	Chairman, Promoter Director	Managing Director and CEO, Promoter Director	Promoter Director	Promoter Director	Executive Director/Whole time Director (other than above)	Non-Executive Director	Independent Non-Executive Director					
Skillset/ Competencies												
Project Management	•	•	•	•	•	•		•		•		
Domain/ Industry Specialist	•	•	•	•	•	•	•	•	•		•	•
Asset Management/ Operational Excellence	•	•	•	•	•	•		•	•	•		•
Business Development & Business Strategist	•	•	•	•	•	•	•	•	•	•	•	•
Organizational Learning and Institutional Memory	•	•	•	•	•	•	•	•	•	•	•	•
Governance Consciousness	•	•	•	•	•	•	•	•	•	•	•	•
Functional expertise:	•	•	•	•	•	•	•	•	•	•	•	•
Networking	•	•	•	•	•	•	•	•	•	•	•	•
General Attributes	•	•	•	•	•	•	•	•	•	•	•	•

- **Functional expertise** includes Information Technology, Finance & Banking, etc.
- **General Attributes** includes Entrepreneurship, Understanding of Domestic Economic Environment & Global Issue, Interpersonal Communication skills, Leadership Skills, Soundness of Judgment, People & Process Orientation

¹Due to his sudden demise, Mr. C.R. Muralidharan ceased to be director of the Company w.e.f October 8, 2020.

Six board meetings were held during FY 2020-21. Each quarter had at least one board meeting, except the quarter ending June 30, 2020, which was cancelled due to the COVID-19 outbreak and the relaxation granted by SEBI and MCA through several circulars. Further, the gap between any two consecutive board meetings did not exceed 120 days.

Selection of Independent Director

The Nomination and Remuneration Committee considers renowned people with independent standing in their respective areas or professions for nomination as Independent Directors. For the purpose of selecting directors and determining their independence, the Committee examines nominees' credentials, positive attributes, areas of expertise, and competence. The Board reviews committee suggestions, takes appropriate decisions, and recommends to the shareholders the appointment of the Independent Directors.

Board of Directors- Airport Sector

We have devised practices and systems to ensure that the Board of Directors is well informed and empowered

to execute its commitments and provide the strategic direction required to create long-term value. The purpose of the Board committees is to ensure that all members of the Board are fully cognizant of their responsibilities, so the Board functions appropriately. These committees at GMR Group oversee implementation, streamlining and monitoring, and provide suitable direction for the businesses' day-to-day operations.

- » Audit Committee
- » Nomination and Remuneration Committee
- » Stakeholders' Relationship Committee
- » Debentures Allotment Committee
- » Risk Management Committee
- » Demerger Committee
- » Management Committee
- » Corporate Social Responsibility (CSR) Committee

For further information on each committee, roles and responsibilities of the directors and the members, refer to our Annual Report for FY 2020–21 (Link).

Code of Conduct

The Board has laid down a Code of Conduct (“the Code”) for all board members and senior management personnel of the company, as required by Regulation 26 (3) of SEBI LODR. The Code is available on the company’s website (Link). On an annual basis, all board members and senior management personnel acknowledge conformity with the Code. Our Code of Business Conduct and Ethics is communicated and affirmed by all employees of GMR Group on a regular basis. This Code is to be followed in day-to-day work life and allows employees to maintain the highest standards of values in their conduct in order to achieve organizational objectives.

Our Board has also formulated a code of conduct for our suppliers and partners, which is mandatory to accept as part of the registration process. Our Supplier Code of Conduct encourages us to deal with our suppliers and vendors fairly and transparently. Similarly, we expect our suppliers to comply with the terms set forth herein and ensure transparency in their dealings and activities.

Policies

Our principles and policies reflect our dedication to our core values and govern our day-to-day operations. Respecting all the applicable rules and regulations while maintaining the highest levels of personal and professional integrity is the foundation of our fundamental values. GMR Group is committed to fostering a professional and respectful work environment that is inclusive and free from any discrimination. To ensure this, we have established policies that all employees must adhere to. These policies are developed to be best-in-class and exceed applicable governmental laws, rules, and regulations. The description of our policies is as follows:

- **GMR CSR Policy:** We are driven by the Group’s vision to make a difference, specifically to society, by contributing to the economic development of the country and improving the quality of life of the local communities. In this regard, the Group has made a CSR policy which encompasses the philosophy for delineating its responsibility as a corporate citizen and lays down the guidelines and mechanism for undertaking socially useful programmes for the welfare & sustainable development of the community at large, which is in accordance with the Companies Act, 2013. For further details, refer to our publicly available CSR Policy ([https://investor.gmrpui.com/pdf/1.CSR POLICY-GPUIL - Final.pdf](https://investor.gmrpui.com/pdf/1.CSR%20POLICY-GPUIL-Final.pdf)).
- **GMR Nomination and Remuneration Policy:** GMR Nomination and Remuneration Committee and the Policy is formulated in compliance with Section 178 of the Companies Act, 2013 read along with the applicable rules thereto and Regulation 19 of the Listing Regulations. The main objectives of this policy are to ensure that:
 - » The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate Directors of the quality required to run the Company successfully.

- » Relationship of remuneration to performance is clear and meets appropriate performance benchmark; and
- » Remuneration to Directors, Key Managerial Personnel and Senior Management involves a balance between fixed and incentive pay reflecting short- and long-term performance objectives appropriate to the working of the Company and its goals.
- For further details, refer to our publicly available Nomination & Remuneration Policy (https://investor.gmrpui.com/pdf/2.Nomination_Remuneration_Policy-r1.pdf).
- **Policy on Related Party Transaction:** This policy is framed based on the requirements of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) and the Provisions of the Companies Act, 2013 (“Act”) read with the Rules framed there under and is intended to ensure the governance and reporting of transactions between the company and its related parties. For further details, refer to our publicly available Policy on Related Party Transaction ([https://investor.gmrpui.com/pdf/3.Policy on Related Party Transaction.pdf](https://investor.gmrpui.com/pdf/3.Policy%20on%20Related%20Party%20Transaction.pdf)).
- **Policy on Whistle Blower:** This policy provides a platform for directors, employees, and stakeholders to raise genuine concerns and grievances by internally disclosing information which they believe shows serious malpractice, impropriety, abuse, or wrong-doing within the company, or in the dealings of the company with other persons, or constitutes a violation of the GMR Group’s Code of Business Conduct and Ethics Policy (hereinafter referred to as a “Concern”) or any instances of the leak of Unpublished Price Sensitive Information (UPS) in terms of the Code of Conduct for Prevention of Insider Trading, without fear of reprisal or victimization. For further details, refer to our publicly available Policy on Whistle Blower ([https://investor.gmrpui.com/pdf/4.Policy on Whistle Blower.pdf](https://investor.gmrpui.com/pdf/4.Policy%20on%20Whistle%20Blower.pdf)).
- **GMR Policy on Document Retention and Archival:** The policy on preservation of documents and archival is mandated by the provisions of regulation 9 of Chapter III of LODR, 2015. As per the requirement of Regulation of 30(8) of LODR, the company shall disclose on its website all such events or information which has been disclosed to Stock Exchange(s) under LODR, and such disclosures shall be hosted on the website of the company for a minimum period of five years and thereafter as per the archival policy of the company, as disclosed on its website. For further details, refer to our publicly available Policy on Document Retention and Archival ([https://investor.gmrpui.com/pdf/5.Policy on Document Retention and Archival.pdf](https://investor.gmrpui.com/pdf/5.Policy%20on%20Document%20Retention%20and%20Archival.pdf)).
- **GMR Policy on Material Subsidiaries:** The main objective of this policy is to determine the Material Subsidiaries of the company and to provide the governance framework for such Material Subsidiaries. For further details, refer to our publicly available Policy on Material Subsidiaries ([https://investor.gmrpui.com/pdf/6.Policy on Material subsidiaries_final.pdf](https://investor.gmrpui.com/pdf/6.Policy%20on%20Material%20subsidiaries_final.pdf)).

- **GMR Dividend Distribution Policy:** This policy sets out the circumstances and different factors for consideration by the Board at the time of taking the decisions of distribution or of retention of profits, in the interest of providing transparency to the shareholder. For further details, refer to our publicly available Dividend Distribution Policy ([https://investor.gmrpui.com/pdf/7.Dividend distribution policy.pdf](https://investor.gmrpui.com/pdf/7.Dividend%20distribution%20policy.pdf)).
- **Enterprise Risk Management (ERM) Framework Policy and Guidelines:** This document outlines the GMR Group ERM policy framework. It describes the Group's risk management processes and sets out the requirements for management in generating risk management action. The document has two parts: a "policy" section and a "guidelines" section. The policy sets out the rules of the Group's risk management framework. These are the mandatory requirements established by the GHB for management of risk in the Group. The policy is also intended to fulfil the requirement set out by Clause 49 of the Listing Agreement, applicable to listed entities within the Group. The guidelines provide supporting information to assist management in the execution of risk management processes. The corporate governance drivers behind risk management today require new ways of reporting and monitoring the Group's risk exposures. The guidelines have therefore been provided to assist management in dealing with these new requirements. The guidelines are aligned to ISO 31000:2009 (Risk Management-Principles and Guidelines). For further details, refer to our publicly available ERM Framework Policy and Guidelines (https://investor.gmrpui.com/pdf/8.ERM_Framework_Policy_Guidelines.pdf).
- **Code of Practices and Procedures for fair disclosure of unpublished Price Sensitive Information:** As part of the company's commitment to transparency and good governance, this policy has been framed with a view to preserving the confidentiality of unpublished price-sensitive information, preventing the misuse of such information while trading in the company's securities, and ensuring fairness in dealing with all stakeholders. It is applicable to designated persons (including employees), connected persons, and insiders of GMR Infrastructure Limited (the "Company" or "GIL") as defined hereinafter with respect to transactions in the company's securities, viz., equity shares, and debt instruments that may be issued from time to time. For further details, refer to our publicly available Code of Practices and Procedures for fair disclosure of unpublished Price Sensitive Information ([https://investor.gmrpui.com/pdf/9.Code of Conduct for PIT and Code of Practices Procedures-final.pdf](https://investor.gmrpui.com/pdf/9.Code%20of%20Conduct%20for%20PIT%20and%20Code%20of%20Practices%20Procedures-final.pdf)).
- **GMR Policy on physical control of Company Stationery:** This policy is framed for maintenance and control of the company's stationery and is available on our website ([https://investor.gmrpui.com/pdf/10.Physical control of Company Stationery.pdf](https://investor.gmrpui.com/pdf/10.Physical%20control%20of%20Company%20Stationery.pdf)).
- **Policy on Business Responsibility:** The Business Responsibility Policy is framed pursuant to Regulation 34 (2) (f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015 ("SEBI LODR") read with SEBI circular no. CIR/CFD/CMD/10/2015 dated November 04, 2015, governing provisions related to the Business Responsibility Report. This policy of the company is a compilation of 9 policies framed on the basis of the principles of National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business published by the Ministry of Corporate Affairs. This policy is available on our website ([https://investor.gmrpui.com/pdf/11.BRR POLICY.pdf](https://investor.gmrpui.com/pdf/11.BRR%20POLICY.pdf)).
- **Policy on disclosure of Material events and information:** This policy is framed for the purpose of systematic identification, categorization, review, disclosure and updation on website the details of information / events which may have a bearing on the performance of the company, and which may materially affect the share prices of the company. The policy is available on our website ([https://investor.gmrpui.com/pdf/12.Policy on Disclosure of Material Events.pdf](https://investor.gmrpui.com/pdf/12.Policy%20on%20Disclosure%20of%20Material%20Events.pdf)).
- **Policy against sexual harassment:** We are committed to providing an environment free of discrimination, and sexual harassment wherein employees are treated fairly and equally. Sexual harassment is a criminal and intolerable act that cannot be condoned under any circumstances. Sexual harassment complaints are treated seriously and promptly, with due regard to confidentiality. Disciplinary action will be taken against anybody who violates this policy. Sexual harassment is unlawful in any work-related context, including conferences, work functions, business or field trips, and interactions with clients. During FY 2020-21, no incidents of sexual harassment or discrimination in the workplace were recorded.
- **Human Rights Policy:** The company has a policy on human rights. Besides that, policies including the Code of Conduct, Whistle Blower Policy, Disciplinary Policy, Policy against Sexual Harassment, and Policy on Work Environment, coupled with transparent HR processes and practices, effectively address human rights concerns. We advocate conformance to fundamental labor principles, including the prohibition of child labor, forced labor in all its forms, freedom of association, and the right to collective bargaining. During FY 2020-21, no incidents of human rights violations in the workplace or value chain were recorded.

Financial Reporting

We, at GMR Group, publicly report on key business, financial and tax-related information for regions, subsidiaries and business entities on an annual basis. The information is provided in the Annual Report and can be found on

[https://investor.gmrpui.com/pdf/Annual Reports 2021.pdf](https://investor.gmrpui.com/pdf/Annual%20Reports%202021.pdf)

RISK MANAGEMENT

As a leading infrastructure organization, that serves millions of people worldwide, our code of conduct sets the tone of our values for our organization. We believe that each employee's contribution in establishing our ethos of transparency is vital. Risks are inherent to our business and we consider them at different levels to make informed decisions. We embed various risks that relate to our strategic goals, performance, and compliance w.r.t the environmental, social and governance (ESG) priorities of the organization. Managing risks is critical to sound governance and building consistent and robust culture improves decision making and enhances outcomes and accountability. Our effective enterprise risk management model provides insights and transparency over material operation, change/growth, disruptive and emerging risks.

We have a robust risk management framework that details the requirements for identifying, managing, and monitoring any risk and uncertainty. This framework is the foundation for building the value of risk management, empowering people to effectively manage and / or leverage off uncertainty. It further, provides guidance on managing different risks and opportunities and developing our strategic plans. The objective of our framework is to enhance decision making by adoption and integration of risk appetite into our strategic decision making and operational monitoring process. We further believe in creating a strong culture of ownership of risk by our people and develop a mature risk climate. We have well defined roles and responsibilities of people and governance forums that enable consistent review of risks mitigation strategies. We embed the risk culture in our organization's way of 'doing business' and this in turn adds value to our existing processes and control procedures. Our risk management framework clearly helps us in identifying potential threats. The framework aids in eliminating or reducing the impact of these threats and provide mechanism to monitor and evaluate the strategy once implemented. Traditionally, our approach to risk management was focused on strategic, operational, compliance and financial reporting, however as the world is changing dramatically with lot of uncertainty and globalization the risk culture needs to evolve accordingly. In order to meet the ever-evolving market dynamism we have also started incorporating environment, social and cyber security risks. We also consider climate change risks while developing our strategic plans. We strongly embed the knowledge of trends in our risk framework and continuously evolve it. For example we refer to the world economic forum global risk report, the global reporting initiative, the carbon disclosure project and the task force on climate related financial disclosures.

Our ERM approach is formed based on the principles outlined in the Committee of Sponsoring Organizations of the Treadway Commission (COSO) guidelines. As per the COSO Guidance on 'Risk Appetite - Critical to Success', an organization should expect that the strategy it selects will be able to be carried out within the entity's appetite; that is, strategy is aligned with appetite and in case it is inconsistent with appetite we revise it or select an alternative strategy. With our code belief we embed the COSO principles and have covered it in detail in our ERM

manual. We also periodically provide training on the risk management principles to our employees and the agenda of the awareness sessions focuses on a) Meaning of 'Risk' and 'Risk Management', b) Introduction to Risk Concepts such as 'Gross vs Net risk', 'Risk vs Contributing Factors' etc. c) Risk Management aligned with various department's objectives and GMR's mission d) How employees can contribute towards Risk Management.

We have set a strong governance mechanism to monitor the implementation of our risk management framework, the Board is responsible to set the "tone at the top". For risk culture to be changed, leadership i.e. Board must be the driver of that change. Also, as per Section 134 (3) of the Companies Act, 2013, The Board of Directors has the overall responsibility for overseeing the framework for managing risks and the same has been effectively deployed by the Executive Management. On a semi-annually basis, a formal report on 'Risks That Matter' will be submitted to the Board of Directors (by Risk Committee).

The Board of Directors has delegated the task of overseeing the deployment of the Risk Management Framework to the Steering Committee. Key responsibilities of the Steering Committee are:

- Evaluate the operation of the Risk Management programme;
- Review results of risk assessments prepared by the Executive Management; and
- Monitor results of risk management plan

The Steering Committee has delegated the day to day monitoring of ERM programme to the Risk Committee which comprises of representatives from SPG, MAG, Operations, Finance and CSPD.

Risk Committee will be responsible for the following:

- Periodic review of ERM framework
- Review results of Risk Management activities as reported by the Risk Champions
- Provide overall guidance related to the Risk Management processes across the company;
- Review the need for additional Risk Management related activities across the Company and assign responsibilities
- Presentation to Steering Committee and Board
- Execution - Each department has been assigned a 'Risk Champion' by Steering Committee who will be driving the risk management cycle for that department.

Reporting to Risk Committee and Steering Committee Assurance - The 'Management Assurance Group (MAG)' plays a significant role in providing assurance on ERM activities. The operating effectiveness of risk responses shall be periodically reviewed and validated by MAG as part of the Management Assurance plans. In order to enable MAG to effectively leverage the ERM output and vice versa.



DATA AND INFORMATION SECURITY

With the accelerated change in technological and digital solutions, the landscape of cyber and information security threats and vulnerabilities is also evolving and becoming increasingly prevalent.

GMR recognizes the criticality of maintaining confidentiality, integrity, availability, and authenticity of information and data in all its forms. There is also an understanding in GMR that adoption of information technology and digital innovations bring with them cyber and other risks that are crucial to be addressed. The security of GMR information assets is maintained and enhanced by defining processes, implementing tools, and ensuring user awareness that is commensurate with the size, scale, and nature of each individual business within GMR.

Our Information Security and Cyber Security policy provides the foundation of our cybersecurity program and GMR group devotes significant resources to protect and improve

the security of its systems. The policy is a group policy that applies to all the business units of GMR, its subsidiaries, joint ventures, office locations.

The policy applies to employees, contractors, suppliers, vendors, service providers, partners, third parties and all personnel affiliated to external parties who have access to GMR's information and associated information systems. The policy also intends to respond to security incidents and comply with legislative, statutory, regulatory, legal, and contractual requirements.

Our commitment starts with the top management of the organization and includes every employee. We ensure that all users are trained and aware of potential cybersecurity risks and the ways to respond or report the risks.

At GMR, a five-step methodology has been implemented for IT and Cyber Security measures and mitigations.:

Identify	Undertake appropriate activities to identify and manage security risks Conduct risk assessment every year and prioritize efforts
Protect	Develop and implement appropriate safeguards to services Identify control, processes, training and awareness and protective technology
Detect	Develop processes to identify anomalies in security Implement key activities to monitor and detect security event
Respond	Action against security event Communication, analysis, mitigation and improvements must be in place
Recover	Resilient planning must be in place to restore and recover information or services Communications must be in place

Support exists in various forms to ensure that all measures of IT and Cyber Security are in place.

Resource and Competence	Resource are available for establishing and implementing processes Competent personnel are assigned responsibilities
Awareness	Awareness is imparted on the requisite policy
Communication	Process of internal and external communication relevant to IT and cybersecurity processes
Documentation	Document are available with title, time, author, reviewer and approver. Document and its information is protected.

We have also identified a few quantifiable and actionable KPIs to evaluate the performance of the IT and cybersecurity policy. Further, the KPIs are identified based on the desired level of security, level of risk and preparedness against the identified risks.

Annual internal audits are conducted to ensure security processes of the organization are in place.

GMR has a centralized cyber security organization structure with defined roles and responsibilities. Cyber security is headed by a Group Chief Information Security Officer, who is supported by a team of functional security experts aligned to Govern, Protect, Detect, and Respond & Recover capabilities.

The management at GMR group also periodically reviews the policy to assess the actions taken from previous review, details of any security incidents and opportunities for improvement or changes required in the processes. Further, root cause analysis of non-conformance to security measures is also conducted by the teams as and when needed. The policy is reviewed and approved by the following members as and when needed:

Major change in the policy	IT Strategy Committee / Business Chairman / Board
Minor change in the policy	Group Chief Information Security Officer

The policy is supported by 17 sub-policies which cover the length and breadth of the operations and systems of the GMR group. Some of the policies have been listed here: Organization of Information Security and Cyber Security, Human Resource Security, Asset Management, Access Control, Operations Security, Communications Security, Supplier relationships, Privacy, Mobile and Tele-computing, Compliance among others.

Information Security is vital and having a well-structured Information Security Management System (ISMS) in accordance with the international standards is ideal for an organization. ISMS helps an organization to set up its foundation of a comprehensive security strategy that is both efficient and effective to address cyber threats.

ISO/IEC 27001: 2013 is an ISO/IEC standard for management of information and IT systems. The standard enables GMR to manage the confidentiality, integrity and availability of information assets such as financial information, intellectual property, sensitive data or any information entrusted by the third parties.

GWEL is certified for ISO 27001:2013. All the systems and approaches work in co-ordination and in a synergistic manner with appropriate security response to maintain a high level of security.

GMR uses a world-class 24x7 Security Operations Center

OCTOBER IS CYBERSECURITY AWARENESS MONTH

Keeping in view the relevance of Cyber Security in today's world and to promote its Awareness within the Organization, we are celebrating entire month of October as Cyber Security Awareness Month.

Many Learning engagements are planned, including Mobile app to play & learn cyber, tech talks and competitions. Cyber Security is a shared responsibility! You are requested to participate actively and get engaged in activities to play your part.

- ALLY**
A mobile app for gamified and bite size Cyber Learning
- HEAR FROM THE LEADERS**
Expert talks, share tales from the real world. How they tackle Cyber related issues
- KNOW HOW SERIES**
Know how to protect your data and save the critical assets of the organization.
- QUIZ COMPETITION**
Prizes to win: Guess the correct answers pertaining to Cyber security and win exciting prizes.

Technology Partner: GMR AVIATION ACADEMY, Right-Hand CYBERSECURITY, CACS

to provide Managed Detection & Response capabilities to ensure quick and effective detection and response to information and cyber security incidents in the environment. Also, the organization has leading security technologies and security processes implemented at Network, Data Center, End points, Identity, Email, Internet, Cloud and Application layers to protect infrastructure and prevent data leakage.

Key initiatives and statistics

- There were Zero security incidents / breaches with any material impact that required reporting.
- Regular communications related to IT Security awareness are sent to all employees and third parties
- Monthly instructor led IT Security training and awareness programmes are conducted for all employees
- Sample based phishing simulation is conducted twice a year
- Designed Comprehensive groupwide cyber culture mission program
- Institutionalized new Group level Vulnerability Threat & Risk management program

Key changes in ISMS post COVID-19 pandemic

- **Enhanced IT infrastructure** ready for secure remote working
- Greater focus on end point security.
- Increase focus on user awareness

ENVIRONMENTAL POLICY & MANAGEMENT SYSTEMS

Environmental management is an important aspect of our corporate strategy, as it translates to our credibility and long-term sustainability. At GMR, we have implemented an ISO14001-certified environmental management system (EMS) in order to mitigate and regulate our environmental impacts. While developing our policies and procedures, EMS enables us to consider legal requirements, our responsibilities as a corporate citizen, and the environmental impact of our activities.

The fundamental aim of EMS is to strengthen the economic and environmental performance of our assets and operations through the implementation and monitoring of green and best practices. At GMR, we have a group level EHSQ (Environmental, Health, Safety and Quality) Policy which governs our operations in line with corporate sustainability. The key objectives of our policy are:

- Implement and maintain an integrated EHSQ management system to achieve sustainable performance
- Adopt and sustain a Business Excellence framework for continuous improvement of business operations
- Protect the environment, conserve natural resources, minimize energy consumption, improve occupational health and safety performance, and mitigate risks by adopting optimal production processes and services, driven by environmental- friendly technologies
- Adhere, and strive to exceed all applicable legal and regulatory requirements
- Strive to continuously achieve the satisfaction of all stakeholders through contributions to social development
- Effectively communicate the EHSQ system throughout the organization; create awareness; and increase the competency of all employees through training
- Establish a specific organizational structure for the purpose of facilitating guidance, implementation, and regular review of the EHSQ management system.

Considering we have a diversified businesses; we have created more comprehensive asset level EHSQ policies based on the principles set out in the group policy.

GMR is committed to going “Beyond Compliance,” which means staying ahead of all applicable environmental statutory standards while also promoting the health and safety of our workers and surrounding communities. All our assets are certified with ISO 14001:2015, and to ensure compliance with it, we have formulated an internal auditing team along with an external auditing team. The internal auditing team comprises of specially trained internal auditors and a lead auditor who review our compliance with ISO 14001 on a half-yearly basis, whereas the external audit happens once a year. No instances of environmental non-compliance were reported during FY 2020-21.

NOTEWORTHY ACHIEVEMENTS

All Energy Plants are certified for ISO 9001: QMS, ISO 14001: EMS, ISO 45001: OHSMS & ISO 50001: ENMS

Energy business: Implementation of “EHS Sarathi” at Energy Plants an app portal for EHS (Environment, Health & Safety) Management System.

GKEL retained 5S certificate in “Utkrisht” category by NPC.

During FY 2020-21, GKEL received Environment Excellence Award from ICC, Kolkata, Runners-up in large industry category, CII – National Energy Management Award – 2020 – As excellent energy efficient unit and CII – Eastern Region – Encon Awards 2020 – Excellence in Energy Conservation – 2nd Runner-up – Large Scale Industry.

Our ISO certifications

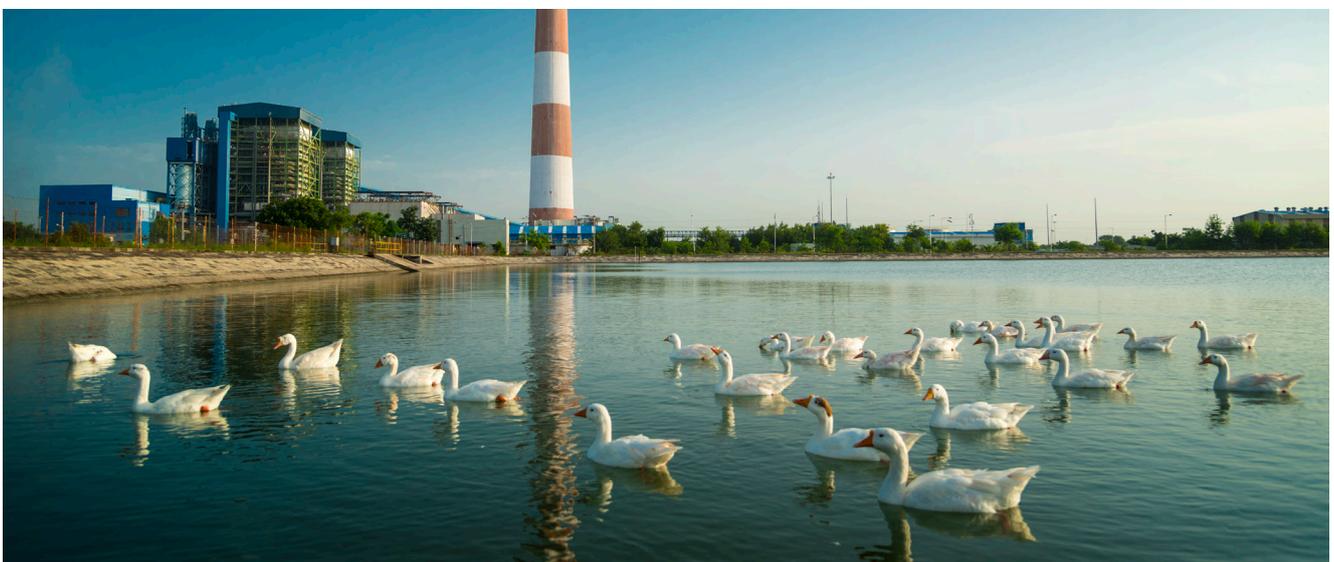




In addition to this, we have a separate centralized knowledge management team at GMR that continuously strives to identify the best practices being followed by peers that can be implemented at our sites. They also organize capacity-building and knowledge-transfer sessions for the employees by collaborating with internal and external subject experts.

Our governance structure outlines specific roles, responsibilities, and oversight for management of our overall environmental performance and desired achievement at all levels. Periodic reviews of environmental

compliance are conducted by the corporate steering group. We have a comprehensive online monitoring and compliance management system in place to enable an efficient review of environmental compliance by senior leadership as well as departmental heads during monthly review. We use an e-tool called “Legatrix” to keep track of all the compliance that are being implemented at all of our project sites. Our energy sector has also adopted another e-tool for EHS, sustainability, and compliance management that has automated modules for data analysis. We are in the process of integrating this e-tool into our other business segments as well.



WATER STEWARDSHIP

At GMR group, we understand the value of water as a commodity upon which mankind relies and are thus committed to the responsible management and conservation of water resources. We understand that water is a resource that is critical for advancement of economy, communities and even biodiversity. Majority of the country is under water stress which has aggravated over the last few decades due to changes in rainfall pattern and local weather conditions, a consequence of climate change. According to Aqueduct Water Risk Atlas released by the World Resources Institute (WRI) India ranks 13th among 17 countries facing extremely high-water stress. Hence, we believe water management and its efficient use is the need of the hour for which we have adopted the below approach.



- Review
- Reduce
- Replenish
- Reuse & Recycle

Made significant measures to preserve water or minimize its usage on our construction and operations and maintenance sites, taking into consideration the long-term viability of this resource.

To achieve water resiliency, it is important to use innovative strategies and technology. In our endeavor to address water conservation we adopted best measures and practices to save and reuse water and at the same time train our employees to manage the water efficiently.

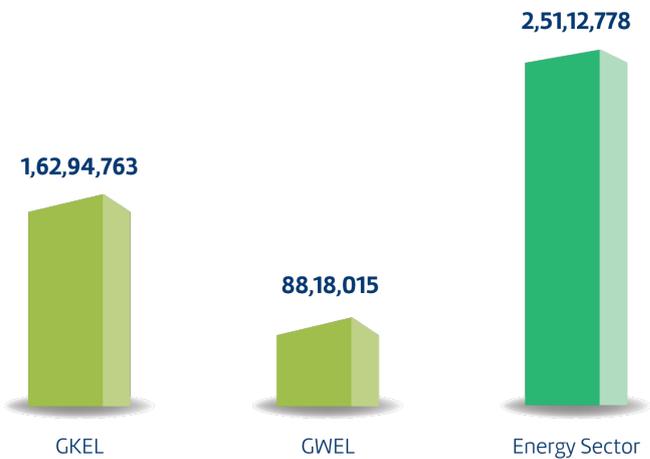
For this report to understand the water consumption, we have taken Energy, Transportation (Highways and DFCC EPC) within

our boundary limits. For energy sector, the KPIs for water management and consumption is being monitored for GKEL and GWEL while for solar and wind they are not yet monitored although water is being consumed for cleaning the solar panels. Further for highways and DFCC EPC the water consumption is being monitored while the other KPIs are partly monitored.

Water is mainly withdrawn from groundwater for some of the operations while for consumption municipal piped water is used. The coal-based energy plants are zero discharge plants and all the wastewater being generated is treated and reused for different purposes.

For highways the water is drawn from borewell or provided by contractors for watering, grass cutting, trimming and basin hoeing and replantation of missed plants

Total water consumption from all areas



Water Consumption (KL)	Energy	Transportation	Total
	25,112,778	1,109,477	26,222,255

Our approach to water sustainability is multi-pronged with continuous monitoring and evaluation mechanism in place.

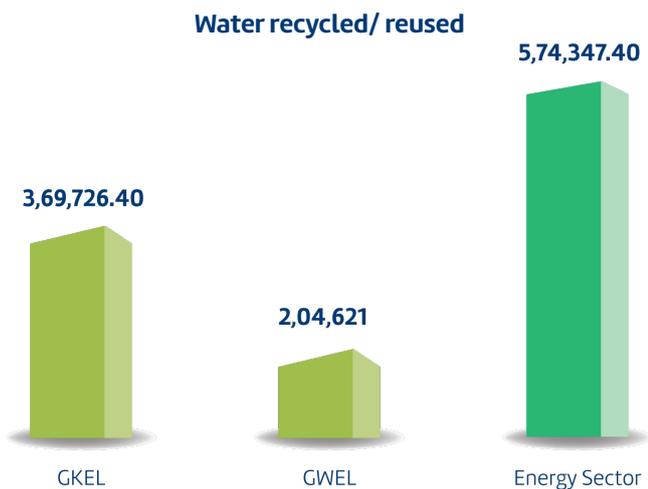


Water management that is responsible while also decreasing costs of operations and increasing efficiency is a critical component of our sustainability approach. We have been awarded and recognised by several institutions for taking innovative measures to manage water efficiently in our operations.

- Rainwater harvesting
- Water Treatment Plant
- Water Efficient Fixtures
- Sewage Treatment Plant
- Landscape and irrigation systems
- Water balance study to identify unbalance
- Use of technology to identify leakages in pipes

- Has rainwater harvesting system in place and constructed 300 RWH structures
- GWEL Water Management System is ISO 46001:2019 certified for implementing and managing water efficiency
- Urban infrastructure business uses treated effluent in the Green Belt
- Urban infrastructure business is soon expected to received approval for Marine Outfall of 5 MLD

Saving water: For reducing water consumption at our sites, GMR group has built in-house STPs at our airports where the treated water is used for flushing and irrigation purposes. We ensure that the water quality is according to the mandated standards.

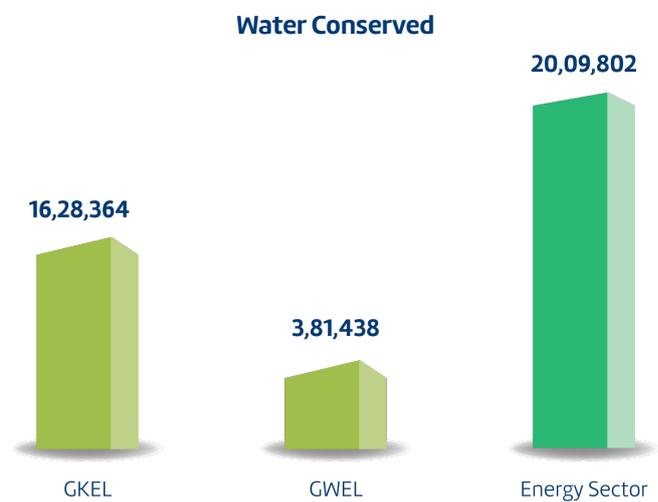


Similarly, GACEPL generated 2920 KL of wastewater in FY 2020-21 which was discharged in a septic tank.

Conserving water: At GMR group, implementation of rainwater harvesting structures (RWH) is integrated with the drainage plan of the respective project site. This is included during our project planning and designing phase based on various parameters to be included for the feasibility of RWH. We also geotag the RWH at the sites of toll plaza. For highways, RWH initiatives are taken as per compensatory

requirements. The parameters that are accounted before constructing RWH structures are rainfall, run off coefficient, recharge potential and existing groundwater table of the selected area. We do not recommend RWH in areas with shallow GW table or low rainfall.

RWH initiative by highways: A vertical borehole of adequate diameter is made, which is filled with brick bats or stone aggregates. To prevent clogging of the vertical drains it is wrapped with non-woven geofabric or HDPE woven geofabric without lamination. The top portion of the vertical drain is covered with filter material. In many cases, the vertical drain portion is modified by introducing a perforated PVC pipe wrapped with geotextile inside the borehole instead of filling with brick bats. We also ensure proper cleaning and maintenance of Rainwater Harvesting at all locations.



RWH structures installed at toll plaza of GMR Hyderabad Vijayawada Expressways Private Limited

WASTE REDUCTION AND MANAGEMENT

GMR group is committed to reducing and recycling its waste in line with objectives of our environmental management system and resource optimization strategy. We ensure best waste and effluent practices are in place for the waste that is generated. The quantum of waste generated at our operations, especially the airport and T&UI is huge and managing them effectively need management oversight, strategy, and planning. We at GMR are striving to reduce waste not just due to regulatory obligations, but to act as a responsible corporate so that the waste generated has minimal impact on the environment.

We follow the Standard Operating Procedure for waste management at all our operations. All the waste generation sources, collection, storage and disposal are mapped according to the regulatory guidelines while the GMR operations also believe in creating wealth from waste.

For this report to understand the waste generation and disposal, we have taken Energy sector within our boundary limits. For energy sector, the KPIs for waste management is being monitored for GKEL and GWEL while for solar and wind they are not yet monitored. For highways it is not a material issue but is being monitored for GAPEL and also DFCC.

Description	Hazardous (Liquid) (MT)	Non-hazardous (solid) (MT)	Hazardous Solid (MT)	Entity
Amount of waste generated (MT)	14.37	2,060,592.32	-	GKEL
	10,295	8907	11.83	GWEL
Amount of waste disposed (MT)	12.39	2382150.992	-	GKEL
	10295	8907	11.83	GWEL

Along with this 0.765 MT of e-waste is also generated by GWEL while 0.720MT is disposed. For GKEL, not all hazardous liquid waste was disposed off. 1.98 MT waste was stored on site while rest was recycled.

Non-hazardous solid waste generated in coal plant is flyash. In GKEL plant, flyash utilized constituted both current and legacy ash of preceding year which was sent to flyash brick and paver block making units and for national highway road construction works. At DFCC, the scrap and hazardous waste are stored in designated locations of site.



Waste management by DFCC at designated location

Key Initiatives taken by GMR group for waste management in accordance with 3R principles

- MSW, HW, E-waste is handled by our operations as per regulations
- Organic farming equips to the needs of the residents of GKEL township. Mechanical food biodigester is used to convert kitchen waste to compost and used in horticulture
- GWEL and GKEL transport wastes to authorized agencies of CPCB/ SPCB for treatment or disposal while batteries and e-waste are handled by authorized vendors. Fly ash is transported to cement, or brick manufactures to be used as a raw material
- Railway wagons used for transport of Fly-ash in GWEL contributing to Sustainability
- At GAPEL, we are only getting steel scrap materials from site.
- At DFCC, the generated construction and demolition waste is used for filling lowland areas and camp surroundings. Hazardous waste generated is disposed via authorized vendor and other non-hazardous waste is disposed either via municipal services or recycled and reused.
- At DFCC, Food waste garbage is collected in metal bins and disposed off to identified area for decomposition or in the waste bins installed by local Municipal Authority, once in a day. We have also initiated waste disposal in compost pit. Hazardous waste such as waste oil, used cartridges are sent to identified agency to dispose waste oil while batteries are stored in containers. The bio-medical waste is being sent to identified hospitals for disposal. The cement bags are used at site itself for different work. DFCC does not generate metal scrap and e-waste.
- Reduce use of plastic in our offices to reduce the load of plastic waste.

ENERGY AND EMISSIONS (GRI 103, GRI 302)

Carbon emissions are a serious threat to both humans and the environment. These carbon emissions raise global temperatures by trapping solar energy in the atmosphere. This is impacting water availability, weather patterns and endangering coastal populations.

At GMR, we strive to reduce our carbon footprint by integrating clean and green processes. We are focusing our endeavors on enhancing energy and resource efficiency and diversifying our energy mix to include more renewable energy. We constantly monitor, regulate, and mitigate our emissions in order to reduce our carbon footprint and the risks associated with it. We have formulated an energy policy to continuously improve our energy performance via the optimization of all our processes, facilities, and natural resources. We adhere to all the applicable national and regional regulations governing energy use.

For this report to understand the energy consumption, we have taken Energy sector within our boundary limits. For energy sector, the KPIs for consumption is being monitored for GKEL and GWEL. For highways, GCORR data has been considered.

Emissions

We acknowledge that strategic interventions are required to slow down climate change. In line with this, we have adopted a comprehensive strategy for emissions reduction. Our holistic approach to sustainable business planning has helped us achieve a balance between social, economic, and environmental aspects. We follow various processes and practices with the aim of reducing carbon and other toxic emissions. Steadfast on the commitment for transparent disclosures, an inventory of Scope 1 & 2 emissions was developed for FY 2020-21:

S.No.	Type of Emissions	Total Quantity
1	*Scope 1	3,075 tCO ₂
2	#Scope 2	663,828 tCO ₂

*GKEL and GWEL considered #GKEL, GWEL, GCORR considered

At GMR, air quality is regularly monitored, and several preventative measures have been implemented at our offices and sites. We remain committed towards monitoring, controlling, and mitigating air emissions at all operation sites. At all times, strict adherence to environmental regulations and other stipulated conditions is ensured, and proactive steps are taken in implementing improvement systems and procedures to avoid any negative impacts on the ecosystem and local communities.

Energy

We recognize that conserving energy helps in minimizing our costs and carbon footprint. At GMR, we conserve energy via increasing the energy productivity of our operations and by increasing our reliance on renewable

energy sources. We have implemented several advanced technologies, such as enhancing reliance on electric buses, installing solar energy plants/modules, installing LED lights, etc. Further, we are increasing solar and wind energy capacity of our energy plants which helps us to achieve a higher percentage of green energy in our overall energy mix.

Total Energy Consumption:

#	Source	Energy Consumed (GKEL)	Energy Consumed (GWEL)
1	Non-renewable (MWh)	4,74,423.57	3,25,326.622
1a	Diesel (L)	2,79,800	8,62,114
1b	Petrol (L)	-	-
2	Renewable (Solar)	-	-

- For highways, 43.00 MWh electricity was consumed GCORR offices.
- The total energy consumption for energy and highways sector is 799793.195 MWh.

Snapshot of Energy Efficiency Initiatives:

#	Initiatives	Savings (₹)
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Transportation

1.	GPEL Truck lay bye Solar lights - 11 truck laybys	21,120,000
2.	GHVEPL Truck lay bye Solar lights - 7 truck laybys	13,440,000
3.	GACEPL Conversion of high-pressure sodium pressure (HSPV) lights (1210 units) to LED lights	-
4.	GCORR Conversion of high-pressure sodium pressure (HSPV) lights to LED lights	-

Energy

5.	Auxiliary Power Consumption reduction & reliability improvement through removal of short Column Pipe in River Water Pump	215,970
6.	Power Consumption Optimization through 3 Mill Operation during low load operation	924,017
7.	Installation of Airtron-AC Energy Saver for energy conservation in Air Conditioner	101,970
8.	Water Treatment Plant Power Consumption Optimization by improving RO Recovery	107,800
9.	Plant Performance Improvement during Flexible load Operation	20,438,402
10.	Energy Conservation through Installation of Wind Driven Exhaust fan in RO-DM building Roof Top	64,386

#	Initiatives	Savings (₹)
Energy		
11.	Ash Handling Plant Power Consumption reduction by Optimizing Operational Performance	576,470
12.	Unit-2 LVS Screen Replacement with LED Technology	52,637
13.	BFP Power Consumption Optimization by Replacement of Existing Valve with Modified RC Valve	6,251,770
14	Heat Rate Improvement Through CT Fills Replacement	50,753,029
15	Heat Rate Improvement Through CT Nozzles Replacement	3,383,535
16	Reduction in Diesel Consumption in CHP by adopting best operational practices	1,861,785
17	Boiler Efficiency improvement by CAVT Test & Attending Duct Leakages	13,534,141
18	Auxiliary Power Consumption reduction by CAVT Test & attending duct leakages	1,034,918
19	Improvement in Yard GCV losses by 48 Kcal by adopting best operational strategies	76,957,653
20	To provide CT make up by gravity without CT make up pump pumping	3,080,456
21	Replacement of Existing conventional lightings with LEDs throughout the plant	12,884,830
22	Degassifier water usage through gravity to CT forebay	413,905
23	Optimization of CW/ACW Pump & CT Fan running hours	14,444,778
24	Optimization of Pump & Fan output through VFD	5,945,142
25	Optimization of ESP Power through Power Saver Mode	28,384,936

BIODIVERSITY AND LAND-USE

The biodiversity- life on land and sea, the variety of life in all its forms, including genetic, species and ecosystem diversity is under severe threat. With numerous terrestrial and marine species on the verge of extinction or being placed on the endangered species list, it is becoming increasingly difficult for any ecosystem to survive. In order to slow the loss of biodiversity at an accelerated rate, objectives must be established for their management, for responsible reintroduction of species, and for their overall management and conservation. Functions of infrastructure development and allied sectors have a high probability of affecting the local biodiversity of the location. We thus developed a strategy and work systematically to manage work diligently to ensure no loss or impact on biodiversity.

In our firm, biodiversity conservation is an ongoing occurrence, and we, as a conscientious corporation, realize the relevance of biodiversity conservation in terms of commercial sustainability. All our projects undergo the process of Environmental and Social Impact Assessment (ESIA) study to identify the risks, identify measures to minimize or avoid the risks and define ways to mitigation against potentially adverse impacts and risks. In some cases, we also develop site-specific management plans to avoid net loss of biodiversity.

All our project sites are fenced to avoid human wildlife conflict, risk of electrocution of animals, minimize risk of bird strikes, and the risk of these animals damaging our assets or property. We are also aware of the fact that any violation of legislations can result in fines and/or penalties to the organization.

We ensure proper implementation of the ESMS via the Environmental Screening Checklist which was developed as part of the ESMS. This helps us to conduct a high-level initial assessment or screening to identify the environmental issues at our project sites.

Based on the screening outputs, we do not execute any operation/project which falls in eco-sensitive zones notified around wildlife sanctuary, national park and world heritage sites declared under applicable regulations or international treaties ratified by India. Hence, we do not create any significant impact due to our projects and associated auxiliaries. Accordingly, a strategy has been developed and implemented by the organisation in order to avoid any project locations that would have a negative impact on biodiversity in any way, or that would put further strain on the already degraded ecosystem and natural habitat.

Based on Environmental and Social Impact studies and surveys carried out for our projects, there are no significant impacts on biodiversity due to our operations. We have also realized that awareness is a major component of biodiversity management and conservation. Thus, we ensure awareness generation among all our stakeholders across the value chain to avoid any potential negative impacts from them.

Further, we ensure green cover, plantation on the median, turfing on embankment across the highways which helps to reduce air and noise pollution. The species for plantation are selected carefully which in many cases also helps to protect native species of plants. Further

along the highways, the maintenance of plantation like Harrowing, Manuring, Replacement of dead/missed plants, Trimming, Watering etc., have been implemented as per compensatory afforestation requirements to ensure well growth of Median and Avenue plants.

For this report to understand the biodiversity and land-use related initiatives, we have taken Energy, Transportation (Highways and DFCC EPC) within our boundary limits. For energy sector, the KPIs for biodiversity management is being monitored for GKEL and GWEL while for solar and wind it is not being monitored. Further for highways, and DFCC EPC this has been included within the boundary.

Key Initiatives of different sectors

Energy Sector

- GWEL has planted 1,34,500 saplings. During afforestation drive; fruit bearing plants and forest species were planted in 173 acres of land that was identified as plantation area (which is ~40% of the total plot area of the plant).
- GKEL has planted 3,88,797 plants on 357 acres of land identified as plantation area which is ~31% of the total land area of the plant. Additionally, 33 acres of land is also used for landscaping. 20000 saplings were also planted in different areas of Dhenkanal district.

Highways and DFCC EPC

- DFCC has adopted the strategy to plant 2 trees for every tree cut during construction
- Has planted 10,723 trees at one location of which 9583 has survived; 5473 at another location where 4872 trees have survived.
- For GCORR, 14000 plants available and in FY 2020-21, 8000 plants newly planted while shrubs such as Neerium, bougainvillea, flame of forest & yellow gainer have been planted across the stretch. The area of green belt is over 616000 m2
- For GACEPL, along the Median: 13700, Avenue: 14704. Median: 11700 plants are existing while 3000 new species of bougenville & Kaner were planted Along the Avenue: 8704 existing plants are there and 6000 new species- Silver oak, Kadam, Gulmohar, Neem, Jamun Sheesham were planted in FY 2020-21
- For GPEL, 55,000 avenue plants and 50,000 median plants were planted in FY 2020-21 which had 100% survival rate. We are maintaining green cover area of 6,88,0053m2 of Avenue Plantation and 397575 m2 of median plantation. Turfing and proper protection works are being maintained at Embankment slopes. We have also received the Appreciation letter received from Government of Telangana GADA (Gajwel Area Development Authority) for well maintenance of Greenery.

We are also planning to take up new initiatives for conservation of biodiversity by adopting a multi-pronged approach.



GWEL Green Belt



Greenery across highways | Operation and maintenance along the highways with green cover, median plantation, turfing on embankment



Plantation of native trees and other trees of importance by DFCC

RESPONSIBLE SOURCING AND PROCUREMENT

GMR Group and its subsidiaries are involved in the creation and operation of world-class assets for the country. We collaborate with a large number of ecosystem partners, mainly suppliers and contractors, to assist the business achieve its goal of developing and operating world-class assets. As part of our emphasis on business responsibility in regard to our ecosystem partners, such as suppliers and contractors, we concentrate on and drive the execution of the following actions:

Strengthening our procurement process's governance and transparency: Suppliers and contractors with whom we engage into a contractual relationship through a contract or purchase order (PO), it is considered that they have understood all the terms of PO including the company's supplier code of conduct and business ethics standards. We have a dedicated whistleblower policy and ethical governance hotline that assists in resolving any complaints or problems, whether they are linked to supplier/contractor behavior or non-compliance with established ethics standards.

Ensuring a secure working environment: Health, Safety, and the Environment (HSE) are critical enablers for our suppliers/contractors to perform and satisfy contractual obligations without endangering their workers. To do this, a dedicated HSE policy, guideline, and governance mechanism is developed, agreed upon, and implemented for each of the major contracts with substantial human effect. Each operational asset or project is subjected to a systematic governance review based on specified HSE indicators, and any breach is investigated, and necessary action is taken in accordance with all relevant regulations through effective contractual terms and conditions.

Supplier/contractor Employee statutory welfare measures: We operate and engage suppliers/contractors who, in turn, must deploy a significant number of their employees for our operations/projects. As part of the supplier/contractor onboarding process, a dedicated awareness training and session on employee statutory compliance requirements, guidelines, and measures is conducted with the assistance of the company's Industrial Relations team. To ensure that necessary statutory dues such as ESI/PF are paid to our suppliers/contractors' employees on time, all supplier/contractor invoices that have services personnel deployed for our operations are subjected to a dedicated and separate review of such statutory compliances before the supplier/contractor invoices are processed for payment. As per the SOP, the vendor is blacklisted for future business in case of Ethical issues. For the contractual defaults on regular basis, the vendor is blocked and may be reconsidered for business purpose after 3 years in line with SOP.

Contractors/vendors, Service providers and Joint Venture (JVs), are covered by the "Suppliers and Vendors Code of Conduct and Business Ethics" which stipulate rules relating to bribery & corruption. This Policy is intended to strengthen transparent business governance across the Company and the Group. All bidders, vendors etc. must

sign in the Supplier Code of Conduct before entering a contract with the GMR group.

Suppliers were screened on the following social criteria:

- Clean and safe facilities
- Minimum wages
- Working hours (allowing at least one day off per week)
- Health and safety practices
- Non-discrimination
- Freedom of association and collective bargaining
- Humane treatment and prevention of harassment or abuse
- Prohibition of child labor
- Prohibition of forced or compulsory labor
- Collective bargaining
- Business ethics (including corruption, extortion, embezzlement, conflict of interest, bribery, excessive gift giving, disclosure of information, intellectual property, fair business advertising and competition, privacy and non-retaliation.)
- Conflict minerals

We assess our suppliers for potential negative social impacts in 2020. GMR group is working to drive supplier improvement in Quality and EHS with suppliers.

Suppliers are screened on the following environmental criteria:

- Environmental management systems
- Pollution prevention and resource reduction
- Solid waste management
- Hazardous substances management
- Environmental permits
- Air emissions monitoring and management
- Water management
- Energy consumption and GHG emissions

SAFETY AS A VALUE

GMR group strongly believes in zero harm to its employees and allied workforce working across all its locations, operations, and services. Our aim is to achieve an injury-free workplace without any distinction between the regular and contractual staff. To achieve this, we have established a strong health and safety culture in the organization by implementing the Group Environment, Health, Safety and Quality (EHSQ) policy.

The policy is communicated to all concerned in the organization via our internal communication channels, meetings, notice boards and is also displayed at all prominent places across all project sites. There is a very low risk associated with health and safety in our operations, but we have a well formulated Environment, Health, Safety and Sustainability system at place. Strategic leaders from the EHS&S department are responsible for the overall implementation of the ESMS at both corporate and project level. During construction and operation phase the responsibility of safeguarding safety of the employees and workers lies on the EHS officer who reports to EHS&S manager. The EHS&S manager reports to the EHS Corporate head.

Our organization is driven by technology, but we consider our employees as asset. We have developed comprehensive programs to focus on employee health and wellness and for their overall safety which has also been extended to all our employees irrespective of their type of employment and to all our workplaces. Our constant commitment towards integrating safety in all our work operations is the core of our values. We have developed our employee health and safety policy based on the cardinal principles adopted by the leading players of this field. GWEL is ISO 45001 certified. It also received Five Star rating and Sword of Honour in British Safety Council.

GMR group has a structured health management system and a systemic process to identify risks, hazards, and studies measures to reduce or mitigate them which has also become a cornerstone to attract and retain talent. We have a well-established procedure for accident, incident and near miss reporting.

Risk Minimization methods adopted

- Hazard Identification & Risk Assessment (HIRA) is carried out for all our site activities during construction and O&M phases. It helps to recognize and control hazards before harm occurs. It is also a reliable method of raising awareness among employees and training them. HIRA also helps to set risk management standards, based on acceptable safe practices.
- Safety Induction: Initial induction meeting to familiarize the personnel with the site specific EHS rules and regulations. This includes EHS&S policy, procedures, emergency evacuation, reporting, access, etc.
- Permit to Work (PTW) System: SAP based PTW is implemented at all the Energy plants and is used to authorize certain people to carry out specific work, at

certain times and dates. It also sets out the risks of the job and the main precautions required to complete the job safely.

- Toolbox Talk (TBT): TBT is used to enhance communication between workers and supervisors resulting in increased awareness between all members.
- LOTO (Lockout-Tagout) system is implemented at GWEL, GKEL to safeguard workers from hazards.
- EHS officer is deputed at site for day-to-day supervision, monitoring and reporting of E&S requirements as per ESMS. Further, EHS officer must submit daily/monthly reports and also maintain records of Incident/ accident reporting, PPE Inventory & Issuance, FFE Inventory, Toolbox talk, Fire Mock drill, Water consumption report, first aid maintenance format, Safe Man-hours reporting etc.
- Compliance of E&S requirements is a part of contractors' agreement. Contractors' submit the EHS Plan before team mobilization.
- Internal Audits are conducted by EHS&S Managers
- Kaizen, 5S, Quality Management System for risk control programmes and controls on OHS

We also study exogenous health risk factors which are not strictly due to work activities and develop strategies to reduce them. This FY we had focused on employee wellbeing from a different lens after the COVID outbreak to safeguard mental well-being of our employees too.

OHS health services and worker participation

Various types of services are provided to workers and employees to maintain their health and safety during work. Annual health checkup and internal medical health checkup before deployment at a project site is followed at GMR group. We maintain the confidentiality of the health information of workers and employees and the records are maintained with highest level of confidentiality with the EHSQ corporate team, HR, and doctor.

Our committee meetings are attended by investors and corporate members for which agenda and minutes are circulated. The action points are shared with all those concerned while workers are involved in the meetings at sites for preparedness of emergencies, or any other health incidents that may happen.

Safety practices, trainings for employees and key statistics

A major component of our health and safety management is training the staff and raising awareness to inculcate the basic practices of safety and wellbeing and to care for other employees. Regular HIRA training is being provided which reduces incidents in the workplace and helps in maintaining the safety culture. Extensive training is imparted amongst GMR Group & contractor employees on various topics as per the 'Training Calendar'. Training has been imparted accordingly and records are being maintained.

We undertake 6 monthly training on Safety management system (SMS) for all projects' teams and facilities and provide E&S training (including on ESMP) to the site team at the start of construction and start of operation.

Further, continual training on various EHS aspects have played a major role in creating / enhancing Safety awareness. Mock Drills at regular intervals, Safety E-learning (virtual training started since March 2020), are some of the best practices followed across GMR group. RAXA Academy conducts Advanced Management Course for senior security professionals as well as Occupational Health and Safety Course. Highway's sector conducts several safety awareness campaigns for road users which have been appreciated well by the Local Police department.

Road Safety enhancement activities like safety awareness campaigns for road users, distribution of Safety pamphlets, Road Safety Rallies were conducted on regular basis with the support of Local Police department for reducing accidents in the Project Corridor. 6 road safety and training programmes were also conducted by GPEL in FY 2020-21. This has also received extensive coverage by the local print media.

For this report to understand the OHS management, we have taken Energy and RAXA services within our boundary limits. For energy and highways sector, the KPIs for OHS has been included

At GMR group we foster a culture and environment where we put health, safety, and wellbeing first, and we are continually looking at ways in which we can strengthen our existing processes and training programs.

219 total trainings and workshops organized for employees of GKEL and GWEL

1	Safety induction training
2	Health & hygiene
3	First aid
4	Fire safety
5	PPE
6	Work at height
7	Material handling
8	Traffic safety
9	PTW and LOTO safety
10	COVID-19 prevention
11	Refresher Training
12	Tool Box talk
13	On the job safety training
14	Off the job safety training (Class room Training)
15	Training Need Identification (TNI)
16	Knowledge Sharing Session (KSS)
17	Individual development plan (IDP)

- Total number of accidents/fatalities reported in GPEL was 55, GCORR 55 accidents and 17 fatalities, GKEL was 1 (male employee) and 0 in GWEL, RAXA
- Work related injury was 18 for the entities considered
- No. of work-related injury reported
- Average days of absenteeism due to injury at workplace was 0
- Safe manhours of GCORR 37,440 and GPEL was 8760
- 5 toolbox talks, 3 mock drills at GPEL
- No. of deaths reported at workplace

GPEL has received Appreciation Letter from Superintendent of Police- Kamareddy District for the Road safety enhancement activities conducted by GPEL team which resulted in reduction of accidents.

At GMR group, occupational health and safety impacts are adequately prevented and mitigated through intensive training, mock drills, audit, regular inspections and best safety practices adopted at workplace. The occupation health and safety management system at GMR group is not based on any legal requirement. We at GMR group also celebrate National Safety Day/Week campaign every year in the month of March to spread awareness among the employees and workers at asset level on how to get prevented from the accidents by exhibiting widespread safety awareness programs.



ప్రతి ఒక్కరికి కంటి రక్షణ ముఖ్యం



మరోపారాదర్శి మేరకూ ప్రతి ఒక్కరికీ కంటిమాపు రక్షణ ముఖ్యమని మరోపారాదర్శి విజయ రాజ్ గార్ కి అన్నారు. సోమవారం జిఎంఆర్ వరల్డ్వైడ్ ఫౌండేషన్ ఆధ్వర్యంలో జిఎంఆర్ వారిని కంటి సైన్స్ టీమ్ లాస్యో ఆయన ప్రారంభించారు. ఈ సందర్భంగా వారు మాట్లాడుతూ రోడ్డు ప్రమాదం చేసే ప్రతి ఒక్కరికీ కంటి మాపు రక్షణ ఎంతో ముఖ్యమన్నారు.

కంటిమాపును కాపాడుకుంటేనే ప్రమాదం సురక్షితంగా జరుగుతుందని అన్నారు. ఉదాత్త కంటి సైన్స్ టీమ్ లాస్యో కంటి సైన్స్ వినియోగించి అవసరమైన వారికి ఉచితంగా కంటి అల్ట్రాసౌండ్ పరీక్షలు చేశారు. ఈ సైన్స్ టీమ్ లాస్యో 1500 గా ప్రాజెక్టు కంటి సైన్స్ టీమ్ లాస్యో వినియోగించుకున్నారు. ఈ కార్యక్రమంలో జిఎంఆర్ సోల్యూషన్స్ ప్రాజెక్టు మేనేజర్ రాజేంద్రప్రసాద్, వరల్డ్వైడ్ ఫౌండేషన్ ప్రతినిధి శ్రీనివాస్, సోల్యూషన్స్ సీనియర్ సాఫ్ట్వేర్ డెవలపర్లు.



మన చుట్టూపక్కల నుండి జిల్లా, జాతీయ మరియు అంతర్జాతీయ వార్తల వరకు... ఎక్కడికప్పుడు... ఒకే యాప్ లో

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ప్రయాణం చేసేటప్పుడు హెల్మెట్ తప్పనిసరి: ఎస్సె యాదగిరి రెడ్డి

తూప్రాన్: జాతీయ రోడ్డు భద్రతా మాసోత్సవంలో భాగంగా, మంగళవారం నాడు జిఎంఆర్ వరల్డ్వైడ్ ఫౌండేషన్, రక్షణ సెక్యూరిటీ ఆధ్వర్యంలో తూప్రాన్ టోల్ ప్లాజా నుండి తూప్రాన్ పోలీస్ స్టేషన్ వరకు హెల్మెట్ ధారణపై అవగాహన కల్పిస్తూ బైక్ ర్యాలీ నిర్వహించారు. ఈ కార్యక్రమాన్ని ఉద్దేశించి తూప్రాన్ స్థానిక ఎన్ఐఎ యాదగిరి రెడ్డి మాట్లాడుతూ ప్రతి ఒక్క బ్యూచక్ర వాహనదారుడు హెల్మెట్ తప్పకుండా ధరించాలని సూచించారు. జిఎంఆర్ వరల్డ్వైడ్ ఫౌండేషన్ ప్రతినిధి శ్రీనివాస్ మాట్లాడుతూ బ్యూచక్ర వాహనదారులు హెల్మెట్ తప్పనిసరిగా ధరించాలని, మద్యం సేవించి, సెల్ ఫోన్ మాట్లాడుతూ డ్రైవింగ్ చేయరాదని, అతి వేగంగా వాహనం నడపరాదని సూచించారు. ఈ కార్యక్రమంలో పరంధామం, రాజశేఖర్ రెడ్డి, ఫణి రంజిత్, శ్రీనివాస్, జిఎంఆర్ పెట్రోలింగ్, అంబులెన్స్ సిబ్బంది, రక్షణ సిబ్బంది, వివిధ గ్రామాలకు చెందిన యువకులు పాల్గొన్నారు.



ట్రాఫిక్ నిబంధనలు పాటించాలి

తూప్రాన్: జాతీయ రహదారి భద్రతా మాసోత్సవ వాల్లో భాగంగా సోమవారం తూప్రాన్ టోల్ ప్లాజా వద్ద ద్వీచక్ర వాహనదారులకు అవగాహన కల్పించారు. ఈ సందర్భంగా ద్వీచక్ర వాహనదారులకు రహదారి నియమ నిబంధనలు పాటిస్తామని ప్రతిజ్ఞ చేయించారు. అనంతరం సంతకాలు సేకరణతో పాటు వాహనదారులకు రోడ్డు భద్రత కర పత్రాలు, మాస్కులను పంపిణీ చేశారు.

Road safety campaigns conducted by Highway's sector and their coverage on local print media

Inspections and Audits

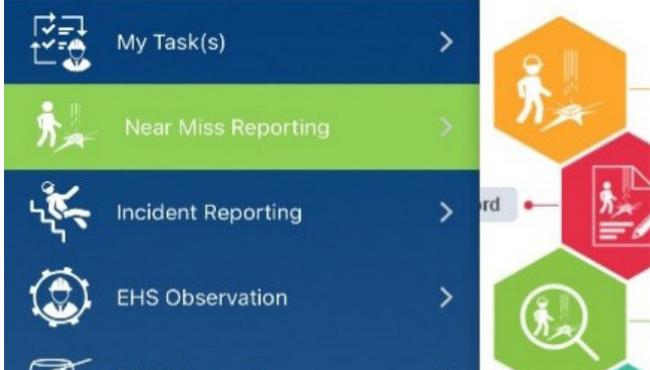
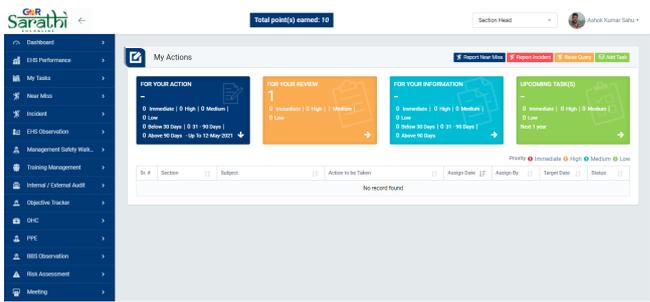
To ensure the health and safety practices are adhered to according to the defined policy inspections are carried out at all locations regularly to avoid lapses. The risks are assessed, incidents and accidents are tracked, and corrective actions are taken. In case of any unforeseen circumstances standard root cause analysis are done and reports are submitted to the decision-making authority within a stipulated time. Steps are also taken in this regard to ensure safety targets are met and precautions are taken. Both internal and external audits are conducted at all our sites as a norm to meet the highest standards of practices put in place and to improve on the employee wellbeing and their expectations.

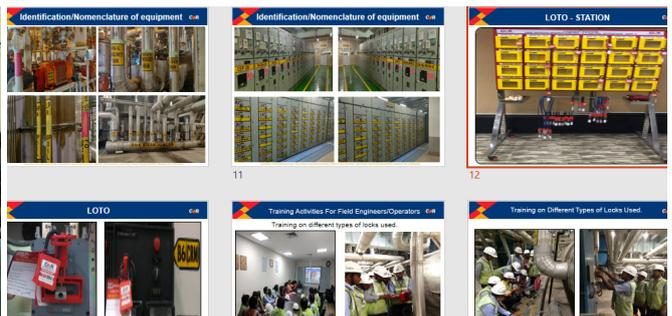
Reporting Health and Safety Incidents

To enhance safe working culture and prompt reporting an online portal has been formulated. A safety incident management (SIM) report can also be raised on the portal. Issues can also be reported on an email id for swift reporting and actions.

CASE STUDY: "Sarathi" (web based EHS App)

- Implementation of Sarathi, the web based EHS software with 26 modules like Observation, near miss & incident reporting, Inspection, Audit, HIRA, Health check-up, Environment data, Emergency preparedness, TBT, 5-S, Waste Management etc. for entry, investigation, analysis and sustainability purpose.
- This software is having mobile app facility as well desktop application.
- The App is available for employee as well as for agency Workmen.





NSCI- Shressth Suraksha Puraskar Award to GWEL in 2018

Road safety campaigns conducted by Highway's sector and their coverage on local print media

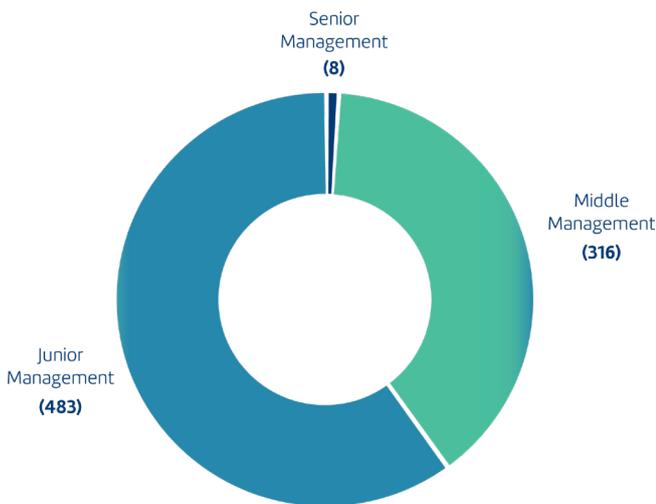
EMPLOYEE AND CUSTOMER RELATIONSHIP

Our People

At GMR, we are certain that our employees are the backbone of our company and the driving force behind its success and fulfillment of its goals. They are the most critical resource for achieving our company's commitments while also pursuing their own professional ambitions. During FY 2020-21, a total of 8,501 people were employed in the energy sector, transportation sector, DFCC-EPC project, and RAXA.

Number of Employees	
No. of male employees (permanent full-time)	3,056
No. of female employees (permanent full-time)	56
No. of male employees (contractual)	5,176
No. of female employees (contractual)	213
Total number of male employees	8,232
Total number of female employees	269
Total number of employees	8,501

Position-wise employees



To maintain an inclusive and productive environment in the workplace, we promote employee diversity across genders, age groups, and management levels. We hire employees irrespective of gender, age, or other factors, as they bring different perspectives and thoughts to the table.

At GMR, the remuneration of employees is based on their expertise, capabilities, and role, and does not include any gender bias. We also ensure applicants or employees with special needs are not left behind and are recruited or assigned responsibilities based on skills to ensure inclusivity.

Employee performance management

We believe that continual learning and frequent performance evaluations are critical not just for individual career progression but also for the broader growth of the firm. Human resources are critical in this endeavor, since

they ensure the implementation of key strategic decisions. Our human resources staff makes sure that no employee is left behind and has introduced several initiatives to accommodate their requirements and expectations. We believe in excellence and therefore provide an atmosphere that fosters employee growth while also meeting the needs of new business possibilities.

At GMR, we use a Performance Management Process (PMP) to maximize employee performance. Our PMP's primary goal is to keep our employees motivated and engaged at work. This strategy allows us to remain engaged, offer opportunities for growth for our workers, and maintain a laser-like focus on strengthening the internal control process for transparency. We interact with all of our employees on a regular basis, across hierarchies and companies, to ascertain their developmental requirements. This enables us to develop future leaders.

We at GMR also undertake several employee engagement activities to promote peer-to-peer learning and interaction, enhance cultural diversity, and improve the well-being of employees. These activities are planned throughout the year to promote work-life balance.



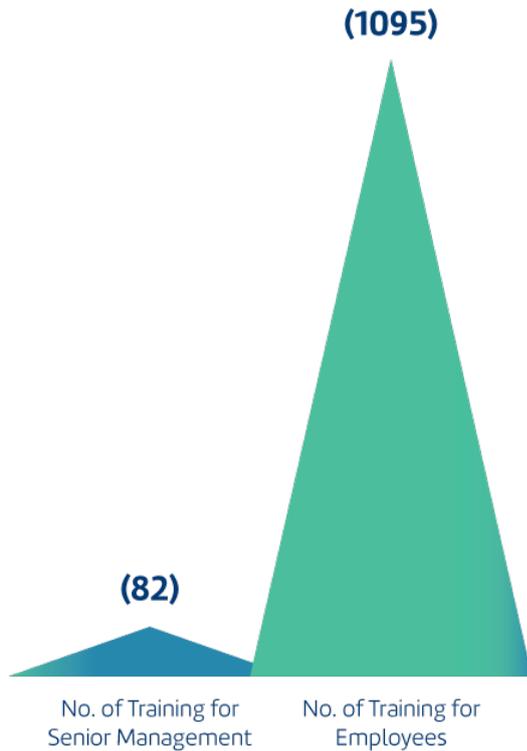
Our HR teams work closely with our employees and ensures that complaints of employee grievance, POSH or other difficulties faced by employees at workplace are recorded and addressed.

We also ensure that the grievances, complaints are kept anonymous as per our policy and transparency is maintained while taking actions.

We also have committees to oversee the difficulties and complaints of employees and or provide counselling if required.

Number of complaints received on Employee Grievance: 188 (all were resolved)

Employee Learning and Development



Customer engagement

In this dynamic and fast-paced environment, and with changing customer needs, we are always on our tiptoes. For our services, we make sure to involve our customers

and receive their feedback or address their complaints. They are available 24*7 through our online applications and support systems in multi-lingual mode.

To cater to the customers, we have placards and sign boards related to environmental management (waste, water) etc., health and safety and even regarding emergency responses. We ensure no customer feels left behind or faces challenges on our premises and have launched several initiatives to provide assistance on our premises that are friendly towards the elderly, children, and customers with special needs. We have also ensured retro fittings in our buildings to accommodate customers irrespective of age, gender and physical abilities. We have equipped the spaces with wheelchairs, washrooms, volunteer help and other amenities.

GMR Highways conducts its Road User Satisfaction Survey [RUSS] every year in the month of December for all highway projects [except GCORR Site] and its assets [both toll and Annuity] with the objective of understanding and measuring the road users' awareness and satisfaction with GMR Highways' facilities, services, and other aspects of road users' experiences and perceptions. A cross-functional team from the Operation and Maintenance department at Site and HO, along with the Business Excellence Team, GMRVF, and RAXA, administers the survey. However, during FY 2020-21, RUSS could not be conducted due to lockdown at project locations.

We are striving to strengthen their efforts to enhance customer satisfaction to further strengthen our business.

COMMUNITY ENGAGEMENT

CSR Approach

GMR Group believes that its responsibility goes beyond business gains. This translates into a deep sense of ownership and practice of the Social Responsibility concept. Adopting a bottom-up approach, the Group takes up long term initiatives with communities neighboring its businesses. GMR Varalakshmi Foundation (GMRVF), the Corporate Social Responsibility wing of the Group, develops innovative and locale-specific initiatives which span the areas of Education; Health, Hygiene & Sanitation; Empowerment & Livelihoods; and Community development programmes. The vision of Foundation is to make sustainable impact on the human development of underserved communities through initiatives in Education, Health and Livelihoods. The Foundation is registered as a Section-8 (not-for-profit) Company and has its own separate Board comprising of eminent people in the field. The Board is chaired by Shri GM Rao, Group Chairman, GMR Group. The mandate of the Foundation is to improve the quality of life of communities neighboring GMR Group's business operations.

Our corporate sustainability strategy is guided by the CSR policy and driven by the CSR Committee. The Company's CSR policy outlines and guides the CSR activities. The Board of Directors has amended the CSR policy in the meeting held on June 11, 2021, which is aligned with amendments made in the provisions of Section 135 of the Companies Act, 2013 and the Corporate Social Responsibility Rules, 2014. The Company, as per the approved policy, undertakes other need-based initiatives in compliance with Schedule VII of the Companies Act, 2013. The Company has selected the following priority areas for community service / CSR initiatives, which include, but are not limited to, the following:

- Education
- Health, Hygiene & Sanitation
- Empowerment & Livelihoods
- Community Development

The programs are designed in accordance with the Company's need-based assessments conducted in the local communities, the assessment is conducted with a particular emphasis on disadvantaged and vulnerable areas, and all CSR activities are planned and executed in accordance with recognized community requirements. Thus, all the programs are sensitive to the needs of local communities and ensure a high level of participation from the communities. Additionally, we have spent the past year identifying families that have been disproportionately affected by COVID-19 and have appropriately designed our CSR initiatives.

GMR Group CSR Strategy

1. CSR arm (GMRVF) to carry out GMR's CSR obligations for all its group companies. As an infrastructure company, GMR's initiatives may have an effect on local communities, but irrespective of that, every Group

company will undertake CSR activities in the vicinity of its business operations. Hence, GMRVF would undertake activities wherever the Group expands.

2. The Group's CSR approach goes much beyond fulfilling the statutory obligations. CSR has been in the DNA of the Group and the year 2017 marked 25 years of Group's CSR activities. The CSR activities start as soon as a project is won by the Group and do not wait for the operations to start and profits to come-by. Further, even if a company is in losses and not mandated to spend as per law, appropriate budgetary allocations are made to continue the community service activity, thus showing true commitment towards the welfare of the community.
3. Focus on its thrust areas of Education, Health, Empowerment and Livelihoods, and Community Development, since these are the most fundamental requirements of every community, particularly restored ones. There may be instances when, depending on the necessity, one of the thrust areas is more concentrated than the other, but generally, these will remain the Foundation's thrust areas.
4. Once the project matures, an impact study will be conducted (period of activities of at least 5 years). This may be through an outside third-party agency or as an internal exercise.
5. Long-term goals will emphasize behavior change communication and creative information technology usage across all thrust areas.

Monitoring of CSR activities

At GMR, the CSR committee meets at least once a year to approve and evaluate the progress of CSR activities in terms of both project progress and financial monitoring. The committee is very active and regularly reviews, advises on the progress made. The Committee reviews the strategy on a regular basis and as per requirement introduce new focus areas and projects to the Board. Furthermore, the CSR Committee mandates effective and timely monitoring and evaluation of various CSR initiatives by instructing its CSR unit to conduct situational analysis, need assessment surveys, project visits, or impact studies, among other things, as needed, particularly for high-value CSR programs. The CSR Policy is posted on the Company website and made available to the public in order to encourage transparency and communication with all stakeholders.

Stakeholder engagement is a critical component of the programme development process. It increases awareness of local issues and relevant stakeholder concerns, which is critical for developing effective solutions for minimizing harmful effects. Following the need assessment and community involvement activities, the project is implemented by the Foundation. We interact with our stakeholders on a continual basis to maximize community benefits and routinely monitor and assess their performance throughout the project's lifetime. The important stakeholders with whom the company regularly engages are Village-level Institutions/Community

Groups; Govt. institutions; local NGO's; Gram Panchayats; Government departments and academic bodies

Additionally, we have a defined process for resolving community grievances on a continual basis.

The company conducts impact assessment studies, both external and internal, in the project location to understand the effectiveness of the programs. In the year 2020-21, Impact assessment of the programs at two locations was conducted by external institutions.

Key initiative

Education	Health, Hygiene and Sanitations	Empowerment and Livelihood
<ul style="list-style-type: none"> • Support Govt. Schools to improve the quality of Education • Supporting Govt. Anganwadis and Running Bala Badis to provide Quality Pre-school Education • Sponsoring the education of under-privilege children under the gifted children scheme, scholarships etc. • Support to students with coaching for different entrance and competitive examinations, as well as through scholarships and loans for pursuing higher education etc. • Also running several schools, an engineering college and a degree college in rural or remote areas for providing access to good quality education 	<ul style="list-style-type: none"> • Running 200- bed multispeciality hospital at Rajan, Andhra Pradesh which provides affordable quality health care to the communities • Running free medical clinics, Mobile Medical Units (MMU) where there is lack of good access of health facilities • Conducting need-based awareness general and specialised health check-up camps and school health check-ups • Conducting health awareness programs with special focus on seasonal illnesses, HIV/AIDS etc. • Constructing public toilets and facilitating construction of individual sanitary lavatories • Providing nutritional supplements to vulnerable groups like AIDS affected, anemic adolescent girls, pregnant women etc. 	<ul style="list-style-type: none"> • Running 15 vocational training centres for training under-privilege dropout youth in different vocational programs • Promoting and strengthening Self-Help Groups (SHG) of women and providing training, input and marketing support to them to take up income generation programs • Working with farmers to enhance the productivity and incomes and support micro-entrepreneurs with material, training and marketing support etc. • Running community libraries, supporting youth clubs, conducting awareness programs on social issues etc.

Under the areas of Education, the Company operates engineering and degree institutions in the state of Andhra Pradesh, in addition to several schools. There is a special scheme called 'The Gifted Children Scheme' where under-privileged meritorious children are supported for their education from 1st std to their first job. Around 250 students have been sponsored to attend excellent English Medium Schools via this Scheme, with the company covering their whole educational costs. Additionally, the group helps underprivileged kids' education by providing scholarships. Over 7500 pupils have benefited from this assistance. Apart from operating its own Bala Badis, the Company focuses on enhancing the infrastructure and educational quality of government schools and pre-schools. Approximately 200 government schools are supported, serving approximately 35,000 students. The Group's efforts assist about 6,000 preschool-aged children in over 200 Bala Badis and Anganwadis throughout the nation. E-Education has been implemented in about 80 government schools located across the country. Throughout FY 2020-21, many efforts have been launched to reach out to school children who are experiencing lockdown and assist them in attaining minimum learning levels.

In the year 2020-21, Vidya Volunteers in various places engaged youngsters in a variety of ways, including establishing WhatsApp groups and conducting home visits to slow learners. Study circles were established in which seniors taught juniors in smaller groups. Pilots of technological treatments such as the Convegenius app

and the Learning navigator tool were conducted. Gifted Children received counselling and coaching assistance. Around 5000 youngsters received special class-specific workbooks.

The CSR unit at Delhi runs the Samarth initiative, which aims to mainstream differently abled people via inclusive education, the development of economic possibilities, and the facilitation of their rights and entitlements. This programme benefits about 300 individuals/children with impairments. Apart from this, GMRVF supplied assistance and appliances to approximately 1700 individuals with locomotor impairments in collaboration with the National Institute of Locomotor Disability (NILD) in its different project locations

Under the areas of Health, the Company provides health services to disadvantaged areas via the operation of a 200-bed hospital with a concession strategy to ensure that the most disadvantaged individuals have access to excellent healthcare. Around 50,000 Patient Concession Cards have been made to help the needy access this hospital. To meet the health care requirements of disadvantaged older individuals and communities in distant rural areas, GMRVF operates 7 Mobile Medical Units and 20 medical clinics in various places, bringing excellent healthcare directly to the homes of about 10,000 elderly and vulnerable people free of cost. Each month, the Foundation's medical clinics and MMUs provide approximately 20,000 treatments. 20 (twenty) public toilets have been built in rural and urban areas to enhance sanitary facilities that are utilised on a



monthly basis by approximately 40,000 individuals. The Foundation organizes special outreach health camps in remote, mountainous regions of Uttarakhand and Himachal Pradesh, where the Group has business operations to meet the health care requirements of individuals who would otherwise lack access to any kind of health care facility. The Foundation operates 15 nutrition centres that offer nutritional supplements and appropriate information to pregnant and lactating women with the goal of enhancing the mothers' and babies' health.

Additionally, approximately 2000 households have received assistance in constructing Individual Sanitary Lavatories. Numerous awareness campaigns on health and hygiene problems have had a significant effect on the health condition of communities. Throughout the pandemic, we continuously engaged with communities and provided healthcare and health education online. Kakinada and Bajoli-Holi both provided telehealth services. In a few places, virtual health camps were held. Online tools were used to raise awareness about COVID and other health problems.

Under the areas of Livelihood enhancement, 15 vocational training facilities are operated in various areas, training approximately 7000 under-privileged youth each year in a variety of market-relevant skills. Over 80% of these trainees find work, either salaried or self-employed. The majority of the vocational training facilities swiftly adapted to the COVID scenario and provided blended learning trainings during the lockdown. Around 2460 youth were taught in different skills before to and during the lockdown, and 1800 of them are now employed in either wage or self-employment enterprises before the end of the year. In the vocational training program preference is provided to the candidates from disadvantaged backgrounds and special efforts are put to mainstream them through provision of required skills. More than 80% of vocational candidates come from socially marginalized backgrounds. Industry partnerships are key to the skilling programmes of GMRVF with companies like Voltas, Schneider, Volvo, Jaquar, Relaxo, etc. partnering for their respective domains and supporting

the whole chain of skilling making the candidates more employable. Additionally, the Foundation engaged about 500 tailoring trained women to manufacture masks and personal protective equipment (PPE) kits for different businesses and governments, earning them a living wage. Apart from this, the Foundation sought to ascertain the long-term effect on livelihoods via a study of over 5000 households in various locations. Numerous livelihood interventions have been implemented as a consequence of the findings, including agricultural input assistance, micro-enterprises, backyard poultry, vegetable gardening, floriculture, and support for apple growing. In all, livelihood interventions aided approximately 2000 households in various areas of the nation in recovering from pandemic-related losses. Additionally, the Group strives to empower women through establishing and strengthening Women Self-Help Groups. Around 200 Self Help Groups with over 2,100 members have been supported with facilitation of thrift and credit operations, capacity development, and market assistance. EMPOWER has been a flagship programme that assists women in developing and selling their goods and enabling over 100 women to maintain their livelihoods.

In FY 2020-21, The company supported variety of initiatives in response to the COVID-19 crisis. Around 1,70,000 prepared meals have been provided across locations. Dry ration assistance was given to approximately 6000 needy households in various areas in collaboration with local government agencies and non-governmental organisations. The company supported community kitchens in Delhi by providing 5252 kg of dry ration benefiting 13600 individuals. In cooperation with 92.7 Big FM and the Delhi Police, the 'Hands for Humanity' initiative in Delhi delivered ration packages to 1050 households during a 10-day period. Additionally, 7 orphanages and needy houses received dry rations, helping about 500 individuals. Over 95,000 masks and 12,000 PPE kits were manufactured by approximately 150 women skilled under the Company's CSR initiative and provided to frontline workers

Alignment with SDG's and impact

Thematic Areas	Projects	SDGs	Impact created
Education	<ul style="list-style-type: none"> Bala Badis Support to Government Anganwadis and Govt. schools Kid Smart Early Learning Centers GMR Institute of Technology SGCSR College Transport Support to School Going Girls Special Education for Children with Disabilities Infrastructure Support to Government Schools and Anganwadis 	<ul style="list-style-type: none"> SDG 2 Zero Hunger SDG 4 Quality Education 	<ul style="list-style-type: none"> 35000 children 200 Govt. Schools 20 Bala Badis and over 150 Govt. Anganwadis 39 GMR-IBM Kidsmart Centers

Thematic Areas	Projects	SDGs	Impact created
Health	<ul style="list-style-type: none"> • Nutrition centres • Awareness on Health and Nutritional Aspects • Immunization Programs • RO Water Plants and Water ATMs • Health Awareness Programs • Quality Health Care Institutions • Medical Clinics and camps • Mobile Medical Units • Health Infrastructure Enhancement • RO Water Plants and Water ATMs • Community and Individual Toilets 	<ul style="list-style-type: none"> • SDG 3 Good Health and Well-being • SDG 6 Clean water and Sanitation • SDG 2 Zero hunger 	<ul style="list-style-type: none"> • 10000 children • 5000 families • 20 villages • 200 bed multi-specialty bed • 27 bed hospital • 21 Medical clinics • 7 Mobile Medical Unit (MMU) • 15 nutrition centers
Empowerment and Livelihood enhancement	<ul style="list-style-type: none"> • Employment Opportunities for Youth and Women • Farm and Non-farm Livelihoods Support • Initiatives to Improve Agriculture Productivity • Support to Livestock Farmers • Non-farm Employment • Farmer Training Programs • Employment Opportunities for Youth and Women • Vocational Training Initiative 	<ul style="list-style-type: none"> • SDG 1 No Poverty • SDG 2 Zero Hunger • SDG 4 Quality Education • SDG 5 Gender equality • SDG 8 Decent work and Economic Growth 	<ul style="list-style-type: none"> • 7000 youths • 1700 families • 15 vocational training institutes
Community Development initiative	<ul style="list-style-type: none"> • Road Safety Awareness Programs • LED Lighting Facilities • Solar Lighting Facilities 	<ul style="list-style-type: none"> • SDG 3 Good Health and Well-being • SDG 7 Affordable and clean energy • SDG 11 Sustainable cities and communities 	<ul style="list-style-type: none"> • 200000 individuals • 76 villages • 5 Panchayats • 10000 energy efficient LED lights • 110 solar streetlights

Case study SMILE for Livelihood Restoration

Our Foundation (GMR Varalakshmi Foundation) has been pioneering CSR work in Healthcare, Education, Sanitation, and Livelihoods for over 29 years. As part of our CSR efforts, the subsidiary entities engage in group-wide CSR projects on a variety of subjects.

The COVID-19 pandemic has caused devastation on an unprecedented global scale. Jobs, incomes, and the public health system were all affected by the countrywide lockdown in India. Numerous studies and news reports shows devastating effects on vulnerable employees, such

as daily wage earners and migrant workers. Less educated individuals, urban dwellers, and migrants have been hit the hardest. In June'20, a survey was conducted to corroborate previous research and get a better understanding of the COVID-19's effect on the lives of the people with whom GMRVF operates. According to the study, workers in the urban informal sector are the most affected. Individuals who depend on a daily income, such as street vendors, auto-rickshaw drivers, construction labour, carpenters, plumbers, and garbage pickers, have been unemployed for many weeks.

The GMRVF team in Delhi launched the SMILE (Supporting Marginalized Individuals through Livelihoods & Empowerment) initiative to help individuals regain livelihoods lost due to the COVID-19 epidemic. A study by GMRVF found 100 most vulnerable individuals in Savda J.J. Colony, Srinivashpuri, and Burari. They were given mobile carts to start a livelihood of their choice and competency. . These carts were used to sell vegetables, fruits, fast food, clothes, shoes, and even materials. Today, each person earns Rs. 500-800 per day and manages their family well.

SMILE Brings Back Lost Smiles

Shiv Kumar, 45, lives with his wife and four children in Delhi's Savda J. J. Colony. Shiv Kumar worked as a security guard until the pandemic put the country under lockdown. His wages were anyway low, just enough to keep the family afloat, to add to the misery, he lost his job during the lockdown. With no other source of income and no savings, his family was entirely dependent on the cooked meals and dry rations sent by charity organisations. Post the lockdown, Shiv Kumar was unable to recover his job. His condition was discovered by the GMRVF team while conducting a survey to assess the pandemic's effect on the livelihoods of the community with whom the GMRVF was working.

Throughout the discussion, Shiv Kumar expressed his intension to establish a vegetable selling business in order to generate a consistent income and support his family. GMRVF provided him with a pushcart, under the SMILE program (Supporting Marginalized Individuals through Livelihoods and Empowerment) program, a program created to assist people who lost their livelihoods due to the COVID-19 pandemic in resuming their livelihood activities, and it has helped Shiv Kumar and many others do so. Today he is a self-earning member selling fresh vegetables earning an income of about Rs 500 each day.

Similarly, Geeta Devi, 53, who resides in Delhi's Savda Colony with her husband and children and has now opened her own fast-food centre with the assistance of GMRVF's SMILE initiative and is currently earning between Rs. 400 and 500 per day.

Prior to the pandemic, her husband worked as a labourer, and as the family's only earner, his wages barely met their daily expenses. Unfortunately, he lost his job owing to his health problems, and the pandemic exacerbated the family's predicament. Geeta was forced to step up, but due to her lack of education and the constraints imposed by her age, she was unable to find employment to support her family. However, during the study, the GMRVF team came across the family and selected Geeta as one of the beneficiaries to receive a food pushcart. Today with her mobile restaurant she is selling delicious affordable parathas and has begun to draw local's attention. Currently, her daily earnings are sufficient to satisfy her family's needs.

Case study "Hands for Humanity campaign"

During the pandemic, GMR Varalakshmi Foundation in collaboration with 92.7 Big F.M and Delhi Police, Central District, launched the "Hands for Humanity Campaign" to provide 10-day rations to over 1000 vulnerable families in Delhi. The Hands for Humanity initiative was inspired by the notion that, although we may not be able to shake hands, we can certainly join hands in assisting those in need. This programme targeted nine slum neighborhoods in the city of Delhi. While GMRVF was in charge of organizing and delivering the food, Big FM rallied public support to identify areas where food was needed during these difficult times. The Delhi Police Department aided in the orderly distribution. This program depicted the strength in partnership.

Case study "Empower"

EMPOWER - 'Enabling Marketing of Products of Women Entrepreneurs' is an initiative to support marketing of products made by women self-help groups to provide the women an opportunity to generate incomes for their families contributing towards gender equality.

GMRVF has trained women groups in many business sectors. These include jute, hand-made paper, weaving, embroidery, stitching, and tailoring. To preserve the vital connection between handicraft production and marketing, GMRVF launched the EMPOWER project, completing the cycle of delivering handicraft training. Apart from GMR business locations, the programme helps sell any quality handcraft produced by self-help groups/ artisans/ NGOs from anywhere in India. As many handicrafts suffer from lack of promotion, venues like stores at airports would be a valuable exposure and income source for such groups. The Empower approach implicitly promotes various handicrafts and preserves local and eco-friendly crafts. Currently, EMPOWER's annual revenue exceeds INR 10 million, substantially improving the lives of the women involved.

EMPOWER during the COVID-19 times.

During the COVID times, the use of proper masks and Personal Protective Equipment (PPE) became highly efficient to guard against the virus. Availability of PPE, particularly for frontline workers was critical. To combat COVID-19, over 200 GMRVF-trained women sewed masks and PPE kits from their homes and centres, following all safety regulations throughout the nation.

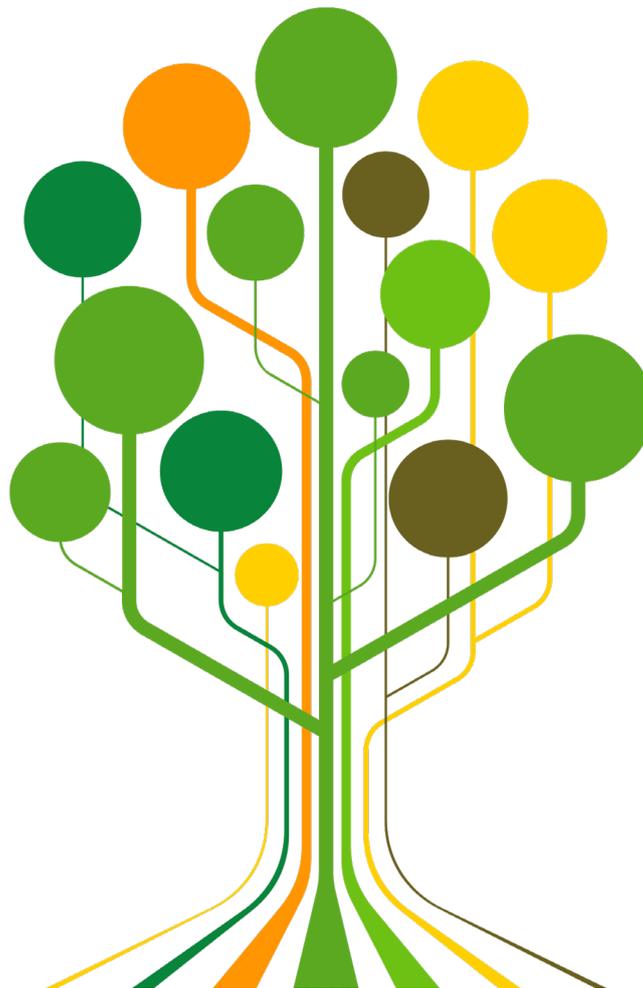
The EMPOWER women produced over 95000 masks and 12000 PPE kits, which were given to frontline workers which include the healthcare, police, and security. While this aided the communities in their fight against COVID-19, it also helped the families of these women, who had lost income due to the lockdown. This indicates the project has been fostered to anticipate and minimize hazards.

WAY FORWARD

This is our first group-level sustainability report; an endeavor to offer a comprehensive and synchronized perspective taking into consideration both financial and non-financial metrics. Importantly, the report highlights how our organization's business strategy, that is driven by our long-term vision, contributes to value creation for all of our stakeholders, as well as for the planet, people, and prosperity. We have attempted to demonstrate this relationship in order to:

improve stakeholder awareness of our strategy and key initiatives
enhance accountability by disclosing our sustainable performance
increase the availability of information to enable more productive and effective decision-making

Our organization has embarked on this journey to integrate ESG strategic thinking into our core business operations to further strengthen our efforts on implementing our vision.





GMR Power & Urban Infra Limited

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