



# SUSTAINABILITY REPORT

FY

2021 – 22

GMR POWER AND URBAN INFRA LIMITED (GPUIL)



## INSIDE THE REPORT

FROM THE CHAIRMAN'S DESK	3
<b>GPUL OVERVIEW &amp; STRATEGY</b>	4
OVERVIEW	4
STRATEGY	4
OUR VALUES AND BELIEF	4
<b>ABOUT THIS REPORT</b>	5
REPORTING APPROACH	5
REPORT BOUNDARY AND SCOPE	5
REPORTING PERIOD	5
FEEDBACK	5
<b>SUSTAINABILITY PERFORMANCE SNAPSHOT</b>	6
<b>GOALS AND TARGETS</b>	7
<b>STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT</b>	8
STAKEHOLDER ENGAGEMENT	9
MATERIALITY ASSESSMENT	12
<b>CORPORATE GOVERNANCE</b>	14
BOARD OVERSIGHT	15
SELECTION OF INDEPENDENT DIRECTOR	16
LIST OF POLICIES	17
APPROACH TO TAX	17
<b>STRATEGIC RISK MANAGEMENT</b>	18
<b>ECONOMIC PERFORMANCE</b>	18
<b>DATA AND INFORMATION SECURITY</b>	19
<b>ENVIRONMENTAL POLICY &amp; MANAGEMENT SYSTEMS</b>	21
WATER SECURITY AND STEWARDSHIP	21
SUSTAINABLE WASTE MANAGEMENT	23
ENERGY AND EMISSIONS MANAGEMENT	24
BIODIVERSITY AND LAND-USE	25
RESPONSIBLE SOURCING	26
<b>EMPLOYEE DEVELOPMENT AND MANAGEMENT</b>	29
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>	30
OUR EFFORTS TO REDUCING WORKPLACE HEALTH & SAFETY RISKS	31
EFFECTIVE CONTROL & SUPERVISION	31
TRAINING AND AWARENESS	31
<b>COMMUNITY ENGAGEMENT</b>	33
OUR APPROACH	34
GMR GROUP CSR STRATEGY	34
<b>WAY FORWARD</b>	36
<b>GRI INDEX</b>	37

## FROM THE CHAIRMAN'S DESK

*Dear valued stakeholders,*

I am pleased to present our sustainability report for GPUIL, which outlines our commitment to achieving a more sustainable future.

**Environment and sustainability are key focus areas of our Honourable Prime Minister Shri Narendra Modi. Under his visionary leadership, India is poised to achieve its target of 500 GW of renewable energy capacity by 2030.**

As leaders in the industry, we recognize our responsibility to reduce the environmental impact of our energy and transportation sectors while ensuring that our operations are efficient and profitable. We are proud to report that over the past year, we have made significant strides towards achieving our sustainability goals.

We continue to focus on reducing our carbon footprint by optimizing our resource utilization. Through these efforts, we have improved data monitoring of our greenhouse gas emissions in our operations.

Additionally, we have implemented initiatives to reduce waste and increase recycling across our operations. We are committed to minimizing our natural resource utilization and promoting sustainable practices throughout our supply chain.

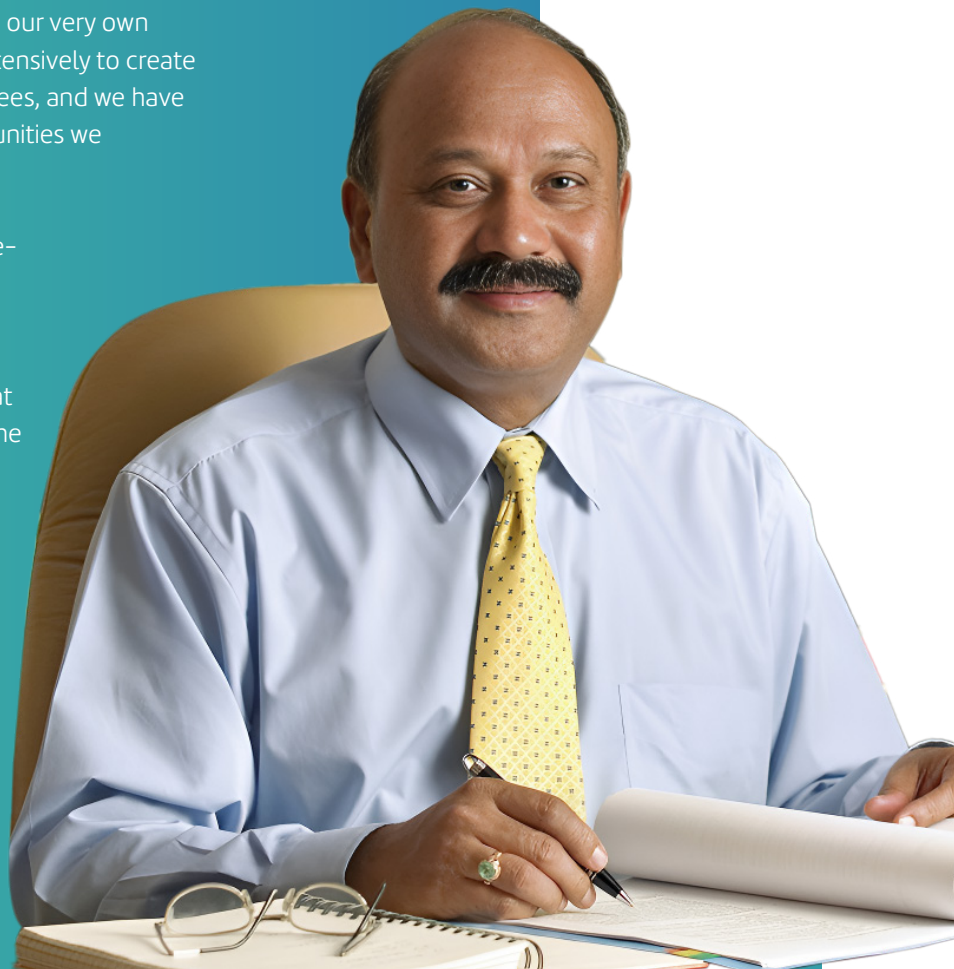
We recognize that sustainability is not only about environmental impact, but also social responsibility. Through our very own Varalakshmi Foundation, we have worked extensively to create a safe and inclusive workplace for all employees, and we have fostered strong relationships with the communities we serve.

Our commitment to sustainability is not a one-time effort, but an ongoing journey. We are continuously seeking ways to improve our sustainability performance, and we will continue to invest in sustainable practices that benefit our customers, our employees, and the planet.

Thank you for your continued support as we work towards a more sustainable future.

**GM Rao**

*Group Chairman, GMR Group*





## GMR GROUP OVERVIEW AND STRATEGY

### Overview

GMR Group is one of the fastest growing and expanding infrastructure enterprises in the country with a rich and diverse experience spanning three decades with a pragmatic strategy to long-term development. GMR Group is headquartered in New Delhi and has been developing projects in high growth sectors such as Airports, Energy, Transportation and Urban Infrastructure. The group is strategically positioned to develop state-of-the-art projects in areas that are crucial in the development process, owing to our robust project portfolio. Through using the Public Private Partnership approach, the Company has successfully implemented various iconic infrastructure projects in India.

GMR Power and Urban Infra Limited (GPUIL) is a listed company of the GMR group with expertise in the energy, urban infrastructure, and transportation sectors which leverages the rapid urbanization trends. Urbanization has given the country rapid growth and contributing towards this growth, GMR Group ventured into this business sector. The division leverages on its pooled experience and abilities to establish effective infrastructure projects across the country. GPUIL is well-positioned to deliver long-term benefit to the country by developing large-scale initiatives and executing them out on schedule and with accuracy.

GPUIL's energy business has an installed capacity of over 3000 MW and has a balanced fuel mix of coal, gas, Low Sulphur Heavy Stock (LSHS) as well as renewable sources of wind and solar energy. Apart from this, plants of over 1000 MW generation capacity are under various stages of development in India and Nepal.

GPUIL's transportation business focuses on surface transport projects including Roads, Railways, Airstrips/Runways in both DBFOT (under GMR Highways) and EPC (under GIL - EPC) segments. There are six operating assets adding to total length of over 2,400 Lane kms of Roads & Highways.

### Strategy

Our path towards sustainability is a continuous journey which is backed by coordinated and consistent efforts. In this regard, we use our strategic planning capabilities to assist us in establishing priorities. It enables us to accomplish our goals and ensures the stakeholder value creation. To assess the internal and external business environments and define its future course of action, an annual strategy workshop is conducted with emerging leaders, subject matter experts, and steering committee members.

We regularly evaluate the performance of our competitors, market trends, our own company's trajectory, the main risks facing the company, and internal strengths. We determine our strengths, challenges, opportunities, and threats based on all of these analyses. This knowledge makes it easier to pinpoint our strategy strengths, difficulties, and key success factors. The identification of strategic topics and projects results from this activity.

We also collaborate with several business associates who assist us in our pursuit of long-term development and value creation. Our long-term stability and continuous improvement strategy are centered on cost-effective operations, social responsibility, and environmentally conscious business approaches and practices, all of which are governed and managed by innovative technological processes, enhanced infrastructure, efficient operational measures, effective change management and communication, and collaborative stakeholder engagement. As part of our continuous process development strategy, we interact with our customers and employees on a regular basis to evaluate their degree of satisfaction on numerous levels. We take input from these engagements into account and refine our approach.

We have put in place sufficient control methods for each stakeholder group to recognize and resolve their concerns. Our ERM structure assists us in converting risks into opportunities and creating pragmatic ways to achieving our economic, social, and environmental goals.

All of our activities and developments are founded on the idea of sustainable growth. Through operational excellence, value chain projects, alliances, and philanthropic/community activities, we add to the SDGs.

Corporate ethics and expertise are embedded in all aspects of our operations and management. We are constantly tackling global concerns such as climate change, prejudice, natural resource crises, species loss, cyber threats, and economic crises through the application of suitable policies, processes, and data tracking as part of our quest of excellence. Our company ethos and operational requirements urge us to take proactive and long-term methods to address community issues while adhering to all legal requirements.

### Our values and belief

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.



## About this report

We are pleased to present our second Sustainability Report for GMR Power and Urban Infra Limited to our stakeholders with a concise and focused narrative on our environmental, social, and governance performance. This report has been prepared to provide a comprehensive view of the company's operations and activities, with a particular emphasis on our environmental, social, and governance (ESG) initiatives, outcomes, and strategic plan.

We aim to demonstrate our passion and commitment to ensure and promote sustainability. The contours of this report are defined by prioritizing GPUIL's key material topics that have an impact on our ability to create value.

## Reporting Approach

GPUIL is one of India's biggest infrastructure firms, with interests in energy, transportation, and urban infrastructure. We have made an effort to demonstrate our passion and commitment towards operational excellence while pursuing environmentally and socially sustainable growth. This report's contours are formed by prioritizing GPUIL's major material topics that impact our ability to create value in the short, medium, and long term.

## Report boundary and scope

The non-financial performance has been reported with reference to the Global Reporting Initiative (GRI) 2021 Standards (See statement of use in GRI Content Index). This report provides pertinent information of our policies, practices, and governance system. Unless otherwise specified, the information contained in this report relates to the business units of GPUIL in India. (as listed in table 1)

For the disclosure of environmental, social, and safety performance indicators, the appropriate national and local laws, rules, and regulations have been examined. The accuracy, balance, clarity, comparability, reliability, and timeliness criteria are followed throughout this study to ensure data quality.

Table 1: List of Entities in sustainability reporting boundary in FY 2021-22

S. No.	Entity Name	Business	Key Activities
<b>TRANSPORTATION SECTOR</b>			
1.	GMR Pochanpalli Expressways Limited	Road Infrastructure	Road construction, maintenance, and toll collection
2.	GMR Ambala Chandigarh Expressways Private Limited		
3.	GMR Hyderabad Vijayawada Expressways Private Limited		

4.	GMR Chennai Outer Ring Road Private Limited		
<b>ENERGY SECTOR</b>			
1.	GMR Kamalanga Energy Limited	Thermal Energy Assets	Power generation and supply to regional/ state electricity grid
2.	GMR Warora Energy Limited		
3.	GMR Gujarat Solar Power Ltd	Renewable Energy Assets - Solar	
4.	GMR Rajam Solar Power Pvt Ltd		

## Reporting period

This report covers the ESG performance of GPUIL, and includes our key operating sites, offices, and projects across India between 1st-April-2021 and 31st-March-2022.

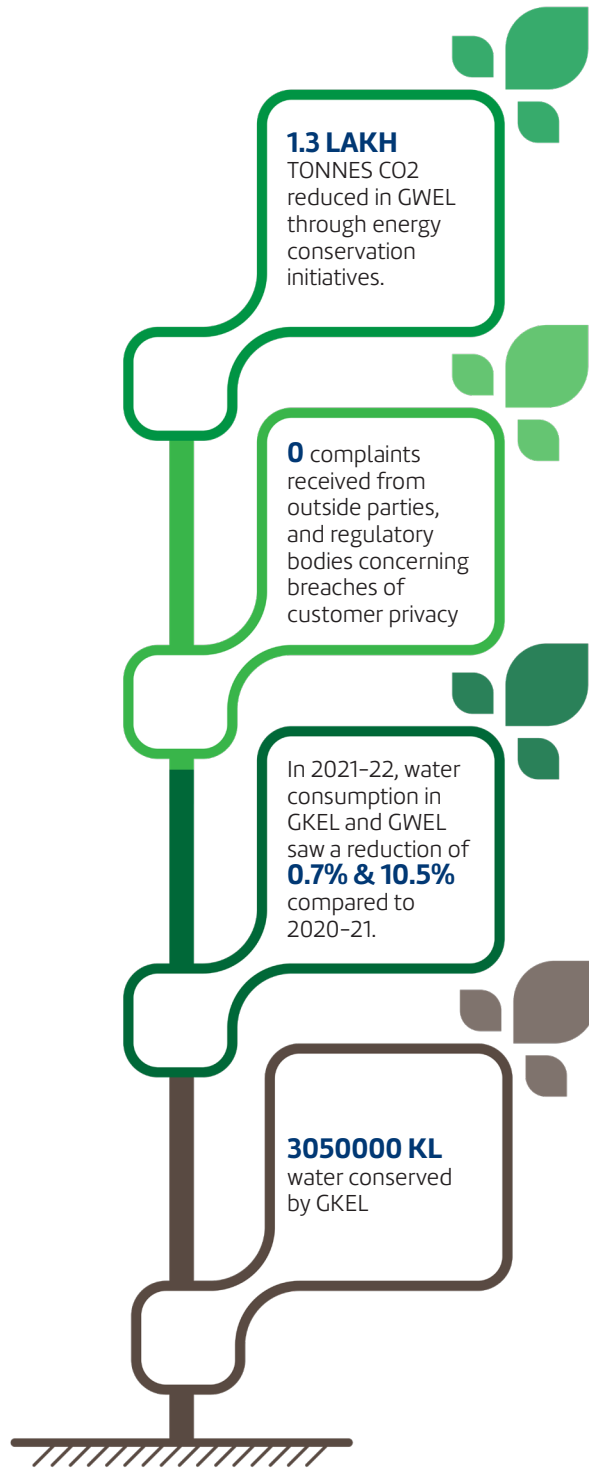
## Feedback

We publish a sustainability report every year and the previous edition was published in 2022 and is available on our website. We value your feedback, which will continue to enable us to disclose relevant information in the most effective and transparent manner. We would be happy to address any queries or suggestions that you may have with respect to our performance for this report. You may write to us at [ESG-Core-Group@gmrgroup.in](mailto:ESG-Core-Group@gmrgroup.in). For additional information, please visit our website at <https://www.gmrgroup.in/gpuil/>.

*GPUIL holds the responsibility for the accuracy, completeness and integrity of this report and its contents.*

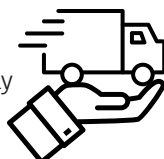


## Sustainability performance snapshot



Biodiversity-No. of plants	50000+ planted in FY22
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More than 95% material procured locally



Safety	Transportation	Safe manhours worked	1.6 million
	Energy	Safe manhours worked	5.9 million
	Transportation	Safety training imparted	More than 500+ hours invested in Safety related training

- Zero fatality in reporting year.
- More than 4 cr. Invested in community development initiatives/projects.

### Awards and Accolades

#### GKEL

<p>CII National Award for Excellence in Energy Management, 2021</p> <p>CII National award for Excellence in Environmental Best Practices, 2021</p>	
	<p>4 star rating (SHE) Excellence for 2021-22 from CII - ER</p>
<p>Certificate of Appreciation by Odisha CSR Forum, 2021</p>	
	<p>"Pollution Control Excellence Award - 2021"</p>
<p>ICC National Occupational Health &amp; Safety Award, 2021</p>	

#### GWEL

	<p>CII National Award for Excellence in Energy Management, 2021</p>
<p>National Energy Leader" status by CII.</p>	
	<p>5 Golden Stars from National Safety Council of India</p>

CII National award for Excellence in Environmental Best Practices, 2021



National Award for Excellence in Water Management

resource efficiency, developing low-carbon operations, supporting green vendors, and implementing engineering advances. We regularly monitor the performance of important environmental KPIs in line with our sustainability strategy.

We have set goals and targets basis on short, medium, and long term for the material topics that were identified based on the level of priority and importance i.e., in relation to GHG emissions, waste management, health and safety, corporate governance, engagement in environmental improvement initiatives and awareness programs, etc.

## Goals and Targets

To lessen our influence on the environment and the ecosystem, our sustainability strategy is centered on

Below are some goals and targets set for Energy sector which we aim to pursue in the upcoming year:

### Water Security

- To achieve specific water consumption of 2.3 cubic m per MWH achieved against CEA norm of 3.5 cubic m per MWH (GWEL)
- GKEL applied for reduction of water allocation from 24 Cusecs to 20 Cusecs, a reduction of 16.66%, by improving the process.
- To achieve 0% Ground water withdrawal

### Waste Management and Resource Conservation

- 100% Ash utilization
- 5 % reduction in Hazardous, Non-Hazardous and Municipal Waste Reduction

### Climate Change and GHG emissions

- To comply with Green House Gas emission verification audit by BVCI which guides on overall roadmap w.r.t Scope 1,2 and 3 emissions

### Land Use & Biodiversity

- 40% Tree plantation to be achieved in the plants against CPCB norm of 34%.

### Workforce Health and Safety

- To achieve Zero LTI
- To carry out National Safety Council Assessment to arrive on improvement in areas mainly on Health & Safety

### Employee Development and Engagement

- To adhere and monitor various process like People Connect, Town Hall Meeting, Team Building Programs, reward, and recognition etc.

### Energy Sector

Goal / Target (FY 22 - 23)



### Community Relations & Human Rights

- Working as individual and with Corporate Social Responsibility Team on various initiatives like – Social Voluntary Projects, HOD as Guardian for village, Livelihood restoration Projects etc

For Transportation sector, with the business evolving in the last few years, we are aiming to strengthen our data monitoring, internal processes etc. specifically for the environment parameters (energy and waste) and social parameters (health and safety, road user safety and employee development). In the coming years, we also aim to develop targets while instilling feedback loops to monitor the efficacy of the processes and ensuring data quality.

# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT





## Stakeholder engagement

At GMR Group, we understand and place high importance on the basic significance of upholding and respecting the rights of all stakeholders is acknowledged by GMR Group. Understanding the concerns and viewpoints of those who contribute most to our business segments requires the involvement of stakeholders. We can foster a cooperative relationship with all our stakeholders by creating effective lines of contact. Our processes at GMR for understanding stakeholder standards and communicating our plan undergo continuous improvement. This helps in developing strategies, carrying out plans, improving performance, and overall value created. GMR values stakeholder input and carefully considers it before implementing it to achieve strong organizational and financial results.

At GMR, post identifying the stakeholder groups, we follow a three-step stakeholder engagement process:



Our periodic engagement with stakeholders, robust feedback mechanism, understanding of industry developments and experience, and identification of internal stakeholders lead to recognition of the most prominent issues for the business sustainability strategy.

Stakeholder Groups	Significance	Engagement Channels	Frequency of Engagement	Key Areas of Interest
<b>Employee</b>	They are interested in organizational 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"> <li>• Job satisfaction</li> <li>• Career progression</li> <li>• Learning &amp; development and knowledge sharing</li> <li>• Employment terms and job stability</li> <li>• Workplace safety</li> <li>• Diversity and inclusion</li> <li>• Company strategy and leadership</li> <li>• Positive corporate image</li> <li>• Environmental stewardship</li> </ul>
		Strategy Workshop	Annually	
		CEO Communication	Periodically	
		KM Sessions, Idea factory camps, 5S session	Periodically	
		Email, wallpaper, and screensaver		
		Internal employee feedback surveys	Periodically	
		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			
<b>Customers</b>	They are interested in organizational 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"> <li>• Managing energy use with new technologies</li> <li>• Lowering energy costs</li> <li>• Interest towards clean energy</li> <li>• Energy efficiency</li> <li>• Safety</li> </ul>
		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	
<b>Business Associate</b>	The organization engages with these stakeholders as and when deemed appropriate	Meeting with service provider	Monthly	<ul style="list-style-type: none"> <li>• Infrastructure</li> <li>• Safe, secure, efficient, and clean operational environment</li> <li>• Reliable, compatible and innovative IT solutions</li> <li>• Business opportunities and growth</li> </ul>
		Trainings and workshops	Periodically	
		B2B Relationship Meeting	Periodically	
		Conference and forums	Periodically	

<b>Government/ Regulators</b>	They have high level of interest, hence, influence and need to be worked with closely. They must be involved in important decisions and engaged on a regular basis	In-person / virtual meetings	On-going	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Frequent communication &amp; interaction</li> <li>Reliability</li> <li>Security, affordability and sustainability of electric supply</li> </ul>
		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	<ul style="list-style-type: none"> <li>Energy market structure and regulation</li> <li>Policies</li> <li>Financial derivatives</li> <li>Safety, CSR</li> <li>Fuel diversification and balanced energy matrix</li> </ul>
<b>Society (Community)</b>	They are interested in organizational 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"> <li>Economic and business development</li> <li>Initiative for green sustainable environment</li> <li>Employee Opportunity (employment of local talent) &amp; relationship</li> <li>Infrastructure</li> <li>Emergency response and service restoration</li> <li>Social initiative</li> </ul>
		Periodic community meetings for communities surrounding power plants	Periodically	
		Career fairs	Periodically	
		Volunteer projects	On-going	
		Website	Periodically	
		Traditional and social media	Periodically	
<b>Suppliers</b>	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"> <li>Fair and transparent procurement and sourcing.</li> <li>Requirements, environmental guiding principles and supplier diversity objectives</li> </ul>

<b>Investors and shareholders</b>	They have high level of interest, hence, influence and need to be worked with closely They must be involved in important decisions and engaged on a regular basis	Quarterly earnings presentations	Quarterly	<ul style="list-style-type: none"> <li>• Strategy and growth plans</li> <li>• Return on investment</li> <li>• Capital allocation</li> <li>• Governance</li> <li>• Financial performance and liquidity</li> <li>• Shareholder returns, including dividends</li> <li>• Risk and crisis management</li> <li>• Environmental performance</li> </ul>
		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	
<b>Industry observers</b>	The organization engages with these stakeholders as and when deemed appropriate	Industry organizations, conferences, and direct dialogue	Periodically	<ul style="list-style-type: none"> <li>• Employment</li> <li>• Business development</li> <li>• Infrastructure</li> <li>• Trends in the sector</li> <li>• Environmental performance and policies</li> <li>• Safety</li> <li>• Skilled workforce development</li> </ul>
		Advisory councils		
		Website		
		Traditional and social media		
<b>Media</b>	The organization engages with these stakeholders as and when deemed appropriate	Press conferences	On-going	<ul style="list-style-type: none"> <li>• Business impact on community and country</li> </ul>
		Press releases	On-going	
		Interviews	On-going	

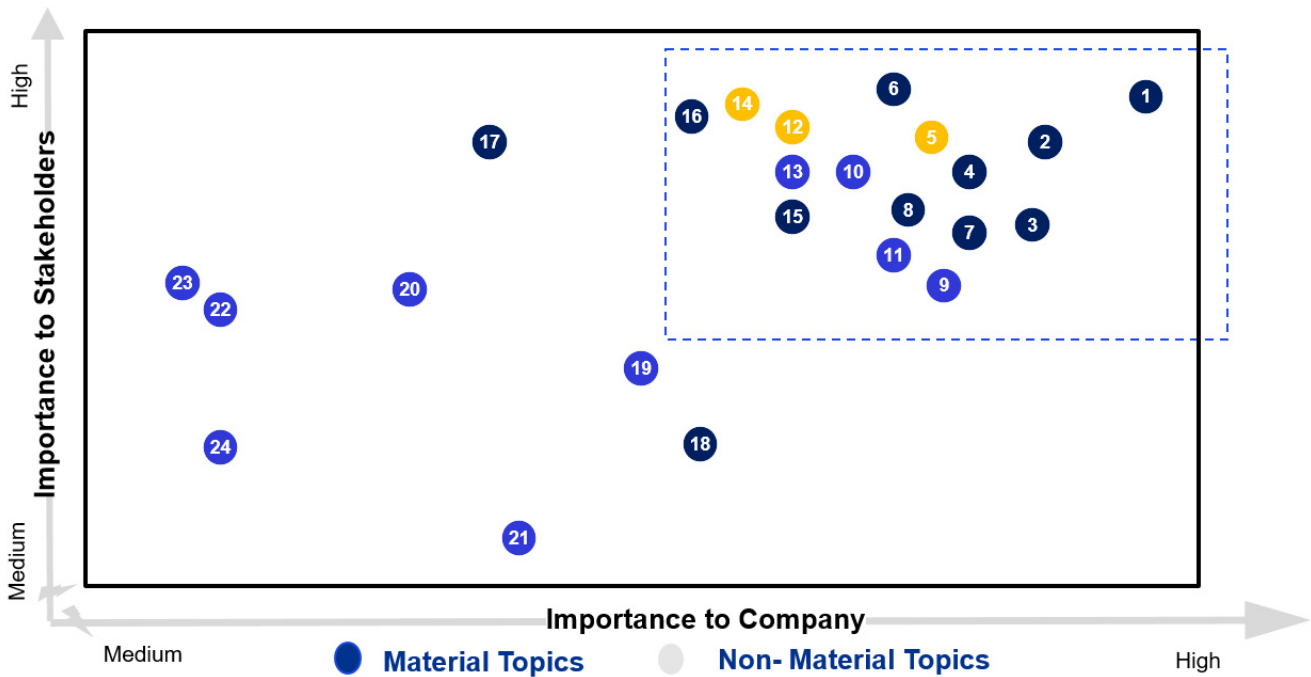
## Materiality Assessment

At GPUIL, sustainability strategy is guided by the tangible objectives that can have a long-term impact on the business’s performance, stakeholders, and ability to establish and maintain economic, environmental, and societal values. With the help of this evaluation, our stakeholders participate in decision-making process which helps in building confidence and establishing a long-term relationship with them. In order to provide strategic insights and have an impact on important choices, materiality mapping needs cooperation from all of our internal and external stakeholders.

The materiality assessment at GMR is undertaken in alignment with the GRI Standards. As part of this process, a four-pillar approach is finalized to identify key themes’:

1. Peer identification and secondary literature review of industry performance and sector-specific global standards.
2. Stakeholder identification, prioritization, and engagement with stakeholders.
3. Feedback from internal and external stakeholders.
4. A hybrid research model to prioritize topics using both quantitative and qualitative data.

Materiality assessment helps us understand and address the issues that matter the most to our internal and external stakeholders. These assessments describe how GPUIL’s economic, social, and environmental impacts are felt along the value chain and how they translate into risks and opportunities for us today and in the future. Below is the materiality matrix that reflects the ESG material topics that are significant to us and the relevant stakeholders.



\* Note: The dotted box encapsulates the high priority material issues considered for GMR. Navy blue colored bubbles in materiality matrix represents common material topic in both Energy and Transportation sector, blue colored and amber colored bubbles refer to the material topics of Energy and Transportation sector, respectively.

### High priority Material Topics

Material topics		
Environment 	Social 	Governance 
Water and wastewater management/ Water security (3)	Workforce health and safety (1)	Data privacy and cyber security (2)
Climate change and GHG emissions (7)	Human rights (4)	Corporate Governance (11)
Energy management (6)	Road User Safety (5)	Risk and Crisis management/ Risk management (13)
Land Use & Biodiversity (9)	Employee development and engagement (8)	Anti-bribery and corruption (16)
	Community relations (10)	Business ethics (12)
	Talent attraction and retention (14)	Supply Chain Management (Sustainable Sourcing) (15)

# CORPORATE GOVERNANCE





We believe that good corporate governance is critical to our long-term success. Good governance creates an efficient, transparent, and accountable culture. We are committed to establishing, implementing, and enforcing the highest degree of corporate governance throughout all of our company operations. We are aware that in order to sustain

our competitive advantage, we must positively contribute to the success of the nation and society. Our corporate governance reflects our value system, which comprises our culture, policies, and stakeholder relationships. Integrity is at the heart of our values-driven governance culture, which helps us earn and keep our stakeholders' trust and respect.

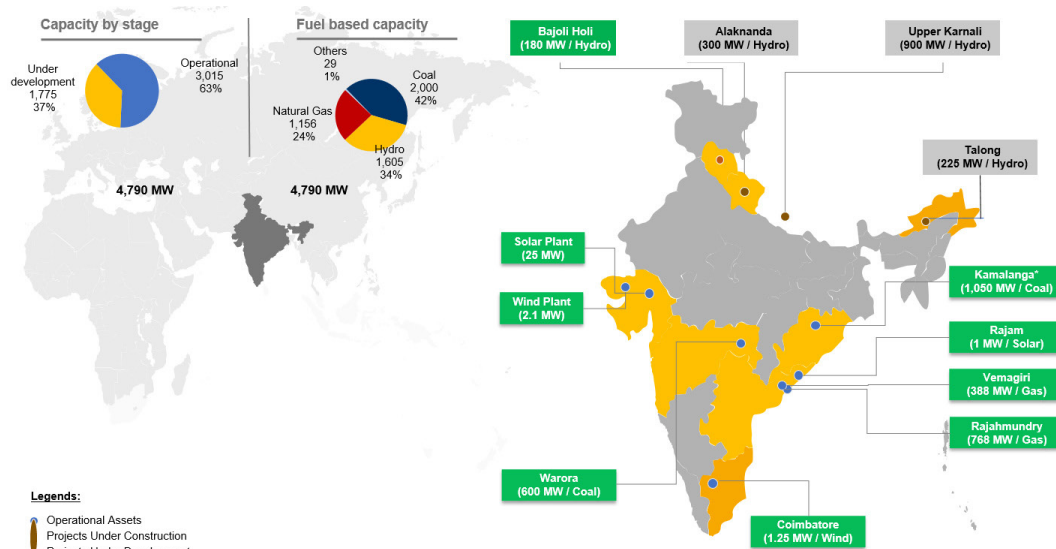


Figure: GPUIL Map indicating the operational and under development plants along with their respective capacity

\* Kamalanga Power Plant excludes 350MW of Unit 4 which is yet to be developed

In all 3020 MW capacity plant is in operation and 1425 MW is under various stages of development.

## Board Oversight

The Board of Directors at GMR Group oversees ESG priorities of the organization through an established governance framework that is liable for overall business operations. Our board of directors comprises of both executive and non-executive directors. During fiscal year 2021-22, the board met 12 times. The intervening gap between two consecutive Board Meetings was within the period prescribed under the Companies Act, 2013 and SEBI LODR (Listing Obligations and Disclosure Requirement).

Category	Name of the Directors
Promoter Directors	Mr. G.M.Rao (Chairman)
	Mr. Srinivas Bommidala (Managing Director)
	Mr. Grandhi Kiran Kumar
Executive Director/ Whole time director (other than above)	Mr. G. Subba Rao
	Mr. Madhva Terdal
Non-Executive Directors	Mr. B.V.N Rao
Independent Non- Executive Directors	Mrs. Vissa Siva Kameswari
	Mr. Suresh Lilaram Narang
	Dr. Emandi Sankara Rao
	Dr. Satyanarayana Beela
	Mr. S.K. Goel
	Mr. I.V Srinivasa Rao

## Selection of Independent Director

For nomination as Independent Directors, the Nomination and Remuneration Committee evaluates prominent people with independent standing in their particular fields or professions. The Committee considers nominees' credentials, positive traits, areas of expertise, and competence in order to select directors. The Board considers committee recommendations, makes appropriate decisions, and recommends the appointment of the Independent Directors to the shareholders.

## Board of Committee

- **Audit Committee:** Oversees the Company's financial reporting process and the disclosure of its financial information to ensure that the financial statement is correct, sufficient and credible
  - **Mrs. Vissa Siva Kameswari**  
Chairperson
  - **Mr. I.V. Srinivasa Rao**  
Member
  - **Mr. S K Goel**  
Member
  - **Dr. Satyanarayana Beela**  
Member
- **Nomination and Remuneration Committee:** Identifies persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal
  - **Mr. S.K. Goel**  
Chairperson
  - **Mr. B.V.N. Rao**  
Member
  - **Mr. I.V. Srinivasa Rao**  
Member
  - **Dr. Satyanarayana Beela**  
Member
- **Stakeholders' Relationship Committee:** Reviews various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividends, if any, and ensuring timely receipt of dividend warrants/ annual reports/statutory notices by the shareholders
  - **Mr. I.V. Srinivasa Rao**  
Chairman
- **Mr. G. Subba Rao**  
Member
- **Dr. Satyanaryana Beela**  
Member
- **Risk Management Committee:** Formulates a detailed risk management policy to ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company. It also monitors and oversees implementation of the risk management policy, including evaluating the adequacy of risk management systems
  - **Mr. Grandhi Kiran Kumar**  
Chairman
  - **Mr. Srinivas Bommidala**  
Member
  - **Mrs. Vissa Siva Kameswari**  
Member
  - **Mr. Suresh Bagrodia**  
Member
- **Management Committee:** Approval relating to operational matters such as investments in new projects, financial matters, providing loans, borrowings, giving corporate guarantees, providing securities, capital expenditure, HR related matters, Bank accounts related matters and other matters, proposals, agreements, declarations, undertaking, authorizing officials to represent the Company before statutory authority/court/ Tribunal including settlement of case, apply for any licenses/ registration required for business, authority for filing any return/ documents.
  - **Mr. G.M. Rao**  
Chairman
  - **Mr. Srinivas Bommidala**  
Member
  - **Mr. Grandhi Kiran Kumar**  
Member
  - **Mr. B.V. N. Rao**  
Member
- **Corporate Social Responsibility (CSR) Committee:** Preparation of Corporate Social Responsibility Policy for the Company and to recommend the Board for its approval; ii. Recommendation of projects or

programmes relating to activities to be undertaken by the Company as specified in Schedule VII of the Companies Act, 2013

- **Mr. G. Subba Rao**  
Chairman
- **Dr. Emandi Sankara Rao**  
Member
- **Dr. Satyanarayana Beela**  
Member

Mr. Vimal Prakash, Company Secretary and Compliance Officer, acts as Secretary to all the Committees at GMR.

## List of Policies

### Code of Business Conduct and Ethics

- CSR Policy – Refer Link: [1.CSR POLICY-GPUIL – Final.pdf \(gmrpui.com\)](#)
- Nomination & Remuneration Policy – Refer Link: [2.Nomination\\_Remuneration\\_Policy-r1.pdf \(gmrpui.com\)](#)
- Related Party Transaction Policy – Refer Link: [3.Policy on Related Party Transaction.pdf \(gmrpui.com\)](#)
- Whistleblower Policy – Refer Link: [4.Policy on Whistle Blower.pdf \(gmrpui.com\)](#)
- Document Retention and Archival Policy – Refer Link: [5.Policy on Document Retention and Archival.pdf \(gmrpui.com\)](#)
- Material Subsidiaries Policy – Refer Link: [6.Policy on Material subsidiaries\\_final.pdf \(gmrpui.com\)](#)
- Dividend Distribution Policy – Refer Link: [7.Dividend distribution policy.pdf \(gmrpui.com\)](#)
- Enterprise Risk Management (ERM) Framework Policy – Refer Link: [Microsoft Word – GMR Risk Policy Document\\_final\\_3\\_.doc \(gmrpui.com\)](#)
- Code of practices and procedures for fair disclosure of unpublished price sensitive information – Refer Link: [9.Code of Conduct for PIT and Code of Practices Procedures-final.pdf \(gmrpui.com\)](#)
- Policy on Physical control of Company Stationery – Refer Link: [10.Physical control of Company Stationery.pdf \(gmrpui.com\)](#)
- Business Responsibility Policy – Refer Link: [11.BRR POLICY.pdf \(gmrpui.com\)](#)
- Policy on disclosure of Material events and information – Refer Link: [India \(Listing Obligations and Disclosure Requirements\) Regulations, 2015 \(“LODR”\) \(gmrpui.com\)](#)

- Anti-Bribery and Anti-Corruption Policy – Refer Link: [ABAC Policy \\_Oct2022\\_Final.pdf \(gmrpui.com\)](#)

## Approach to Tax

Tax transparency has become increasingly crucial for responsible businesses. Insights into the underlying tax approach are also included, in addition to disclosures of taxes paid. We carry out operations and develop associations in a dignified, distinctive, and responsible manner. To maintain integrity, transparency, independence, and accountability in our interactions with all stakeholders, we abide by ethical norms. Thus, we have adopted a range of rules and policies that enable it to carry out its duties in an ethical manner.

GPUIL’s internal financial control framework has been established in accordance with the COSO framework to ensure adequacy of design and operating effectiveness of operational, financial and compliance controls. The effectiveness of the internal controls is regularly reviewed and monitored external auditors. We have enforced policies and procedures in place, which play a pivotal role in deployment and monitoring of the internal controls. These controls and processes have been embedded and integrated with SAP (or other ERP systems, as the case may be) and/ or other allied IT applications, which have been implemented across all the Group companies.

## Relationships with tax authorities

- During our interactions with tax authorities, we seek to build and maintain our relationships based on mutual respect and trust.
- Under the current faceless regime of taxation, the requirement of interaction with tax officers has been dispensed with. Our endeavor is to respond to tax audit requests in a timely manner
- We engage with tax authorities to timely reply to requests for tax audits and, if practical, to address any tax-related concerns.

## Compliance and governance

GPUIL complies with all applicable tax laws enforced in every jurisdiction we operate by the Government of India. Our approach to tax matches our efforts to conduct our business legally, responsibly, and with integrity. Our tax strategy is in line with our overall governance framework. We are committed to make accurate and timely compliance, adherence to tax laws in letter and spirit and always showing high integrity.

Our employees are governed by our Code of Business Conduct and Ethics, which is built on our core values and highlights the principles that guide our business conduct.

The Company has a risk management policy which not only covers the foreign exchange risks, but also other risks associated with the financial assets and liabilities such as interest rate risks and credit risks. The risk management policy has been approved by the Board of Directors. The framework aims to:

- Create a stable business planning environment by reducing the impact of currency and interest rate fluctuations on the
- Company's business plan.
- Achieve greater predictability to earnings by determining the financial value of the expected earnings in advance.

A detailed assessment of risks is presented periodically to the Risk Management Committee and the Audit Committee of the Board. We also extensively use internal and external advisers to support our understanding of and compliance with relevant tax laws.

## Strategic Risk management

Our organization is a major infrastructure provider with a global reach. Our code of conduct reflects our values, which include transparency and the importance of each employee's contributions. We recognize that risks are inherent in our business and consider them at different

levels to make informed decisions. Our risk management practices relate to our strategic goals, performance, and compliance with environmental, social, and governance priorities. Effective risk management is essential for good governance and decision-making, and we have a robust framework in place to identify, manage, and monitor risks and uncertainties.

Our risk management framework empowers people to manage and leverage uncertainty, manage different risks and opportunities, and develop strategic plans. We aim to integrate risk appetite into our decision-making processes and build a culture of risk ownership among our employees. We have clearly defined roles and responsibilities and governance forums to review risk mitigation strategies consistently. We also incorporate environment, social, and cybersecurity risks into our risk management approach and consider climate change risks when developing our strategic plans.

We base our enterprise risk management (ERM) approach on the COSO guidelines, and our practices align with the COSO principles. We believe that our strategies should align with our risk appetite, and if they are inconsistent, we revise them or select an alternative strategy. We continuously evolve our risk management practices by keeping up with trends and referring to various global initiatives and reports.

## Economic Performance

Parameter*	Units	FY2021-22	
Economic value generated			
a) Revenues	INR Million	42,817.0	Financial results
Economic value distributed			
b) Operating costs	INR Million	35,113.1	Including depreciation
c) Employee wages and benefits	INR Million	715.6	Financial results
d) Payments to providers of capital	INR Million	13,544.9	Interest to debt providers
e) Payments to government	INR Million	1,516.1	Financial results
f) Community investments	INR Million	42.1	Varalakshmi Foundation Report
*Economic value retained	INR Million	-8,114.8	
Financial assistance received from government	INR Million	0	

\*The losses in revenue have been primarily attributed to the Highways sector arising as a result of diversion of partial traffic on parallel roads and a drop in commercial traffic on account of bifurcation of State of Andhra Pradesh and ban imposed on sand mining in the region. The management of the Group based on its internal assessment and a legal opinion, believes that these events constitute a Change in Law as per the Concession Agreement and GMR Hyderabad Vijayawada Expressways Private Limited (GHVEPL) is entitled to a claim for losses suffered on account of the aforementioned reasons and accordingly filed its claim for the loss of revenue till the year ended March 31, 2017 with National Highways Authority of India ('NHAI').

## Data and information security

With the rapid advancement of technology and digital solutions, the landscape of cyber and information security risks and vulnerabilities is changing and becoming more prominent.

GMR understands the importance of ensuring the confidentiality, integrity, availability, and validity of information and data in all formats. We recognize that the use of information technology and digital innovations brings with it cyber risks and other hazards that must be effectively mitigated. With ISO 27001 certified processes in place for GKEL and GWEL, the security of GMR information assets is maintained and improved continuously.

Implementing technologies and assuring user knowledge that are proportional to the size, scope, and nature of each particular business inside GMR is a key virtue of our information security systems. At the core of our cybersecurity programme is our Information Security and Cyber Security Policy. In addition, the protection of sensitive data is guided by Privacy policy at the group level. The Privacy policy is based on Information Technology (Reasonable security practices and procedures and sensitive personal data or information) Rules, 2011. GMR's privacy policy covers privacy principles that includes Notice, Consent, Collection limitation and others.

GMR is committed to Data Privacy. A variety of security technologies and procedures have been implemented at GPUIL to help protect personal data from unauthorized access, use or disclosure. In 2021-22, we did not receive any complaints associated with information security and data privacy as shown below:

**Figure 1: Substantiated complaints received regarding breaches of customer privacy**

Total number of substantiated complaints received concerning breaches of customer privacy, categorized by	Response (FY 2021-22)
i. complaints received from outside parties and substantiated by the organization	0
ii. complaints from regulatory bodies	0
Total number of identified leaks, thefts, or losses of customer data.	0

GMR group management also examines the policy on a regular basis to analyze the measures taken from the last preview, details of any security incidents, and potential for improvement or modifications to the processes.

The teams also undertake root cause analysis of non-compliance with security measures on an as-needed basis. The policy is reviewed and approved by IT Strategy

Committee / Business Chairman / Board and Group Chief Information Security Officer for major and minor policy changes, respectively.

The policy is supplemented by 17 sub-policies that cover the whole scope of the GMR group's activities and systems. Some of the policies are as follows: Organization of Information Security and Cyber Security, Human Resource Security, Asset Management, Access Control, Operations Security, Communications Security, Supplier connections, Privacy, Mobile and Telecomputing, and Compliance, to name a few.

# ENVIRONMENT





## Policy & Management System

At GPUIL we have implemented ISO 14001:2015, ISO 9001:2015 and ISO 50001:2018 across energy and transportation (DFCC entity) businesses which demonstrates our ability and commitment to manage environmental responsibilities in a systematic manner that contributes to the environmental sustainability pillar. Certified environmental management system (EMS) helps us 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. We have also enforced an Environment, Health, Safety & Quality (EHSQ) Policy to conduct an effective governance and control on aspects related to environment, health, and safety.

Given that we operate a diverse range of businesses, we have developed more thorough asset level EHSQ policies based on the guidelines provided in the corporate policy and sectoral requirements. The key objectives of our EHSQ policy are as follows:

1. Implement and maintain an integrated EHSQ management system to achieve sustainable performance
2. Adopt and sustain a Business Excellence framework for continuous improvement of business operations
3. 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
4. Adhere, and strive to exceed all applicable legal and regulatory requirements
5. Strive to continuously achieve the satisfaction of all stakeholders through contributions to social development
6. Effectively communicate the EHSQ system throughout the organization; create awareness; and increase the competency of all employees through training
7. Establish a specific organizational structure for the purpose of facilitating guidance, implementation, and regular review of the EHSQ management system.

Going “Beyond compliance” is a commitment made by GPUIL, which implies being ahead of all applicable environmental legal requirements while also supporting the health and safety of our employees and the local communities.

Specific roles, duties, and oversight for management of our overall environmental performance and targeted

performance at all levels are outlined in our governance structure. The corporate steering group periodically evaluates environmental compliance. We have a thorough online monitoring and compliance management system in place to make it possible for senior leadership and heads of departments to efficiently review environmental compliance during monthly reviews. To keep track of all the compliance measures being implemented at each of our project sites, we employ an electronic program called “Legatrix.” Another e-tool with automated modules for data analysis has been adopted by our energy sector for EHS, sustainability, and compliance management. We are also integrating this e-tool into our other business units.

To promote environmental consciousness, we encourage action on climate change within the company, and drive improvement initiatives. We have identified Head – EHS of respective Business as sustainability SPoC. The SPoC is also in charge of streamlining existing operations procedures. Every month, the SPoC presents the status of various concerning environmental initiatives along with action plan to CXOs. With the support of the GMR Group, internal Sustainability SPoCs, and external organizations, we also hold capacity-building workshops across the organization to the incorporation of sustainable protocols.

## Water security and stewardship

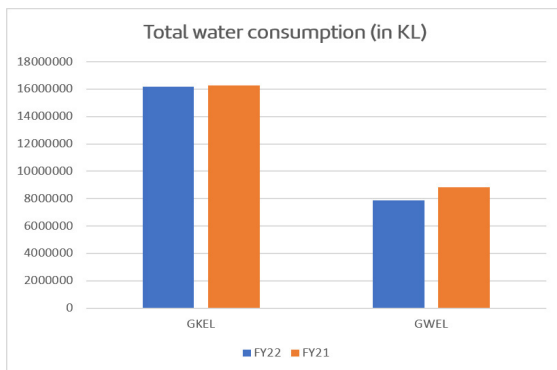
Water is one of the most important resources for ensuring business continuity. We recognize its significance for our entire value chain and make continued efforts to ensure efficient water management, reduced reliance on freshwater, and optimal utilization. As a result, we at GMR are committed to the management and conservation of water resources towards its importance as a finite resource on which ecosystems rely. Effective water management necessitates a well-structured plan that includes strategic focus areas such as reducing water consumption with efficient technologies, improving rainwater harvesting initiatives, and recycling and reusing treated wastewater in our operations. According to the World Resources Institute’s (WRI) Aqueduct Water Risk Atlas, India ranks 13th out of 17 countries facing extremely high-water stress. As a result, we believe that water management and efficient use are critical, and we have taken the following approach – Review, Reduce, Replenish, Reuse & Recycle

It is critical to deploy innovative approaches and technologies to improve water resiliency. In order to address water conservation, we implemented best practices and steps to conserve and reuse water while also training our personnel to manage water wisely.

Water management related KPIs are being measured in the energy sector for GKEL and GWEL as well as (from this year onwards) solar entities – Gujarat Solar and Rajam Solar. GWEL is using surface water from nearby Wardha River for

plant operation with 50 MLD Approved water allocation from MIDC (Maharashtra Industrial Development Corporation) whereas for GKEL water is withdrawn from Brahmani River through pipeline. The thermal power plants – GKEL and GWEL primarily consume water for process applications such as Cooling Tower make-up (Largest Consumption contributor), Cooling Tower Blowdown, DM Water make-up, Process Losses, Evaporation Losses in reservoir & forebay, Cooling Tower Drift loss, AHP & HVAC Cooling Tower Make-up, Process losses in terms of rejects & leakages and for domestic applications such as Service & Potable Water consumption for Domestic usage (Drinking, Washing etc.). On the other hand, for Gujarat Solar water is withdrawn from GPCL (Gujarat Power Corporation Ltd-Gujarat Solar Park Developer) Water Treatment plant through pipeline and the water requirement is limited to usage for solar panel cleaning

Energy Sector Entities	Total water consumption FY 21-22 (in KL)	Total water consumption FY 20-21 (in KL)
GKEL	1,61,85,781	1,62,94,763
GWEL	78,88,199	88,18,015
Gujarat Solar	6,471	-
Rajam	182.088	-



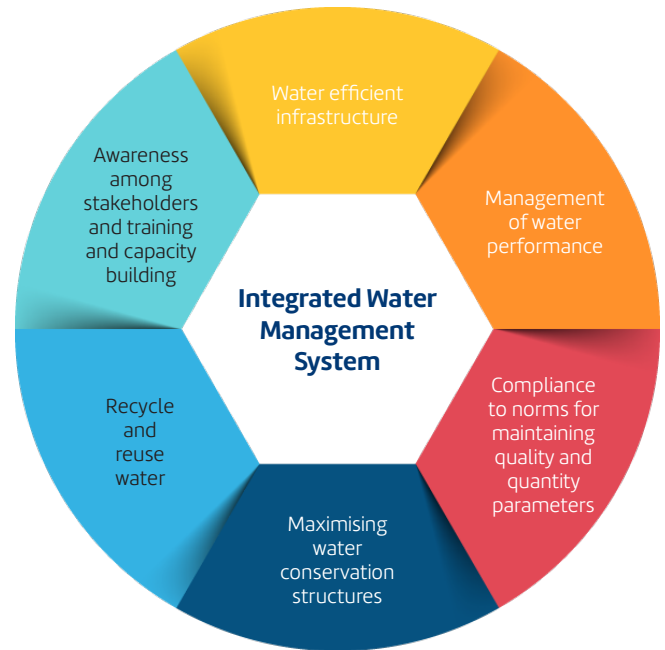
In 2021-22, water consumption in GKEL and GWEL saw a reduction of 0.7% and 10.5% compared to 2020-21.

GKEL and GWEL are Zero Liquid Discharge Plants and thus wastewater after necessary treatment is used within the plant only. For instance, domestic wastewater is treated in Sewage Treatment Plant (STP) and reused in Horticulture and Industrial effluent is treated in Effluent Treatment Plant (ETP) and reused in cooling tower makeup along-with AHP & CHP for dust suppression after neutralization in Neutralizing Pit.

Furthermore, since the thermal power plants are Zero Discharge Plants no waterbody was impacted by company’s operations. A hydrogeological study is also conducted on annual basis by government approved third party to identify the company’s water related impacts. The study revealed there was no adverse impact observed on the ground water quality and quantity.

Water consumption is measured at Highways entity of Transportation sector. We aim to improve our data monitoring pertaining to water management in the coming years. Groundwater is utilized for domestic purposes in administrative blocks of Highways entity. Over the reporting period, entity consumed around 31,472 KL of water for domestic purposes. Domestic wastewater generated is treated through septic tank and soak pit.

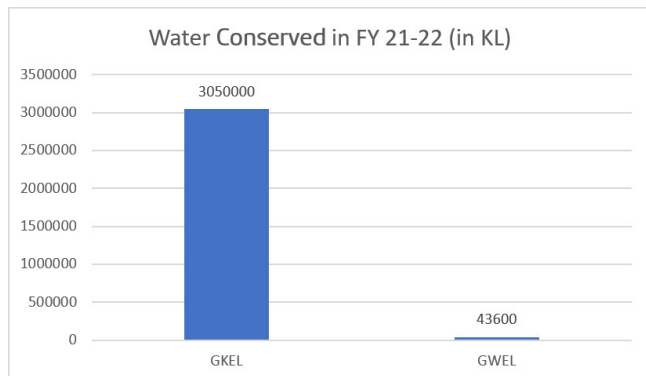
Our approach to water sustainability is multifaceted, with a structure in place for continual monitoring and review.



We ensure long-term sustainable water management at our operations by lowering operating costs and enhancing water usage efficiency. Several organizations have recognized and honoured us for using innovative techniques to handle water efficiently in our operations. The following measures were undertaken in our operations in both the energy and transportation business for improving our water management capabilities:

- Rainwater harvesting
- Water treatment plant
- Water efficient fixtures
- Sewage treatment plant
- Landscape and irrigation systems
- Use of technology to identify leakages in pipes
- Installed a rainwater harvesting system and built 300 RWH structures
- The GWEL Water Management System is ISO 46001:2019 certified for establishing and controlling water efficiency
- The urban infrastructure business utilizes treated effluent in the Green Belt.

Rainwater harvesting structures (RWH) implementation at GMR group is integrated with the drainage layout of the specific project site. This is incorporated during our project planning and design process based on numerous metrics to be considered for RWH viability. We also geotag the RWH at toll plaza locations.



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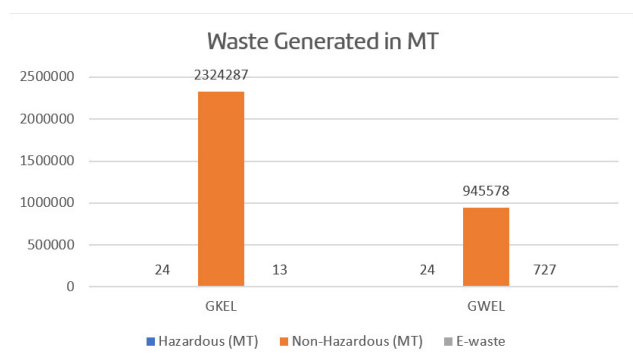
### Sustainable Waste Management

The GMR group is dedicated to reducing and recycling waste in accordance with the goals of our environmental management system and resource optimization strategy. We ensure that industry best practices for waste and effluents are in place for the waste that is generated. The amount of waste generated at our operations, particularly, is enormous, and effectively overseeing it requires management oversight, strategy, and planning. We at GMR are striving to reduce waste not only to meet regulatory requirements, but also to act as a responsible corporate citizen so that the waste generated has the least possible environmental impact.

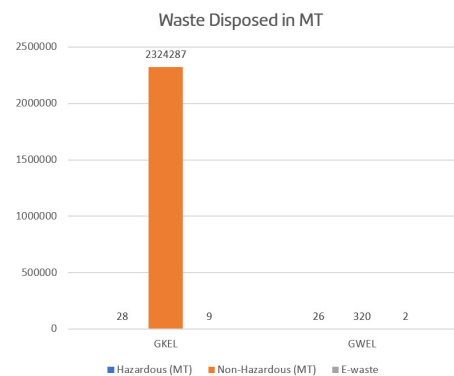


Wastes generated during the operation and maintenance of power plant equipment are Hazardous waste, E-Waste, Municipal Solid Waste, and non-hazardous waste.

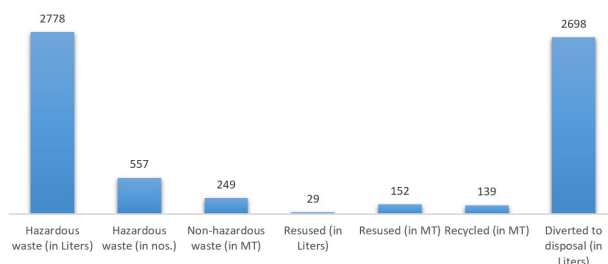
### Waste generated in FY 21-22



### Waste disposed in FY 21-22



### Waste generated & disposed (Transportation sector) in FY 21-22



\*The data related to waste includes DFCC data as well for FY 2021-22

The waste generated is disposed-off as per Pollution Board guidelines in scientific manner. Fly ash generated is stored in closed fly ash silos and sent to cement plant, brick plant & for construction of road wherein 100 % fly ash utilization is ensured. E-waste generated is stored at designated place and sent to authorized recyclers. Used oil & spent oil generated are stored in Hazardous Waste storage shed & sent to authorized recyclers whereas battery waste is stored at Hazardous waste shed and sold to authorized recyclers or disposed off under buy back policy.

Hazardous waste is solely generated from DG sets in the Highways entity of the Transportation sector, and its disposal is under the control of a third party through an authorized vendor. Non-hazardous waste is mostly generated as scrap, which is sold to vendors through a bidding procedure for recycling or reuse. A percentage of the non-hazardous waste generated is also recycled on site for activities related to maintaining roads and office buildings. Recycling waste helps to support the circular economy by reducing the cost of sourcing fresh materials. Waste concrete is converted in cubes and utilized as tree guard to ensure proper survival of saplings and protection from cattle.

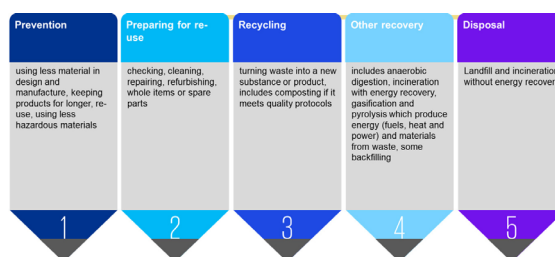


Fig: Stages of waste management and technologies used

### Highlight

Fly ash is a non-hazardous solid waste produced by coal plants. Fly ash was used in the GKEL facility to make both current and legacy ash from the previous year, which was then delivered to fly ash brick and paver block manufacturing units as well as national highway road construction projects. In FY'22 GHVEPL pavement maintenance work carried out for 28.3 km (56.6 lane km) through HPR recycled method

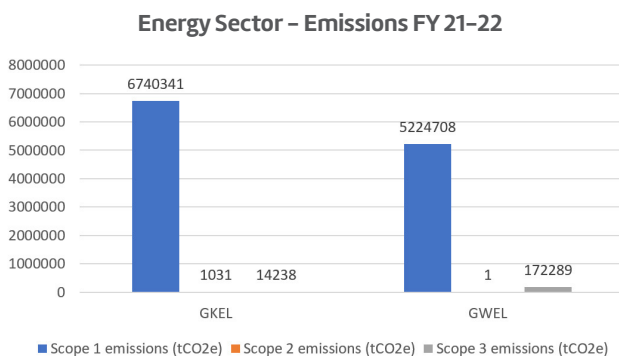
In all of our operations, we adhere to the Standard Operating Procedure for waste management. The GMR operations believe in creating wealth from waste and have mapped all waste generation sources, collection, storage, and disposal in accordance with regulatory criteria.

### Energy and Emissions management

Climate change is one of the most serious issues we face, posing a fundamental threat to life as we know it. Its spillover effects affect geographies, livelihoods, and corporations in both direct and indirect ways. Corporations contribute to the problem by emitting GHGs into the atmosphere through their operations. At the same time, climate change poses an imminent threat to business continuity by exacerbating several physical and transition risks.

At GPUIL, we are monitoring our energy consumption and GHG emissions (scope 1 and 2) generated in both our Energy and Transportation businesses.

#### Emissions for FY 21-22:



There were various Energy Conservation initiatives taken such as Auxiliary Power Consumption reduction & reliability improvement through removal of short Column Pipe in River Water Pump, Power Consumption Optimization through 3 Mill Operation during low load operation, Installation of Airtron-AC Energy Saver for energy conservation in Air Conditioner, Power Savings through 3 Mill operation in Unit-1, De-gasifier water usage through gravity to CT forebay, Optimization of ESP Power through Power Saver Mode, AHP All Compressor Water

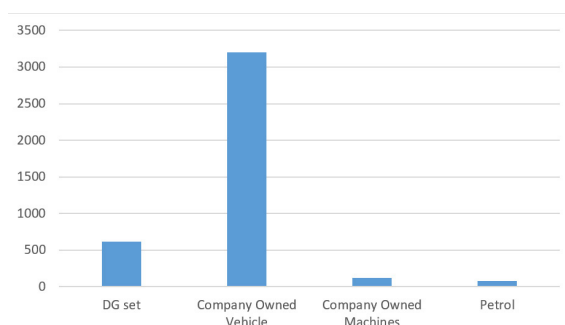
Inlet & Outlet Line Pneumatic Wall Installation With Auto Logic, to provide CT make up by gravity without CT make up pump pumping, replacement of Existing conventional lightings with LED's throughout the plant, etc. This had led to 1,38,583 tCO2e emission reduction at GWEL.

Furthermore, at GMR Green Energy Limited we have installed EV chargers in strategic locations within GMR's captive asset base including Aerocity and GHIAL Land side. We aim to continue expanding the EV charging infrastructure with partnership with others. GMR has continuously established B2B partnerships in the E-Mobility business with leading brands. We at GMR are also exploring partnership opportunities with start-ups in the field of Energy Efficiency. These partnerships will enable GMR to leverage the expertise and experience of these start-ups in the Energy Efficiency space. In addition, the company has already signed strategic an MoU with C&W and TERI. GMR is placing a strong emphasis on meeting the green energy needs of commercial and industrial consumers. GMR has successfully devised a regulatory and operationally feasible solution of RTC power for a key global industrial player. GMR is in the process of building a solar power plant at both its power plants – Kamalanga as well as Warora. Additionally, GMR is investigating the possibility of utilizing other plots of land owned by the company for solar power generation.

At another GPUIL entity, GMR Smart Electricity Green Energy Limited, GMR has successfully bid for smart metering bids in Uttar Pradesh (GMR had bid for all four lots), PGCIL among others. This demonstrates the company's commitment towards modernizing the power distribution system in the country. The company plans to bid for approximately 1.5 crore smart meters by the year 2023, which will further enhance its position as a leading player in the energy sector.

In the Highways entity of Transportation sector, 30095 GJ of energy through indirect sources i.e., purchased grid electricity consumption. However, direct energy consumed through fossil-fuel utilization is given below in bifurcated manner.

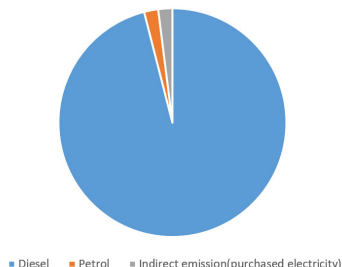
#### Transportation sector (Highways entity) Direct Energy Consumption (in GJ)





DG sets are the main source of scope 1 emissions in the transportation business. In Highways entity, 297,375 tCO<sub>2</sub> was generated in the reporting year, wherein 98% was scope 1 emissions and 2% was scope 2 emissions. We are cognizant of our carbon footprint and will continue to monitor it to for developing appropriate mitigation mechanisms in the future.

## Direct & Indirect (in tCO<sub>2</sub>) in Highways Entity



As a part of initiative taken for improvement in Transportation sector (Highways entity), below steps were considered.

1. High-pressure sodium vapor (HPSV) lights are converted to LED lights to achieve energy efficiency at GACEPL while other SPVs i.e., GHVEPL, GPIL and GCORRPL are under progress.
2. To optimize the queue times at Toll Plaza we have implemented automated Hybrid Electronic Toll Collection (HETC) system on GPUIL highways as manual traffic collection method causes long delays for passing vehicles that involve fuel consumption and contribute to greenhouse gas emissions.

## Biodiversity and land-use

Earth is home to a diverse and abundant array of life, both genetically and ecologically and at the species level. To maintain all living forms, ecological viability is required. One million species are now on the verge of extinction due to climate change and the unrelenting chase of economic development. These facts have prompted scientists to theorize that we are currently experiencing the sixth big global extinction, which is caused by human activity.

It has become increasingly challenging for any ecosystem to sustain life in so many land and aquatic species on the brink of extinction or listed as endangered. Objectives for their management, for the responsible reintroduction of species, along with their general management and protection must be set to halt the accelerated loss of biodiversity. There is a good chance that activities associated with infrastructure growth and related industries will have an impact on the regional flora. As a result, we developed a strategy and worked diligently to manage it to make sure that there was no loss or adverse effect on biodiversity.

GPUIL is committed to conducting its business in a socially, economically, and environmentally responsible manner to the benefit of current and future generations. It aspires to deliver projects that leave a positive impact on the society and the environment. Our company actively promotes biodiversity protection, and as a responsible business, we are aware of its significance for long-term economic viability. All our projects undergo an Environmental Impact Assessment (EIA) study to seek environmental clearance from Ministry of Environment, Forest and Climate change for both Transportation and Energy sector to understand project's viability, risks and impact on biodiversity associated, change in land-use and mitigation measures required to reduce/nullify the impact. In certain cases, Environmental and Social Impact Assessment (ESIA) study is conducted to identify risks, outline ways to mitigate against potentially adverse effects and risks and identify steps to minimize or avoid the risks. We additionally develop site-specific management strategies to prevent biodiversity loss overall.

We ensure that the ESMS is implemented effectively through the Environmental Screening Checklist, which has been developed as part of the ESMS. This aids in the high-level initial evaluation or screening we perform to identify the environmental challenges at the locations of our projects. 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.

Based on the results of the screening, we refrain from carrying out any operations or projects that are in eco-sensitive zones that have been declared as wildlife sanctuaries, national parks, and world heritage sites under applicable laws or international treaties by India. Therefore, despite our projects and related auxiliary activities, we do not have a major effect. Considering this, the company developed and put forth a strategy to avoid any project locations that might have a negative effect on biodiversity in any manner or that could cause additional strain on existing degraded ecosystem and natural habitat.

With an objective to sequester carbon, protect and restore natural habitats, we conduct plantation drives in and around our facilities annually, aiming to achieve more than 33% of green cover of the total area beyond compliance as mandated in India. We have planted over 34600 saplings during FY 2021-22 in Highways sector.

### Highlight

Key plantation initiatives undertaken in the DFCC project-

- DFCC has adopted the strategy to plant two trees for every tree cut during construction
- Biodiversity measures taken in terms of plantation, adoption of median and avenue as per concession agreement.
- As part of DFCC project, approximately 23,000+ trees have already been planted in FY 2022 and plantation is continue demonstrating our commitment to SDG 15. Local People have been briefed through extensive consultations of the importance of tree plantation and its sustainability.

## Responsible sourcing

We understand that our sustainability impacts extend beyond our own operations. GPUIL participates in vast and complex supply chain by procuring raw materials and services from both small and large companies all over the globe. Our ability to efficiently handle the governance and environmental impacts of our supply chain has improved over time, giving us a competitive advantage. We purchase goods and services from all over the country since we operate companies in a variety of industries, including Power Generation, Construction, Urban infrastructure, etc. Majority of our vendors onboarded are from India to ensure a reduce in carbon footprint of our raw materials while promoting the local supply chain. Our supply network has expanded alongside our company.

We endeavor to take adequate mitigating actions to ensure sustainability at every stage of our supply chain to conduct business responsibly. We are aware of the environmental and social impacts of our supply chain. This aids in minimizing unexpected supply chain disruptions, avoiding non-compliance risks, and developing an encouraging business ecosystem. The main enablers of our business processes and collaborators in ongoing service delivery are our vendors and suppliers. We have a strict procedure that is outlined in our Supplier Code of Conduct and business ethics standards for selecting and partnering with vendors to strengthen our procurement process's governance and transparency.

Critical suppliers and vendors are screened based on social and environmental criteria such as collective bargaining, business ethics, child/forced labor, clean and safe facilities, non-discrimination, EMS, pollution prevention and resource reduction, energy consumption & GHG emissions, etc. All bidders, vendors, suppliers, contractors,

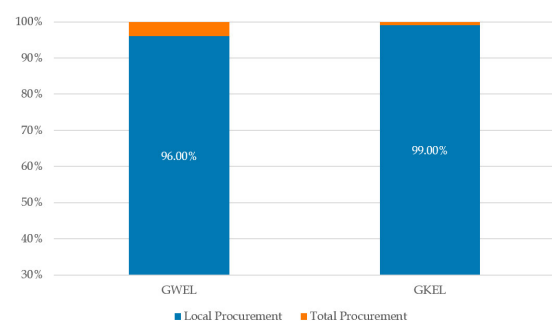
etc. must sign the Supplier Code of Conduct before getting into a deal with the GPUIL or a GMR company.

The code includes clauses supporting social, environmental, and ethical responsibilities of vendors. Additionally, we have an 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. In accordance with SOP, a vendor who violates ethical standards is prohibited from receiving future business. If a seller consistently breaches a contract, they are barred and may be reinstated after three years if SOP is followed.

We facilitate the supplier/vendors & contractor in aiding once the new vendor has been onboarded. This is accomplished through variety of programs, awareness training and session on health & safety, employee statutory compliance requirements, guidelines, and measures is conducted with the assistance of the company's Industrial Relations team. There was no instance reported this year, where we had to revoke a contract or purchase order due to a corruption allegation, which is a true testament to our ethics and governance processes.

Furthermore, our local procurement approach is tailored to our organization's context, considering factors such as operational requirement, geographical location, and supply chain complexity. As part of our energy business, we continuously monitor the local supplier contribution to the total annual procurement.

## % Local procurement in Energy sector



We engage with contractors & suppliers and in majority scenarios their employees are deployed at our operational or project sites to perform tasks. Health, Safety and Environment is a crucial enabler for our contractors and suppliers to safely perform contractual duties without endangering their workers. A dedicated HSE policy, guideline, and control method is developed, recognized, and implemented for each of the major contracts with substantial human effect. Every operational asset or project is subjected to a systematic governance review based on predetermined HSE indicators, and any breach is investigated, and remedial action is taken in accordance with applicable laws through effective contractual terms



and conditions. We assess our suppliers for potential negative social impacts in 2021-22. GMR group is working to drive supplier improvement in Quality and EHS.

All our vendors have to compulsorily sign the Supplier code of Conduct & Business ethics.

Our trainings include training imparted on any of the topics below:

- Values at the organization
- Code of business conduct and ethics for company employees (containing the following)
  - Policy on conflict of interest
  - Policy on payments and gifting

- Policy on receipt of gifts
- Policy on purchases through suppliers and other service providers
- Policy on political contributions
- Policy on fair market practices
- Policy on financial and accounting integrity
- Policy on work ethics

Specifically, our employees at all management levels are trained on anti-corruption and anti-bribery policy. At GMR we also ensure that our business partners (suppliers etc.) align with our policies and procedures pertaining to anti-corruption and anti-bribery.

	Employees	Business Partners	Governance Body Members
Number of people receiving anti-corruption training by category	1278-Non Airports	2991	8
Total manhours spent on anti-corruption training by category	4 -6 hours per employee	NA	2 hours per member
Number of people that the organization's anti-corruption policies and procedures have been communicated to	All employees receive mailers, wallpapers, posters regarding the policies and procedures	All vendors have to compulsorily sign the Supplier code of Conduct & Business ethics;	All employees receive mailers, wallpapers, posters regarding the policies and procedures

# SOCIAL



## Employee Development and Management

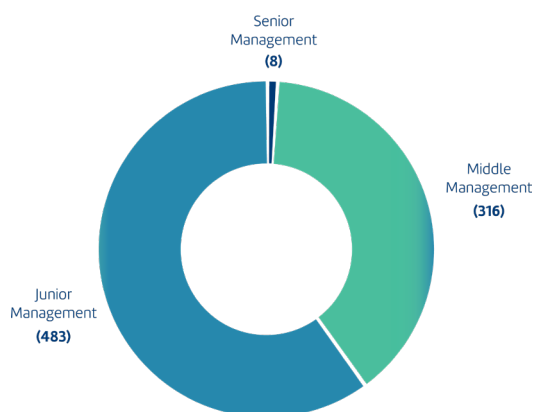
### Our People

At GMR, we believe that our people are the foundation of our organization and the driving force behind its success and achievement of its objectives. They are our primary asset in meeting our company's objectives while also pursuing their own professional goals. Thus, GWEL has also got certified for SA 8000 Social Accountability Management System which ensures the workplace is free of forced labour and child labour, every kind of occupational health and safety is taken care of, issues pertaining to freedom of association and collective bargaining, discrimination, disciplinary practices, working hours, compensation and management systems are addressed.

GPUIL's total (employee + worker) headcount in FY 2020-21 is 3026 nos. On gender basis the bifurcation is reported below: -

Number of Employees	
No. of male employees + workers (Permanent full-time)	793
No. of female employees + workers (Permanent full-time)	38
No. of male employees (contractual)	2125
No. of female employees (contractual)	70
Total number of Males employed (Employees & Workers)	2918
Total number of Females employed (Employees & Workers)	108
Total number of employees	3026

### Position-wise employees



To ensure an inclusive and productive workplace environment, we encourage staff diversity across genders, age groups, and management levels. We employ people regardless of gender, age, or other variables since they bring novel perspectives and concepts to the table.

Employees at GMR are compensated based on their skills, capabilities, and job, with no regard for gender. To guarantee diversity, we also ensure that applicants or workers with special needs are not overlooked and are hired or assigned duties based on their skills.

## Employee performance management

We acknowledge that continuous learning and frequent performance reviews are essential not only for individual career advancement but also for the firm's overall success. Human resources are crucial in this endeavour since they ensure that key strategic decisions are implemented.

Our human resources department ensures that no employee is left behind and has implemented many initiatives to meet their needs and expectations. We believe in quality and, as a result, provide an environment that supports employee growth while simultaneously fulfilling the demands of new business opportunities.

To maximize staff performance, we at GMR have employed a Performance Management Process (PMP). The fundamental purpose of our PMP is to keep our staff motivated and engaged at work. This method enables us to stay engaged, provide possibilities for advancement for our employees, and maintain a laser-like focus on strengthening the internal control process for transparency. We engage in regular interactions with all of our employees, across hierarchies and organizations, to determine their developmental needs. This allows us to groom future leaders.

GMR also engages in a variety of employee engagement initiatives to foster peer-to-peer learning and interaction, increase cultural diversity, and improve employee well-being. These events are scheduled throughout the year to encourage work-life balance.

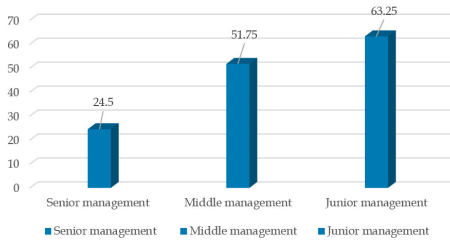


Our HR staff works together actively with our employees to ensure that employee grievances, POSH, and other workplace concerns are documented and addressed. We also ensure that grievances and complaints are kept confidential in accordance with our policy, and that transparency is maintained when taking steps. We also have committees that oversee employee concerns and grievances and, if necessary, provide counselling.

## Learning and Development

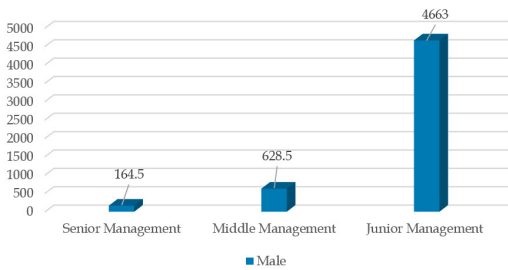
In the transportation sector, regular training is provided to employees across all employee categories. The following figure depicts the same.

## Training hours as per employee category (Male) – Transportation Sector



In addition, eight female employees in the sector received training opportunities to hone their skillsets. Similarly, in the energy sector, training opportunities are provided to all employees. The following figure depicts the same:

## Training hours as per employee category (Male) – Energy



Female employees in energy sector underwent a total of 100 hours of training. We aim to increase the training opportunities for all employees so that they not only excel in their current roles but also make significant career progressions.

## Human Rights

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 2021-22, no incidents of human rights violations in the workplace or value chain were recorded. With more than 750 hours of training provided to our employees at GPUIL, we place significant emphasis on the upkeep of human rights both in our operations and supply chain.

## Customer Engagement

We are constantly on our toes in this dynamic and fast-paced workplace, with shifting consumer needs. We make it a point to involve our consumers in our services and to solicit their comments or answer their problems. They are available 24\*7 through our multilingual online apps and support systems.

We have placards and sign boards pertaining to environmental management (waste, water, etc.), health and safety, and even emergency response to cater to our customers. We make certain that no customer is left behind or experiences difficulties on our premises, and we have developed numerous initiatives that provide aid on our premises that are welcoming to the elderly, children, and customers with special needs. We have also retrofitted our facilities to accommodate consumers of all ages, genders, and physical abilities. We offer wheelchairs, restrooms, volunteer assistance, and other facilities in the areas.

For the users of the road infrastructure, every year in December, GMR Highways conducts its Road User Satisfaction Survey [RUSS] for all highway projects [except the GCORR Site] and its assets [both toll and Annuity] with the goal of understanding and measuring road users' awareness and satisfaction with GMR Highways' facilities, services, and other aspects of road users' experiences and perceptions. The survey is administered by a cross-functional team comprised of members from the Site and HO Operations and Maintenance departments, as well as the Business Excellence Team, GMRVF, and RAXA.

To further strengthen our business, we are working to strengthen their efforts to improve client satisfaction.

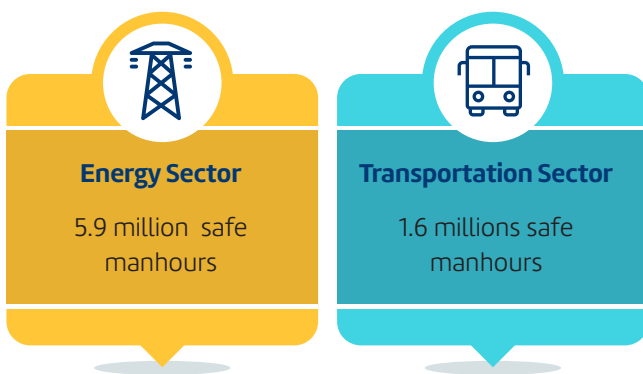
## Occupational health & safety

Our system's essential component is employee health and safety, and we provide a safe and conducive working environment. At all our various locations i.e., operations and projects, GPUIL is committed to assuring the safety of its employees and contractual workers. The aim is to establish an injury-free workplace with no barriers between contract workers and regular employees. In order to establish a strong health and safety culture within the organization, we have implemented an integrated Environment, Health, Safety, and Quality (EHSQ) Policy (available on the website) and a set of EHS obligations. The policy is well communicated to our employees through internal channels, associate meetings, and notice boards. These are also displayed at all prominent places across all projects and operational sites throughout the facilities at our locations.

We have an ISO certified health & safety management system, and this management system is implemented separately at the entities of Energy sector (GWEL and GKEL- ISO 45001) and Transportation sector (EPC- ISO 18001). Energy sector's entity GWEL received Five Star rating and Sword of Honor in British Safety Council. This demonstrates our ability and commitment to establish, implement and maintain an OH&S management system to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies),

take advantage of OH&S opportunities, and address OH&S management system non-conformities associated with its activities.

Our employees play an important role in creating value and meeting safety standards. As a result, at GPUIL, we work hard to protect our employees' health, well-being, and safety. Strategic leaders from the EHS&S department are responsible for the overall implementation of the Environment and Safety Management System (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 and the EHS&S manager reports to the EHS Corporate head.



\* The number of manhours includes both permanent and contractual employees

\*Safe manhours are reported only for Highways entity of Transportation sector.

## Our efforts to reduce workplace health & safety risks

### Hazard Identification and Risk Assessment

We carry out HIRA at our locations during the construction and O&M stages. It assists in recognizing, preventing, and controlling hazards before they cause harm, and it is a reliable method of raising employee awareness and training. HIRA assists in the establishment of risk management standards based on acceptable safe practices.

### Safety Induction

To introduce the staff to the site-specific EHS rules and regulations, there was an initial orientation gathering. This includes access, reporting, reporting protocols, emergency escape, and EHS&S policies.

### Permit to work system

At GPUIL, SAP based PTW is implemented in both Energy and Transportation sector to carry out specific work/tasks at site. This helps the user to understand risks associated with such work. Also, PTW requires approval from Safety SPOC, this works as an intimation of the nature of work/task to be performed.

### Toolbox talk (TBT)

TBT is used to enhance communication between workers and supervisors resulting in increased awareness between all members.

### LOTO (Lockout Tag out)

LOTO system helps to make sure safety of intended user/worker, who operates or maintains or works on machinery or equipment. It is implemented at GWEL & GKEL to safeguard workers from hazards.

## Effective control & supervision

An EHS officer is assigned to work at the site to supervise, monitor, and report on daily E&S needs in line the requirements of the ESMS. The EHS officer's duties involve providing daily and monthly reports, keeping track of incident and accident reporting, PTW, PPE Inventory & Issuance, FFE Inventory, Toolbox Talk, conducting mock drills, water usage reporting, first aid upkeep formats, safe man-hours reporting, etc. Internal safety audits are also conducted at regular frequency to identify gaps and provide corrective actions. Compliance of E&S requirements is also a part of contractors' agreement. Contractors are required to submit EHS Plan before team mobilization.

## Training and awareness

Workplace safety training is as vital as workplace safety itself. It enables the management to ensure a safe and healthy work environment. It also helps the employees to recognize safety hazards and correct them. It enables them to understand best safety practices and expectations.

Our occupation health and safety management system are not based on any legal requirement. At GPUIL, our permanent and contractual employees undergo regular safety-related training programmes, mock drills, HIRA training and Safety E-learning as per the 'Training calendar.' We ensure that safety protocols and considerations are clearly communicated in the form of an induction session before onboarding any contractor, vendors, new hires for commencement of regular site work. The purpose of this session is to familiarize the staff with the site-specific H&S policies and protocols, reporting and emergency

evacuation. Daily tool-box talks are conducted prior to the start of site work to prepare for the day and enhance dialogue between employees and supervisors, raising level of consciousness all members. These are some of the best practices followed across GPUIL and its entities which aids in reducing incidents in the workplace and maintaining the safety culture.

RAXA Academy a subsidiary specifically for health & safety / security procedures within the group conducts Advanced Management Course for senior security professionals as well as Occupational Health and Safety. Highway's sector conducts several safety awareness campaigns for road users which have been appreciated well by the Local Police department. For the purpose of reducing accidents in the Project Corridor, routine road safety improvement activities such as safety awareness programs for road users, the dissemination of safety pamphlets, and road safety rallies are carried out with the assistance of the local police agency. Additionally, Highways entity of Transportation sector conducted 119 nos. trainings on Fire safety Mock Drill, Road Safety Awareness training for Labour, Awareness for Labours on Sun stroke, First Aid, Safety Awareness

training for Labour & Awareness for Labours on Corona & vaccination, Road Safety Awareness training for Labour and Cranes and Ambulance Drivers and traffic safety training, that accounts to 545 hours invested for providing safety related trainings in FY 2021-22.

Every year in the month of March, we celebrate National Safety Day/Week to raise consciousness among workers and employees concerning how to prevent accidents by implementing extensive safety awareness programs.

### Highlight:

In our transport business, we have always pursued excellence in safety and well being at workplace and in this regard have recognised the team efforts towards it.

Stringent checks and safety control measures identified in the Hazard Identification Risk Assessment Global Standards are being implemented in site by safety team.



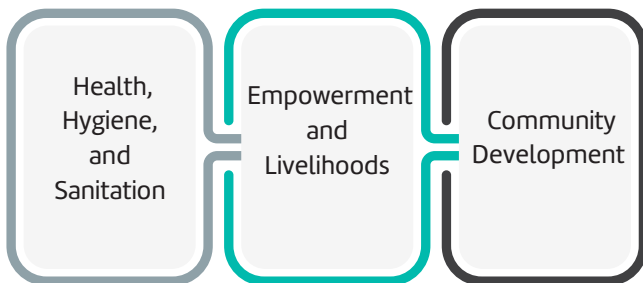
# COMMUNITY ENGAGEMENT



## Our approach

We at GMR Group believe that our responsibilities extend beyond financial gains. This translates into a strong sense of ownership and execution of the concept of Social Responsibility. Using a bottom-up strategy, we embark on long-term activities with communities surrounding its operations. GMR Varalakshmi Foundation (GMRVF), the Group's Corporate Social Responsibility arm, creates unique and location-specific projects in education, health, hygiene, and sanitation, empowerment and livelihoods, and community development. The Foundation's vision is to have a long-term impact on the human development of underprivileged areas through projects in Education, Health, and Livelihoods. The Foundation is a Section-8 (non-profit) corporation with its own Board of Directors comprised of distinguished professionals in the field.

The CSR policy and the CSR Committee lead and develop our corporate sustainability strategy. The CSR policy of the company defines and directs CSR activity. The Board of Directors modified the CSR policy at its meeting on June 11, 2021, aligning it with the provisions of Section 135 of the Companies Act, 2013 and the Corporate Social Responsibility Rules, 2014. Other need-based activities are undertaken by the Company in accordance with Schedule VII of the Companies Act, 2013. The Company has prioritized the following areas for community service / CSR efforts, which include, but are not limited to:



The programs are designed in accordance with the Company's need-based assessments conducted in local communities, with a special emphasis on disadvantaged and vulnerable areas, and all CSR activities are planned and carried out in accordance with recognized community requirements. As a result, all programmes are sensitive to the requirements of local communities and ensure a high degree of community participation.

## Our Group CSR Strategy

### Local Community Development Programs

All the programs and plans related to CSR activities at any project location are designed based on the community need assessment conducted before commencing the operations. GMRVF developed a SOP for conducting the community need assessment study and the same is being followed at all locations. Need assessments are

conducted either by senior internal team or by external agency and the assessments reports are being used for the design of programs which are relevant to the local communities. In the last one year, Foundation also focused on identifying the families severely impacted due to Covid and accordingly planning its activities.

### Stakeholder engagement Plan

GMRVF is closely engaged with multiple stakeholders at various locations, and the fundamental principles of this engagement are to build partnership and collaboration so that the quality of life for the communities can be improved. Recognizing the fact that the government is the single largest service provider, the Foundation has adopted the strategy to collaborate with various government line departments to improve the quality and efficiency of the services delivered. Similarly, it is working closely in partnership with various communities with a fundamental objective to empower them. There is a specific focus on identifying the vulnerable amongst the stakeholders. These include socially and economically backward sections, landless, tribal communities, people with disabilities, women-headed households, etc.

### Local Community Consultation and Process that involves vulnerable groups

GMRVF lays great emphasis on involving community in their development process. Towards this, GMRVF conducts wide consultations with the communities before initiating any program and develops programs based on the local needs identified by the communities. Community members are engaged at every stage of the programs and the systems and procedures have been made accountable and transparent for the communities.

For example, in the Bala Badis run by the Foundation, the parents of the children are actively involved, and regular parent meetings are being conducted to update them on the activities, progress of their children etc. SHGs, Youth Groups, Children groups, Parent-Teachers Associations, Farmers Groups, Common Interest Groups etc. have been formed and are being nurtured across the project locations to make them involve in their development processes. In the vocational training centers run by GMRVF, the trainees are involved in the center management process by forming them into various committees such as food committee, hostel committee etc.

### Social Impact Assessment

Impact evaluations (both internal and external) are regularly being conducted to understand the impact and effectiveness of the programs. Evaluation captures the gender disaggregated data and the impact of the programs

on various set of stakeholders. The assessments are done involving all the relevant stakeholders using participatory methods such as individual interviews, focused group discussions etc. As a norm, Foundation conducts impact assessment by a third party at each major location once in every five years. In the year 2020-21, impact assessment was conducted for GWEL activities by a reputed agency. SOP Audits by peer groups are also being conducted regularly at different locations.

### Public Disclosure of Results

The social impact assessment reports are shared with all relevant stakeholders. Monitoring reports of Livelihoods Restoration Program at Kamalanga are being publicly disclosed every quarter through the Gram Sabhas, Annual CSR reports of all Group companies are put on concerned business websites for public disclosure.

### Key initiative

## Formal Local Community Grievance Process

Grievances redressal mechanism is an important system to get critical views of the community in a structured manner. This is a regular practice to collect suggestions from the community and to incorporate those suggestions/grievances/feedback etc. into the on-going programs towards program effectiveness and better relationship with the concerned stakeholders. Formal community grievance redressal mechanisms are in place at relevant locations. Even during the community consultation meetings, grievances from the communities are being addressed on a regular basis. Processes are set in place for taking regular feedback from the communities and the same is being used to address the grievances and improve the program implementation processes.

**4.21 crores**

**Economic value distributed in community investments (INR) (FY 2021-22)**



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

### CSR events



# WAY FORWARD

As a listed entity, we are cognizant of the expectations of stakeholders from us in terms of transparent reporting and effective management of our non-financial performance. In this regard, we shall continue to pursue excellence in our ESG journey which is brimming with exciting prospects in the energy and transportation sector.

We understand that environmental management is a continuous journey. Therefore, in the coming years, we will rigorously persist to manage our commitment towards environmental protection and strive further to mitigate our footprint through responsible practices. As we move forward, we shall continue to remain committed to evolve and strengthen our health and safety practices.

In addition, in alignment with our strategic direction, we shall also leverage the use of digital transformation as a key enabler to operate in a socially responsible manner, achieve world-class health and safety performance with an incident free and secure environment, so as to accelerate our efforts towards global HSSE excellence.

To ensure that we have the oversight and management systems in place to oversee, manage and review the progress we make in our ESG journey, a strong governance structure is necessary. We at GMR recognize this and have always placed critical importance to our governance structure. In the future, we will continue to improve our processes to ensure that pertinent ESG themes to our businesses are managed effectively and reported in a timely and transparent manner.

# GRI INDEX

GMR Power and Urban Infrastructure Limited has reported the information cited in this GRI content index for the period from 1 April 2021 to 31 March 2022 with reference to the GRI Standards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION/RESPONSE	OMISSION	
			REQUIREMENT(S) OMITTED	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About this report	Not applicable	Not applicable
	2-2 Entities included in the organization's sustainability reporting	About this report	Not applicable	Not applicable
	2-3 Reporting period, frequency and contact point	About this report	Not applicable	Not applicable
	2-4 Restatements of information	Nil	Not applicable	Not applicable
	2-5 External assurance	No External Assurance conducted	We at GMR have put in place key internal controls to ensure reliability of data	
	2-6 Activities, value chain and other business relationships	GPUIL Overview & Strategy		
	2-7 Employees	Employee Management and Development		
	2-8 Workers who are not employees	Employee Management and Development		
	2-9 Governance structure and composition	Corporate Governance		
	2-10 Nomination and selection of the highest governance body	Corporate Governance		
	2-11 Chair of the highest governance body	Corporate Governance		
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance		
	2-13 Delegation of responsibility for managing impacts	Corporate Governance		
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION/RESPONSE	OMISSION	
			REQUIREMENT(S) OMITTED	EXPLANATION
	2-15 Conflicts of interest	GMR has a conflict-of-interest policy for both its board members and employees which expects all employees to avoid situations that could result in a conflict between their personal and financial interests and those of the Group.		
	2-16 Communication of critical concerns	Stakeholder Engagement		
	2-17 Collective knowledge of the highest governance body	Corporate Governance		
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance		
	2-19 Remuneration policies	Corporate Governance		
	2-20 Process to determine remuneration	Corporate Governance		
	2-21 Annual total compensation ratio	Not Available		
	2-22 Statement on sustainable development strategy	GPUIL Overview & Strategy		
	2-23 Policy commitments	List of policies		
	2-24 Embedding policy commitments	List of policies		
	2-25 Processes to remediate negative impacts	Employee performance management		
	2-26 Mechanisms for seeking advice and raising concerns	Employee performance management		
	2-27 Compliance with laws and regulations	Regulatory and legal compliance is critical for GPUIL and GMR ensures that the operations and business activities are conducted in alignment with regulatory requirements of the respective sectors.		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION/RESPONSE	OMISSION	
			REQUIREMENT(S) OMITTED	EXPLANATION
		No fines or non-monetary sanctions were imposed in the FY 2021-22		
	2-28 Membership associations	Not Available		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement		
	2-30 Collective bargaining agreements	GMR does not permit unionizing among employees.		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment		
	3-2 List of material topics	Materiality Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance		
	201-2 Financial implications and other risks and opportunities due to climate change	Not Available	GMR will consider identifying the financial implications of climate change in the coming financial years	
	201-3 Defined benefit plan obligations and other retirement plans	GMR has defined benefits like health insurance, accidental insurance etc. as per legal requirements.		
	201-4 Financial assistance received from government	Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Sourcing		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers			
GRI 3: Material Topics 2021	3-3 Management of material topics	The Anti-Corruption policy		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Not available		
	205-2 Communication and training about anti-corruption policies and procedures	GMR conducts mandatory training for new joiners and refresher courses for existing employees annually.		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION/RESPONSE	OMISSION	
			REQUIREMENT(S) OMITTED	EXPLANATION
	205-3 Confirmed incidents of corruption and actions taken	1 incident of corruption was reported in FY 2021-22		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Approach to Tax		
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Approach to Tax		
	207-2 Tax governance, control, and risk management	Approach to Tax		
	207-3 Stakeholder engagement and management of concerns related to tax	Approach to Tax		
	207-4 Country-by-country reporting	GMR is currently reporting only on its India operations in energy and transportation business		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Energy & Emissions Management		
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy & Emissions Management		
	302-2 Energy consumption outside of the organization	Energy & Emissions Management		
	302-3 Energy intensity	Energy & Emissions Management		
	302-4 Reduction of energy consumption	Energy & Emissions Management		
	302-5 Reductions in energy requirements of products and services	Energy & Emissions Management		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Water Security and Stewardship		
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water Security and Stewardship		
	303-2 Management of water discharge-related impacts	Water Security and Stewardship		
	303-3 Water withdrawal	Water Security and Stewardship		
	303-4 Water discharge	Water Security and Stewardship		
	303-5 Water consumption	Water Security and Stewardship		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Biodiversity and Land-use		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION/RESPONSE	OMISSION	
			REQUIREMENT(S) OMITTED	EXPLANATION
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Land-use		
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity and Land-use		
	304-3 Habitats protected or restored	Biodiversity and Land-use		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity and Land-use		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Energy & Emissions Management		
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Energy & Emissions Management		
	305-2 Energy indirect (Scope 2) GHG emissions	Energy & Emissions Management		
	305-3 Other indirect (Scope 3) GHG emissions	Energy & Emissions Management		
	305-4 GHG emissions intensity	Energy & Emissions Management		
	305-5 Reduction of GHG emissions	Energy & Emissions Management		
	305-6 Emissions of ozone-depleting substances (ODS)	Energy & Emissions Management		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy & Emissions Management		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainable Waste Management		
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Sustainable Waste Management		
	306-2 Management of significant waste-related impacts	Sustainable Waste Management		
	306-3 Waste generated	Sustainable Waste Management		
	306-4 Waste diverted from disposal	Sustainable Waste Management		
	306-5 Waste directed to disposal	Sustainable Waste Management		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Responsible Sourcing		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION/RESPONSE	OMISSION	
			REQUIREMENT(S) OMITTED	EXPLANATION
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Responsible Sourcing		
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Occupational Health & Safety		
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health & Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety		
	403-3 Occupational health services	Occupational Health & Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety		
	403-5 Worker training on occupational health and safety	Occupational Health & Safety		
	403-6 Promotion of worker health	Occupational Health & Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety		
	403-9 Work-related injuries	Occupational Health & Safety		
	403-10 Work-related ill health	Occupational Health & Safety		
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Employee Development and Engagement		
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Engagement		
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Engagement		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION/RESPONSE	OMISSION	
			REQUIREMENT(S) OMITTED	EXPLANATION
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	GMR prohibits and discourages discrimination of any kind and our stance has been reinforced through our code of conduct and POSH policy etc.		
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported in the FY 2021-22		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	GMR prohibits the use of child labour in its operations and supply chain and is covered under the code of conduct and supplier code of conduct		
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	GMR prohibits the use of forced labour in its operations and supply chain and is covered under the code of conduct and supplier code of conduct		
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Community Engagement		
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement		
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	GMR Group has not made any political contributions in FY 2021-22		
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data and information security		



**Gmr Power and Urban Infra Limited**

New Udaan Bhawan, Opp. Terminal 3  
Indira Gandhi International Airport  
New Delhi – 110 037