



August 26, 2023

BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai 400001.  
**Scrip: 543490**

National Stock Exchange of India  
Limited  
Exchange Plaza, Plot no. C/1, G Block,  
Bandra-Kurla Complex, Bandra (E)  
Mumbai - 400051.  
**Symbol: GMRP&UI**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23.**

Business Responsibility and Sustainability Report of GMR Power and Urban Infra Limited for the Financial Year 2022-23, is attached herewith.

The Business Responsibility and Sustainability Report is also available on the website of the Company and can be accessed at:  
<https://investor.gmrpui.com/annual-reports>

Request you to please take the same on record.

**For GMR Power and Urban Infra Limited**

VIMAL  
PRAKASH

Digitally signed by VIMAL PRAKASH  
DN: c=IN, o=Star Prakash,  
ou=Star Prakash, email=prakash.vimal@starprakash.com,  
serial=20230826193753, cn=VIMAL PRAKASH  
[mailto:prakash.vimal@starprakash.com]  
Date: 2023.08.26 19:37:53 +05'30'

**Vimal Prakash  
Company Secretary &  
Compliance Officer**

Encl: as above

**GMR Power & Urban Infra Limited**

**Corporate Office:** New Udaan Bhawan, Opp. Terminal 3, Indra Gandhi International Airport, New Delhi - 110 037

**Registered Office:** Plot No. C-31, G Block, 701, 7th Floor, Naman Centre, Bandra Kurla Complex (Opp. Dena Bank), Bandra (East), Mumbai - 400 051

CIN L45400MH2019PLC325541 T +91 11 42532600 F +91 11 47197181 E GPUI.LCS@gmrgroup.in W www.gmrpui.com

# - Business Responsibility and Sustainability Report -

## Introduction

Securities and Exchange Board of India (SEBI), in its continued efforts to enhance disclosures on ESG standards, introduced new requirements for sustainability reporting by listed companies. The new reporting format known as the Business Responsibility and Sustainability Report (BRSR), requires companies to report performance against the nine principles of the 'National Guidelines on Responsible Business Conduct' (NGBRCs). BRSR aims to drive greater transparency around how businesses are creating value by contributing towards a sustainable economy. Therefore, GMR Power & Urban Infra Limited (GPUIL), in its endeavour to continually strengthen ESG processes and improve sustainability performance, has made this mandatory disclosure with effect from financial year ending March 31, 2023.

This report has been prepared in accordance with the SEBI Guidelines for BRSR. The reporting scope and boundary of our disclosures covers the applicable operations of GPUIL as standalone entity. (wherever the statutory numbers are provided) and on consolidated basis for corporate functions specifically the environment related information. The information has generally been provided on consolidated basis but wherever, it has been provided on standalone basis, the same has been indicated as "standalone".

This report highlights our constant endeavour to create long-term value for our stakeholders, as we contribute towards promoting sustainable development.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity:</b>	L45400MH2019PLC325541
2.	<b>Name of the Listed Entity:</b>	GMR POWER AND URBAN INFRA LIMITED
3.	<b>Year of incorporation:</b>	2019
4.	<b>Registered office address:</b>	Naman Centre, 701, 7 <sup>th</sup> Floor, Plot No C31, G Block, Bandra Kurla Complex Bandra East, Mumbai, MH 400051
5.	<b>Corporate address:</b>	New Udaan Bhawan, Near T3 Terminal, IGI Airport, New Delhi-110037
6.	<b>E-mail:</b>	GPUIL.CS@gmrgroup.in
7.	<b>Telephone:</b>	+91 11 4253 2600
8.	<b>Website:</b>	www.gmrpui.com
9.	<b>Financial year for which reporting is being done:</b>	2022-23
10.	<b>Name of the Stock Exchange(s) where shares are listed:</b>	BSE Limited & National Stock Exchange of India Limited
11.	<b>Paid-up Capital:</b>	301.8 crore
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:</b>	<b>Name:</b> Vimal Prakash <b>Telephone:</b> +91 11 4253 2600 <b>Email address:</b> GPUIL.CS@gmrgroup.in
13.	<b>Reporting boundary</b>	Consolidated basis for corporate functions. Environmental data has been provided sector wise – energy and transport business wise.

## II. Products/services

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

Reporting Boundary: Standalone Basis

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1.	Construction	Demolition & site preparation, Electrical, plumbing & other Specialized construction Activities	71.02
2.	Financial and insurance Service	Other financial activities	26.26

### 15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Reporting Boundary: Consolidated Basis

S. No.	Product/Service	NIC Code	% Of total Turnover contributed
1.	Power segment	3510	62.87
2.	Road Segment	4210	11.86
3.	EPC	4220	19.60

## III. Operations

### 16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	16	18	34
International	0	4	4

### 17. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	-

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

Nil

#### c. A brief on types of customers

The company caters to a) General public, b) Government agencies & c) Non govt agencies - The Company meets the requirements of B2G, B2B and B2C.

**IV. Employees**

**18. Details as at the end of Financial Year:**

**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	813	777	96	36	4
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>813</b>	<b>777</b>	<b>96</b>	<b>36</b>	<b>4</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	2174	2102	97	72	3
6.	<b>Total workers (F + G)</b>	<b>2174</b>	<b>2102</b>	<b>97</b>	<b>72</b>	<b>3</b>

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**19. Participation/Inclusion/Representation of women (Standalone)**

Total(A)	Total	No. and percentage of Females	
		No. (B)	% (B / A)
<b>Board of Directors</b>	13	02*	15.38*
<b>Key Management Personnel</b>	03	0	0

\* the company appointed the second independent director on the Board w.e.f August 04, 2023

**20. Turnover rate for permanent employees and workers**

*(Disclose trends for the past 3 years)*

	FY 2022-23			FY2021-22			FY2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	12%	28%	13%	23%	38%	24%	18%	27%	19%
<b>Permanent Workers</b>	0	0	0	0	0	0	0	0	0

\*As we evolve our data monitoring systems, we will furnish the details in the coming years.

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

**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (Effective holding)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) <sup>1</sup>
1	GMR Enterprises Private Limited (GEPL)	Holding Company	N.A.	No
2	GMR Energy Trading Limited (GETL)	Subsidiary	94.25	Yes
3	GMR Londa Hydropower Private Limited (GLHPPL)	Subsidiary	82.16	No
4	GMR Generation Assets Limited (GGAL)	Subsidiary	82.16	Yes
5	GMR Highways Limited (GMRHL)	Subsidiary	100.00	No
6	GMR Ambala Chandigarh Expressways Private Limited (GACEPL)	Subsidiary	94.79	Yes
7	GMR Pochanpalli Expressways Limited (GPEL)	Subsidiary	99.80	Yes
8	GMR Hyderabad Vijayawada Expressways Private Limited (GHVEPL)	Subsidiary	99.83	Yes
9	GMR Chennai Outer Ring Road Private Limited (GCORRPL)	Subsidiary	84.74	Yes
10	Gateways for India Airports Private Limited (GFIAL)	Subsidiary	86.49	No
11	GMR Corporate Services Limited (formerly GMR Aerostructure Services Limited or (GASL))	Subsidiary	100.00	No
12	GMR Aviation Private Limited (GAPL)	Subsidiary	100.00	No
13	GMR Krishnagiri SIR Limited (GKSIR)	Subsidiary	100.00	No
14	Advika Properties Private Limited (APPL)	Subsidiary	100.00	No
15	Aklima Properties Private Limited (AKPPL)	Subsidiary	100.00	No
16	Amartya Properties Private Limited (AMPPL)	Subsidiary	100.00	No
17	Baruni Properties Private Limited (BPPL)	Subsidiary	100.00	No
18	Bougainvillea Properties Private Limited (BOPPL)	Subsidiary	100.00	No
19	Camelia Properties Private Limited (CPPL)	Subsidiary	100.00	No
20	Deepesh Properties Private Limited (DPPL)	Subsidiary	100.00	No
21	Eila Properties Private Limited (EPPL)	Subsidiary	100.00	No
22	Gerbera Properties Private Limited (GPL)	Subsidiary	100.00	No
23	Lakshmi Priya Properties Private Limited (LPPPL)	Subsidiary	100.00	No
24	Honeysuckle Properties Private Limited (HPPL)	Subsidiary	100.00	No
25	Idika Properties Private Limited (IPPL)	Subsidiary	100.00	No
26	Krishnapriya Properties Private Limited (KPPL)	Subsidiary	100.00	No
27	Larkspur Properties Private Limited (LAPPL)	Subsidiary	100.00	No
28	Nadira Properties Private Limited (NPPL)	Subsidiary	100.00	No
29	Padmapriya Properties Private Limited (PAPPL)	Subsidiary	100.00	No
30	Prakalpa Properties Private Limited (PPPL)	Subsidiary	100.00	No
31	Purnachandra Properties Private Limited (PUPPL)	Subsidiary	100.00	No
32	Shreyadita Properties Private Limited (SPPL)	Subsidiary	100.00	No
33	Pranesh Properties Private Limited (PRPPL)	Subsidiary	100.00	No
34	Sreepa Properties Private Limited (SRPPL)	Subsidiary	100.00	No
35	Radhapriya Properties Private Limited (RPPL)	Subsidiary	100.00	No
36	Asteria Real Estates Private Limited (AREPL)	Subsidiary	100.00	No
37	Lantana Properties Private Limited (LPPL)	Subsidiary	100.00	No
38	Namitha Real Estates Private Limited (NREPL)	Subsidiary	100.00	No
39	Honey Flower Estates Private Limited (HFEPL)	Subsidiary	100.00	No
40	GMR SEZ & Port Holdings Limited (GSPHL)	Subsidiary	100.00	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) <sup>1</sup>
41	Suzone Properties Private Limited (SUPPL)	Subsidiary	100.00	No
42	Lilliam Properties Private Limited (LPPL)	Subsidiary	100.00	No
43	Dhruvi Securities Limited (DSPL)	Subsidiary	100.00	No
44	GMR Energy Projects (Mauritius) Limited (GEPML)	Subsidiary	100.00	No
45	GMR Infrastructure (Singapore) Pte Limited (GISPL)	Subsidiary	100.00	No
46	GMR Coal Resources Pte Limited (GCRPL)	Subsidiary	100.00	No
47	GMR Power and Urban Infra (Mauritius) Limited (GPUIML) (formerly GMR Infrastructure (Mauritius) Limited (GIML))	Subsidiary	100.00	No
48	GMR Infrastructure (Cyprus) Limited (GICL)*	Subsidiary	100.00	No
49	GMR Infrastructure Overseas Limited, Malta (GIOL)	Subsidiary	100.00	No
50	GMR Infrastructure (UK) Limited (GIUL)	Subsidiary	100.00	No
51	GMR Infrastructure (Global) Limited (GIGL)	Subsidiary	100.00	No
52	Indo Tausch Trading DMCC (ITTD)#	Subsidiary	100.00	No
53	GMR Infrastructure (Overseas) Limited (GI(O)L)	Subsidiary	100.00	No
54	GMR Smart Electricity Distribution Private Limited (GSEDPL) (formerly GMR Mining & Energy Private Limited (GMEL))	Subsidiary	82.16	No
55	GMR Male International Airport Private Limited (GMIAL)	Subsidiary	76.87	No
56	PT GMR Infrastructure Indonesia (PT GMR Infra)	Subsidiary	100.00	No
57	GMR Energy Limited (GEL)	Subsidiary	47.43	No
58	GMR Energy (Mauritius) Limited (GEML)	Subsidiary	50.05	No
59	GMR Lion Energy Limited (GLEL)	Subsidiary	50.05	No
60	Karnali Transmission Company Private Limited (KTCPL)	Subsidiary	50.06	No
61	GMR Kamalanga Energy Limited (GKEL)	Subsidiary	46.31	Yes
62	GMR Vemagiri Power Generation Limited (GVPGL)	Subsidiary	47.43	No
63	GMR (Badrinath) Hydro Power Generation Private Limited (GBHPL)	Subsidiary	47.43	No
64	GMR Consulting Services Limited (GCSL)	Subsidiary	47.43	No
65	GMR Bajoli Holi Hydropower Private Limited (GBHHPL)	Subsidiary	37.88	Yes
66	GMR Warora Energy Limited (GWEL)	Subsidiary	43.67	Yes
67	GMR Bundelkhand Energy Private Limited (GBEPL)	Subsidiary	47.43	No
68	GMR Rajam Solar Power Private Limited (GRSPPL)	Subsidiary	47.43	Yes
69	GMR Maharashtra Energy Limited (GMAEL)	Subsidiary	47.43	No
70	GMR Gujarat Solar Power Limited (GGSPPL)	Subsidiary	47.43	Yes
71	GMR Indo-Nepal Power Corridors Limited (GINPCL)	Subsidiary	47.43	No
72	GMR Upper Karnali Hydropower Limited (GUKPL)	Subsidiary	36.54	No
73	GMR Green Energy Limited (GGEL) (formerly GMR Green Energy Private Limited (GGEPL))	Subsidiary	100.00	No
74	GMR Tenaga Operations and Maintenance Private Limited (GTOM)	Associate	23.71	No
75	Megawide GISPL Construction Joint Venture (MGCJV)	Associate	45.00	No
76	GMR Rajahmundry Energy Limited (GREL)	Associate	36.97	No

\* Ceased to be subsidiary of the Company w.e.f 09.06.2023

# Ceased to be subsidiary w.e.f 30.06.2023

## VI. CSR Details

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

#### a. Turnover (in ₹ Crore):

1,408.78

#### b. Net worth (in ₹ Crore):

11,257.33

## VII. Transparency and Disclosures Compliances

### 23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities & NGOs		0	0	NA	0	0	NA
Investors (other than shareholders)	<a href="https://investor.gmrpui.com/pdf/4.Policy%20on%20Whistle%20Blower.pdf">https://investor.gmrpui.com/pdf/4.Policy%20on%20Whistle%20Blower.pdf</a>	0	0	NA	0	0	NA
Shareholders		85	0	Resolved	67	0	Resolved
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain: Suppliers and Network partners		0	0	NA	0	0	NA
Value Chain: Channel Partners		0	0	NA	0	0	NA

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

The materiality assessment at GPUIL is undertaken in accordance with the GRI Standards. As part of this process, a four-pillar approach is finalized to identify key material topics and further risk profiling is conducted to identify Risks and opportunities around them:

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.

S. No.	Material issue identified	Environmental E / Social (S)	Indicate whether risk or opportunity (R/O)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
<b>Transportation sector (Highways and EPC)</b>				
1.	Energy Management	E	Risk	Negative
2.	Climate Change and GHG Emissions	E	Risk	Negative
3.	Waste management	E	Opportunity	Positive
4.	Workforce health and safety	S	Opportunity	Positive
5.	Road User Safety	S	Opportunity	Positive
6.	Employee Development and Engagement	S	Opportunity	Positive
7.	Talent attraction and retention	S	Opportunity	Positive
8.	Protection of Human Rights	S	Opportunity	Positive
<b>Energy sector</b>				
1.	Climate change and GHG emissions	E	Risk	Negative
2.	Waste management and resource conservation	E	Opportunity	Positive
3.	Land Use & Biodiversity	E	Risk	Negative
4.	Workforce health and safety	S	Opportunity	Positive
5.	Human rights	S	Opportunity	Positive
6.	Employee development and engagement	S	Opportunity	Positive
7.	Community relations	S	Opportunity	Positive

**Transportation sector**

**Material issues which are posing risk and can have negative financial implications:**

**1. Climate Change and GHG emissions**

Risk

Extreme Weather Events: Climate change can lead to more frequent and severe extreme weather events, such as floods, hurricanes, and heatwaves. These events can damage highways infrastructure, disrupt operations, and lead to increased maintenance and repair costs.

Resource Scarcity: Climate change can lead to resource scarcity, such as water scarcity, which can impact highways operations, such as road construction and maintenance, and lead to increased costs.

Regulatory Compliance: Climate change regulations, such as emissions standards and energy efficiency requirements, can impact the financial performance of highways facilities. Failure to comply with these regulations can result in fines, penalties, and reputational damage.

Stakeholder Expectations: Stakeholders, such as investors, customers, and local communities, are increasingly concerned about the impacts of climate change and expect

highways facilities to adopt sustainable practices. Failure to meet these expectations can lead to reputational damage and impact financial performance.

Mitigative measures

Resilient Infrastructure: Investing in resilient infrastructure, such as flood barriers and drainage systems, can reduce the impacts of extreme weather events on highways infrastructure.

Climate Risk Assessment: Conducting a climate risk assessment can identify climate-related risks and develop adaptation strategies to reduce the financial impact of climate change.

Stakeholder Engagement: Engaging with stakeholders, such as investors, customers, and local communities, can improve understanding of climate risks and enhance the reputation of highways facilities.

**2. Energy Management**

Risk

Energy Costs: High energy consumption and inefficient energy management can result in high energy costs, which can impact the financial performance of highways operators and contractors.



**Energy Security:** Dependence on fossil fuels and centralized energy systems can pose risks to energy security, such as supply disruptions and price volatility, which can impact the operational and financial performance of highways facilities.

**Regulatory Compliance:** Non-compliance with energy regulations, such as energy efficiency standards and emissions regulations, can result in fines and penalties, as well as reputational damage, which can impact the financial performance of highways facilities.

**Environmental Performance:** High energy consumption and emissions can have negative environmental impacts, such as air pollution and climate change, which can result in increased regulatory scrutiny, reputational damage, and potential litigation risks.

#### Mitigative measures

**Energy Efficiency Measures:** Implementing energy efficiency measures, such as upgrading lighting systems, HVAC systems, and building insulation, can reduce energy consumption and costs.

**Energy Management Systems:** Adopting energy management systems, such as energy monitoring and building automation systems, can optimize energy consumption and improve operational efficiency.

**Stakeholder Engagement:** Engaging with stakeholders, such as regulators, customers, and local communities, can improve compliance with energy regulations and enhance reputational benefits.

By identifying and addressing these material ESG issues and implementing effective mitigation measures, the highways sector can minimize risks and negative financial implications and ensure long-term sustainability and resilience.

### **Material issues which are providing opportunity and can have positive financial implications:**

#### **1. Waste Management**

**Recycling:** Implementing a recycling program for construction waste, such as asphalt, concrete, and steel, can reduce waste disposal costs and generate revenue by selling recycled materials.

**Circular Economy:** Adopting a circular economy approach can promote the reuse and recycling of materials, reduce waste generation, and create new business opportunities. For example, waste materials can be used as inputs for new products, such as recycled asphalt or concrete.

**Energy Recovery:** Waste-to-energy technologies can

convert waste materials into energy, such as heat or electricity, which can be used to power highways facilities, reducing energy costs and greenhouse gas emissions.

**Environmental Stewardship:** Promoting environmental stewardship and sustainable waste management practices can enhance the reputation of highways facilities, attract customers and investors, and improve the bottom line.

#### **2. Workforce health & safety**

**Increased Productivity:** By ensuring the health and safety of their workforce, highways facilities can reduce absenteeism, turnover, and injury rates, resulting in increased productivity and reduced costs associated with recruitment and training.

**Improved Reputation:** Adopting and promoting strong health and safety practices can enhance the reputation of highways facilities, increase customer and investor confidence, and improve the bottom line.

**Cost Savings:** Reducing accidents and injuries through safety training and equipment can result in cost savings from reduced insurance premiums, medical expenses, and legal fees.

**Compliance:** Meeting and exceeding health and safety regulations can avoid fines and penalties, reduce legal risks, and improve overall compliance with laws and regulations.

#### **3. Road User Safety**

**Reduced Costs:** By improving road user safety, highways facilities can reduce the number of accidents and injuries on their roads, resulting in lower medical costs, insurance premiums, legal fees, and other related costs.

**Increased Revenue:** Safer roads can lead to increased use of highways facilities, as customers and businesses are more likely to choose roads with a lower risk of accidents and injuries. This can result in increased revenue for the facilities.

**Improved Reputation:** Adopting and promoting strong road user safety practices can enhance the reputation of highways facilities, increase customer and investor confidence, and improve the bottom line.

**Compliance:** Meeting and exceeding road safety regulations can avoid fines and penalties, reduce legal risks, and improve overall compliance with laws and regulations.

#### **4. Employee Development and Engagement**

**Improved Productivity:** By investing in employee development and engagement, highways facilities can improve the skills, knowledge, and motivation of their workforce, resulting in increased productivity, efficiency, and innovation.

**Reduced Turnover:** By offering opportunities for professional growth and development, highways facilities can increase employee retention, reducing the costs associated with turnover and recruitment.

**Enhanced Reputation:** Promoting a culture of employee development and engagement can enhance the reputation of highways facilities, making them more attractive to customers, investors, and potential employees.

**Increased Safety:** Engaged employees who feel valued and supported are more likely to follow safety protocols, reducing the risk of accidents and injuries on the job.

#### 5. **Talent attraction and retention**

**Improved Productivity:** By attracting and retaining talented employees, highways facilities can improve the skills, knowledge, and capabilities of their workforce, resulting in increased productivity, efficiency, and innovation.

**Reduced Turnover:** By offering competitive compensation, benefits, and opportunities for growth and development, highways facilities can increase employee retention, reducing the costs associated with turnover and recruitment.

**Enhanced Reputation:** Developing a reputation as an employer of choice can make highways facilities more attractive to customers, investors, and potential employees, improving their bottom line.

**Increased Safety:** A highly skilled and motivated workforce is more likely to follow safety protocols, reducing the risk of accidents and injuries on the job.

#### 6. **Protection of Human Rights**

**Improved Reputation:** Ensuring the protection of human rights can enhance the highways facility's reputation, making it more attractive to customers, investors, and other stakeholders.

**Increased Community Engagement:** Highways facilities that prioritize the protection of human rights can engage more effectively with the communities in which they operate, promoting positive relationships and reducing the risk of conflict or legal disputes.

**Reduced Legal Risks:** By complying with relevant laws and regulations related to human rights, highways facilities can reduce their legal risks, avoiding costly fines, legal fees, and damage to their reputation.

**Enhanced Employee Satisfaction:** Providing a safe and respectful workplace that protects the human rights of employees can enhance their satisfaction, productivity, and motivation, reducing turnover and increasing productivity.

**Improved Supply Chain Management:** Highways facilities that prioritize the protection of human rights in their supply chain can identify and mitigate potential risks, such as child labor, forced labor, and human trafficking, improving their reputation and reducing legal risks.

### **Energy Sector**

#### **1. Climate change and GHG emissions**

**Regulatory Risks:** Governments around the world are implementing policies and regulations to reduce GHG emissions and combat climate change. Failure to comply with these regulations can lead to penalties, fines, and reputational damage.

**Carbon Pricing:** Many countries are implementing carbon pricing mechanisms, such as carbon taxes and emissions trading schemes, to incentivize companies to reduce their GHG emissions. Failure to reduce GHG emissions can result in higher costs associated with carbon pricing.

**Stranded Assets:** Climate change poses a risk to energy companies' assets, such as oil and gas reserves, as these resources may become uneconomical to extract as the world moves towards a low-carbon economy. This can lead to financial losses and stranded assets.

**Physical Risks:** Climate change can lead to extreme weather events such as floods, hurricanes, and wildfires, which can cause damage to energy infrastructure and lead to disruptions in supply, increasing costs and reducing revenue.

**Reputation Risks:** Energy companies that are perceived as significant contributors to climate change may face reputational damage, leading to loss of customers, investors, and other stakeholders.

To mitigate the risk, we at GMR have a structured system of ISO 14064 for disclosing Climate change emissions. This system enables us to reduce the emissions.

#### **2. Land Use & Biodiversity**

**Land Acquisition and Permitting:** GMR Energy need to acquire land and obtain permits to build energy infrastructure, such as power plants, transmission lines, and pipelines. If there are conflicts with local communities or environmental regulations, this can result in delays, increased costs, and reputational damage.

**Habitat Destruction and Biodiversity Loss:** Energy projects can lead to habitat destruction and biodiversity loss, which can impact ecosystems and endangered species. This can lead to legal and regulatory action, as well as reputational damage and loss of social license to operate.

**Natural Resource Scarcity:** Energy companies may rely on natural resources, such as water, for their operations. Climate change and other factors can lead to natural resource scarcity, which can increase costs and disrupt operations.

**Carbon Offsets and Bioenergy:** Energy companies may use carbon offsets or bioenergy as part of their strategy to reduce GHG emissions. However, these solutions can have negative impacts on land use and biodiversity, such as deforestation or monoculture crops, which can lead to reputational damage and loss of social license to operate.

**Stakeholder Engagement:** Energy companies must engage with stakeholders, including local communities and environmental organizations, to build trust and ensure the long-term sustainability of their operations. Failure to do so can lead to reputational damage, social unrest, and legal and regulatory action.

By identifying and addressing these material ESG risks and implementing effective mitigation measures, the energy sector can enhance its resilience and ensure long-term sustainability and financial performance. GWEL recently engaged with local community of Nandori village and reclaimed 5.1 Hectare barren land through plantation with 95% plantation survival rate.

**Material issues which act as opportunities and can have positive financial implications in energy sector**

**1. Waste management and resource conservation**

**Increasing efficiency:** Improving water management practices, such as reducing water use and improving wastewater treatment, can help energy companies become more efficient and reduce their operational costs.

**Lowering risks:** Water scarcity and quality issues can pose a risk to the energy sector, especially for companies that rely heavily on water for their operations. Implementing sustainable water management practices can help reduce these risks and ensure long-term viability.

**Improving reputation:** Demonstrating a commitment to sustainable water management practices can help energy companies improve their reputation and build trust with stakeholders, including customers, investors, and regulators.

**Accessing new markets:** As water scarcity becomes an increasingly pressing global issue, there is growing demand for innovative water management solutions. Energy companies that can provide these solutions may be able to access new markets and diversify their revenue streams.

**2. Workforce health and safety**

**Increasing productivity:** A safe and healthy workforce is generally more productive, as employees are less likely to be absent due to illness or injury. This can help energy companies improve their operational efficiency and reduce costs.

**Enhancing reputation:** Demonstrating a commitment to workforce health and safety can help energy companies enhance their reputation and build trust with stakeholders, including customers, investors, and regulators.

**Reducing regulatory risks:** The energy sector is subject to a wide range of health and safety regulations, and non-compliance can result in financial penalties and legal liability. Implementing effective health and safety practices can help energy companies avoid these risks.

**Attracting and retaining talent:** In a competitive labour market, offering a safe and healthy work environment can help energy companies attract and retain top talent, reducing recruitment and training costs.

The GMR Energy also has 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). 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.

**3. Human Rights**

**Enhancing reputation:** Demonstrating a commitment to human rights can help energy companies enhance their reputation and build trust with stakeholders, including customers, investors, and regulators.

**Reducing regulatory risks:** The energy sector is subject to a wide range of human rights regulations, and non-compliance can result in financial penalties and legal liability. Implementing effective human rights practices can help energy companies avoid these risks.

**Access to markets:** Many investors and customers are increasingly interested in ethical and sustainable business practices, including human rights considerations. Demonstrating a commitment to human rights can help energy companies access new markets and retain existing customers.

Improving relationships with communities: Energy companies often operate in communities that are impacted by their operations. Addressing human rights issues can help improve relationships with these communities, reducing the risk of protests, litigation, and reputational damage.

**4. Employee development and engagement**

Increased employee retention: When employees feel that their development and growth are prioritized by their employer, they are more likely to stay with the company long-term, reducing recruitment and training costs.

Improved productivity: Engaged employees are more likely to be productive and efficient in their work, leading to better business outcomes.

Enhanced innovation: When employees are given the opportunity to develop their skills and knowledge, they can bring new ideas and innovations to the company, leading to competitive advantages in the marketplace.

Better safety and risk management: Employee engagement

programs that prioritize safety can lead to improved safety outcomes and reduced risk in the workplace.

**5. Community relations**

Effective community relations can present opportunities and have positive financial implications for the energy sector. Building and maintaining strong relationships with local communities can lead to increased support for energy projects, improved project timelines and approvals, and reduced operational disruptions from community protests or legal challenges. Engaging with local communities and stakeholders can also help identify potential project risks and opportunities for collaboration, leading to more effective project design and implementation. Positive community relations can also enhance the reputation of energy companies, leading to increased stakeholder trust and investor confidence.

By identifying and pursuing these material ESG opportunities and implementing effective strategies, the energy sector can enhance its competitiveness and position itself for long-term growth and financial performance.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board?(Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://investor.gmrpui.com/pdf/1.CSR%20POLICY-GPUIL%20-%20Final.pdf">https://investor.gmrpui.com/pdf/1.CSR%20POLICY-GPUIL%20-%20Final.pdf</a> <a href="https://investor.gmrpui.com/pdf/4.Policy%20on%20Whistle%20Blower.pdf">https://investor.gmrpui.com/pdf/4.Policy%20on%20Whistle%20Blower.pdf</a> <a href="https://investor.gmrpui.com/pdf/8.ERM_Framework_Policy_Guidelines.pdf">https://investor.gmrpui.com/pdf/8.ERM_Framework_Policy_Guidelines.pdf</a> <a href="https://investor.gmrpui.com/pdf/ABAC%20Policy%20_Oct2022_Final.pdf">https://investor.gmrpui.com/pdf/ABAC%20Policy%20_Oct2022_Final.pdf</a> <a href="https://investor.gmrpui.com/pdf/11.BRR%20POLICY.pdf">https://investor.gmrpui.com/pdf/11.BRR%20POLICY.pdf</a> <a href="https://investor.gmrpui.com/code-of-conduct">https://investor.gmrpui.com/code-of-conduct</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards adopted by your entity and mapped to each principle	DFCCIL Projects [CP-201 & CP-202] is implemented and certified by Integrated Management System [IMS] includes ISO 9001:2015 [Quality Management System]; ISO 14001:2015 [Environment Management System] and ISO 45001:2018 [Occupational Health and Safety Management System].  Our entities in both Energy and transportation sector are certified to ISO 45001 and OHSAS 18001.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>Goals for FY 2023-24</b></p> <p>Black Assets (Thermal Coal - GWEL &amp; GKEL)</p> <ul style="list-style-type: none"> <li>• 5 % Reduction on achieved target of FY 23 for Hazardous , Non Hazardous and Municipal waste (GWEL &amp; GKEL)</li> <li>• 100% Ash Utilization (GWEL &amp; GKEL)</li> <li>• Reduction in Specific water consumption of GWEL &amp; GKEL</li> <li>• Implementation of Water Efficiency Management system at GKEL</li> <li>• Setting up solar Plant (1 MW) for replacing Township Power with Renewable (GKEL)</li> <li>• CCTV Analytics to enhance monitoring and enforcement related to Health and Safety at GWEL and GKEL.</li> <li>• Implementation of Business Continuity Management System at GWEL</li> <li>• Implementation of Privacy security Management system ISO 27701 at GWEL.</li> <li>• Declaration of Bajoli Plant as Net Zero carbon emission Plant</li> <li>• 10 % reduction on achieved target of FY 23 – Hazardous , Non Hazardous and Electronic Waste at Bajoli Holi</li> <li>• 5 % reduction in ground water consumption by utilizing nearby natural flowing water for laundry and sanitation at Bajoli Holi</li> </ul> <p>Target to plant 150 trees in FY 2023-24 in Power House surrounding area at Bajoli Holi.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The performance towards goals is well aligned with the due timeline.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.	<p><i>GMR's motivation has always been towards achieving sustainability and we believe that economic growth and resource conservation are complementary goals to support sustainable development. This is well encapsulated in our vision statement "GMR Group will be an institution in perpetuity that will build entrepreneurial organizations, making a difference to society through creation of value. As a group we have always strived towards not just complying with ESG requirements but set standards for responsible and sustainable business conduct. We are committed to reducing our environmental footprint and optimize our resource utilization. We work to achieve Sustainable Development Goals (SDGs) through our operations, partnerships and social initiatives to contribute to creating an equitable and resilient environment and business. Through our values of humility, respect for individuals and social responsibility, we are driven to operate in a way that is socially responsible and beneficial to all of our stakeholders.</i></p> <p><i>Our disclosures are an opportunity for introspection and help enhanced alignment of our processes and policies with the best-in-class practices. We will be monitoring the progress made to our ESG targets very closely and ensure transparent reporting for our stakeholders.</i></p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Srinivas Bommidala (DIN 00061464), Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes. The ESG Committee of the Board is responsible for decision making on sustainability related issues.</p> <p>The ESG Committee comprises of the following members :</p> <ul style="list-style-type: none"> <li>• Mr. Srinivas Bommidala, Managing Director, Chairman</li> <li>• Mr. B.V.N. Rao, Non- Executive Director, Member</li> <li>• Dr. Satyanarayana Beela, Non- Executive Independent Director, Member</li> <li>• Ms. Suman Naresh Sabnani, Non- Executive Independent Director, Member*</li> </ul> <p>* Appointed as director and co-opted as member of the Committee w.e.f August 04, 2023</p>								

**10. Details of Review of NGRBCs by the Company**

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
									No	No	No	No	No	No	No	No	No	

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

**Essential Indicators**

**1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year: Standalone**

Segment	Total number of training and awareness programmes held	Topic principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
Board of Directors	2	ABAC Policy, COBC	100
Key Managerial Personnel	3	COBC, PASH, Anti-corruption and anti-bribery	100
Employees (other than BoD & KMPs)	3		100
Workers	3		100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Not applicable		
Settlement			Not applicable		
Compounding fee			Not applicable		

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Not applicable	
Punishment			Not applicable	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed. Not Applicable

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

Yes, GPUIL has a Board approved anti-corruption or anti-bribery policy.

#### **Anti-corruption or anti-bribery policy**

- The Company has adopted Anti-Corruption and Bribery policy as part of our Code of Business Conduct & Ethics. The policy is applicable to all employees, Board of Directors, subsidiaries, and Business Associates (suppliers, contractors, service providers and other key business partners) of the company and states zero tolerance towards any form of bribery and corruption.
- As per the policy, it applies to all the Employee(s) and Value Chain Partners employees. Every individual or entity to whom the Policy applies, is bound to exhibit honest and ethical conduct in his/her/its official/business dealings and relationships, both in letter and in spirit. Policy also provides guidelines on political, community and charitable contributions to avoid any risk of corruption and bribery.

#### **Governing Legislations**

- The policy has been prepared after giving specific attention to the requirements of the relevant laws to prevent/counter acts of bribery and corruption in the conduct of its business across jurisdictions as per the applicable law(s) of the land

where the GMR Group operates and forbids Employee(s) and Value Chain Partners from indulging in such acts. In setting out the principles, due consideration has been paid to Indian and International laws including the following:

- Prevention of Corruption Act, 1988 and Prevention of Money Laundering Act, 2002 - as amended from time to time.
- UN Convention on Corruption.
- UK Bribery Act; and
- US Foreign Corrupt Practices Act.

#### **Training on Anti-Corruption and Bribery**

- Regular training and awareness sessions on the Policy is provided to all employees and concerned stakeholders to acknowledge their understanding and commitment to adhere to the defined guidelines.

#### **Reporting of Concerns and Violations**

- Every person to whom the Policy applies, is encouraged to raise valid concern(s) about any Bribery or Corruption issue or suspicion of malpractice at the earliest possible stage. The GMR Group has formulated the Whistle Blower Policy with a view to providing a mechanism for the Personnel to raise concern(s) on any violation of GMR Group's Policies.
- GMR Ethics Helpline (Toll Free Number 1800 1020 467 & Email: [gmr@ethicshelpline.in](mailto:gmr@ethicshelpline.in)).

#### **Refer to the link provided below:**

[https://investor.gmrpui.com/pdf/ABAC%20Policy%20\\_Oct2022\\_Final.pdf](https://investor.gmrpui.com/pdf/ABAC%20Policy%20_Oct2022_Final.pdf)

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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
<b>R&amp;D</b>	0	0	–
<b>Capex</b>	0	0	–

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes

**b. If yes, what percentage of inputs were sourced sustainably?**

8.2% of total procurement was locally sourced (from within suppliers within the state/ district)



**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

1. Plastics waste: It is generated in both the entities of GPUIL, however plastic waste is usually generated through packaging items only. Waste is sold to recyclers as scrap to divert from landfill.
2. E-waste & Hazardous waste: E-waste is generated from usage of LED lights, computers & accessories and hazardous waste is generated in our operations and through use of DG sets. Waste is stored in designated place

& sold to authorized recyclers in order to direct from landfill. The fly ash generated is sent for road construction, Cement plants, brick manufacturing, low lying area filling. Damaged Solar PV modules are being taken care by OEM.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not applicable

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

**Essential Indicators**

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
<b>Permanent employees</b>											
Male	777	777	100	742	95	0	0	361	46	777	100
Female	36	36	100	36	100	36	100	0	0	36	100
<b>Total</b>	<b>813</b>	<b>813</b>	<b>100</b>	<b>778</b>	<b>96</b>	<b>36</b>	<b>100</b>	<b>361</b>	<b>44</b>	<b>813</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\* Day care facilities are available for all the employees, with usage varying from time to time.

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

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
<b>Permanent workers :</b>	<b>Not applicable</b>										
<b>Other than Permanent workers</b>											
Male	2102	1892	90	210	10	0	0	0	0	0	0
Female	72	72	0	0	0	72	100	0	0	72	100
<b>Total</b>	<b>2174</b>	<b>1964</b>	<b>90</b>	<b>210</b>	<b>10</b>	<b>72</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>100</b>

**2. Details of retirement benefits, for Current FY and Previous FY.**

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	N.A.	Y	100	N.A.	Y
Gratuity	100	N.A.	Y	100	N.A.	Y
ESI	100	N.A.	Y	100	N.A.	Y
Others - please specify	-	-	-	-	-	-

\* There are no permanent workers engaged by the Company

**3. Accessibility of workplaces**

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Yes, our offices/premises are accessible to differently abled employees and workers.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

GPUIL has a group-level enforced Code of Business Conduct and Ethics that includes guidelines for equal opportunities to all employees. Zero tolerance to discrimination based on community, race or gender.

[GMR Code of Business Ethics 2022.pdf \(gmrpui.com\)](#)

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
<b>Total</b>	<b>100%</b>	<b>100%</b>	N.A.	N.A.

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.**

	<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
Permanent Workers	Yes, GMR has a Whistle Blower Policy for grievance redressal, which provides a mechanism for employees, including both full-time (PMP Appeals, Ethics Help line), part-time employees, contractual workers (Suggestion Box, Safety Committee, Mass Meeting) and others included in the value chain to report any concerns or grievances. The policy aims to ensure that genuine complainants are able to raise their concerns in full confidence, without any fear of retaliation or victimization and also allows for anonymous reporting of complaints.
Other than Permanent Workers	
Permanent Employees	For employees, we have a separate Employee Grievance Policy. Any Whistle Blower making a complaint under this Policy may make a Disclosure to the Ombudsperson through oral or digital modes of communication. Toll Free No. - 1800 1020 467 Email- gmr@ethicshelpline.in
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category(A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B/A)	Total employees/workers in respective category(C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D/C)
<b>Total Permanent Employees</b>	At GMR Group, there are no trade unions.					
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Male	777	777	100	777	100	784	784	100	784	100
Female	36	36	100	36	100	37	37	100	37	100
<b>Total</b>	<b>813</b>	<b>813</b>	<b>100</b>	<b>813</b>	<b>100</b>	<b>821</b>	<b>821</b>	<b>100</b>	<b>821</b>	<b>100</b>
<b>Workers</b>										
Male	0	0	-	0	0	0	-	-	0	0
Female	0	0	-	0	0	0	-	-	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	777	749	96	784	773	98.5
Female	36	31	86	37	30	81
<b>Total</b>	<b>813</b>	<b>780</b>	<b>96</b>	<b>821</b>	<b>803</b>	<b>98</b>
<b>Workers</b>						
Male	2102	2102	100	0	0	0
Female	72	72	100	0	0	0
<b>Total</b>	<b>2174</b>	<b>2174</b>	<b>96</b>	<b>0</b>	<b>0</b>	<b>0</b>

**10. Health and safety management system:**

**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, GPUIL along with its subsidiaries has implemented occupational health and safety management system covering 100% of its operations. GPUIL's entities in both Energy and transportation sector are certified to ISO 45001 and OHSAS 18001. The HSE policy is driven by its commitment to ensure good health and well-being for all its employees. It provides a comprehensive framework for ensuring a safe and incidence-free workplace, effective investment in health promotion and disease prevention at all levels of the business.

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

**basis by the entity?**

GPUIL along with its subsidiaries has implemented a health and safety risk management system to undertake safety audits and identify work related hazards in our operations.

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

Yes, GPUIL has established processes in its subsidiaries for workers to report the work-related hazards and to remove themselves from such risks.

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

Yes. GMR Group has medical centers at all the offices which are accessible to the employees and workers.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure.
- Hierarchy of controls is followed for application of risk control measures, Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range.
- Safety Committees are in place at various levels to review the adequacy of resources for safety and to provide support for safety management system deployment.
- Deployment of Safe and Healthy system of work is assured through periodic safety audits and inspections across sites.

Specifically, the energy sector entities have implemented the following measures:

- The energy sector has a well-established procedure for

consultation and participation of stakeholders

- Needs and expectations of employees, workers and other stakeholders being identified through the various forums explained in the procedure.
- Involvement in the development and review of policy and procedures to manage risks.
- Consultation when there are any changes that affect environment, workplace health and safety.
- The role of employees representing on this forum is clearly defined
- Management reviews (Monthly Safety Committee, MRM,)
- Safety Improvement systems
- Plant Safety Leaders
- Auxiliary Fire Fighting Force (AFFF)
- Relevant stakeholders are involved during Policy setting and development of scope for OHSMS in GWEL.
- Employees are encouraged to suggest improvements in

OH&S management through suggestion scheme, Near miss reporting, system improvement plan and Idea factory.

- Encouraged to take part in identification of non-conformities, Safety Observations and HIRA preparation.
- All relevant stakeholders are involved in the OHS objective setting process and development of plans for effective implementation of the identified targets.

- Stakeholders needs are addressed during the procurement stage. OHSMS policy and GMR group's values & beliefs, Business ethics are shared to vendors.
- Periodic feedback is done through Vendor Evaluation survey to understand their needs and further development in OHSMS system.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	
Health & Safety	0	0	-	0	0	

**14. Assessments for the year:**

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

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

- Processes are in place in case of safety related accidents to being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment is also checked during safety Audits.
- Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through elimination of manual job by use of Technology/Digitization, Safety Capability Building, Monitoring and supervision, etc.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

(A) Employees: Yes

(B) Workers: Yes

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

Through HR Clearance in every month before depositing the bills

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY2021-22	FY 2022-23	FY2021-22
Employees	0	0	0	0
Workers	0	0	0	0

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

**Essential Indicators**

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

- GPUIL along with its subsidiaries identifies its stakeholder groups through the Stakeholder Engagement and Materiality Assessment (SEMA) process.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Groups	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key Topics and Concerns raised during such engagement
Employee	No	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	Half-yearly	
		KM Sessions, Idea factory camps, 5S session	Periodically	
		Email, wallpaper and screensaver	Periodically	
		Internal employee feedback surveys	Periodically	
		Company intranet - Navyata Digital HR		
		Employee helpline	Periodically	
		Trainings and workshops		
		B2B relationship meeting	Periodically	
		Conference and forums	Periodically	
		GMR Awards	Periodically	
Feedback	Periodically			
Customers	No	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	
Business Associate	No	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	

Stakeholder Groups	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key Topics and Concerns raised during such engagement
Government/ Regulators	No	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> <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>
		Event and Conference	Periodically	
		Power plant tours	Periodically	
		Policy papers, testimony and briefings	On-going	
		Regulatory proceedings and rate cases	On-going	
		CEA and state authority reporting	Periodically	
		Reporting in compliance with national and local requirements across all sites	Periodically	
Society (Community)	No, except in few cases of CSR Initiatives for marginalized communities	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 initiatives</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	
Suppliers	No	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>
Investors and shareholders	No	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	
		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	
		Traditional and social media	Periodically	
		Periodic Stock Exchange intimation	Periodically	

Stakeholder Groups	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key Topics and Concerns raised during such engagement
Industry observers	No	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		
Media	No	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	

**PRINCIPLE 5: Businesses should respect and promote human rights**

**Essential Indicators**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	813	813	100	821	821	100
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>813</b>	<b>813</b>	<b>100</b>	<b>821</b>	<b>821</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	2174	2174	100	2195	2195	100
<b>Total Workers</b>	<b>2174</b>	<b>2174</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>



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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Permanent	813	55	7	758	93	821	560	68	261	32
Male	777	44	6	733	94	784	537	68	247	32
Female	36	11	31	25	69	37	23	62	14	38
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	2174	1390	64	784	36	2195	1373	63	822	37
Male	2102	1320	63	782	37	2125	1305	61	820	39
Female	72	70	97	2	3	70	68	97	2	3

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

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	11	1,87,64,173	0	0
Key Managerial Personnel	3	76,18,007	0	0
Employees other than BoD and KMP	113	13,98,991	4	7,16,556
Workers	0	0	0	0

\* Out of 11 directors, remuneration paid to 2 two executive directors. Six independent directors were paid sitting fee and not considered in the determination of the median remuneration.

\*\* Managing director has been included in the category of KMP and not in Board of directors.

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

Yes

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

Human rights aspects and grievance redressal is mentioned in our Code of Business Conduct and Ethics Refer to our Code of Business Conduct and Ethics-

<https://investor.gmrpui.com/code-of-conduct>

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

Complaints	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human Rights related issues	0	0	-	0	0	-

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

Refer to our Code of Business Conduct and Ethics-  
<https://investor.gmrpi.com/code-of-conduct>

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

Yes

**9. Assessments for the year:**

Complaints	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Others - please specify	This is assessed by 3rd party under SA 8000 Management system. GWEL is having SA 8000. No cases/Complaints reported.

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

Not applicable

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

**Essential Indicators**

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

**Energy Sector**

Parameter	FY 2022-23 (GJ)	FY 2021-22 (GJ)
Total electricity consumption (A)	1,61,731.3	1,42,386.9
Total fuel consumption (B)	11,05,44,556.6	10,64,03,842.0
Energy consumption through other sources (C)	59,217.4	63,381.2
<b>Total energy consumption (A+B+C)</b>	<b>11,07,65,505.3</b>	<b>10,66,09,610.0</b>

**Transportation sector:-**

Parameter	FY 2022-23 (GJ)	FY 2021-22 (GJ)
Total electricity consumption (A)	30,330.0	30,094.56
Total fuel consumption (B)	4,001.3	4,000.3
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>34,331.3</b>	<b>34,094.8</b>

Parameter	FY 2022-23	FY 2021-22
GPUIL*	18.80	18.09
Energy intensity per rupee of turnover (Total energy consumption (TJ) / turnover in crores)		

\*For Energy Sector GKEL, GWEL, Bajoli Holi, GGAL, Gujarat Solar, Rajam and for Transportation Sector both Highways and DFCC are considered for the intensity calculation

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes. For the energy sector GKEL data was assessed through M/s Betcon in November 2021.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

For energy sector:

Yes, GKEL IS DC under PAT CYCLE V. Target is achieved

GWEL - Target NHR - 2554.62 kcal/KWh

Achieved NHR - 2524.24 Kcal/KWh

GWEL is Under PAT Cycle-II & have over-achieved target by 30 Kcal/kWh

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

**Energy Sector:**

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2,33,86,166	2,13,24,565
(ii) Groundwater	183	182
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	19,28,249	27,80,087
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,53,14,598</b>	<b>2,41,04,834</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,55,83,018</b>	<b>2,42,54,779</b>

\*Water data includes GKEL, GWEL and Rajam

**Transportation sector:**

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.0	0.0
(ii) Groundwater	45,605.6	48,851.5
(iii) Third party water	0.0	0.0
(iv) Seawater / desalinated water	0.0	0.0
(v) Others	0.0	0.0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>45,605.6</b>	<b>48,851.5</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>45,605.6</b>	<b>48,851.5</b>

*\*Water data includes Highways and DFCC*

Parameter	FY 2022-23	FY 2021-22
<b>Water intensity per rupee of turnover (Water consumed (KL) / turnover (in crores)</b>	4,350	5,676

*\*For Transportation Sector both Highways and DFCC are considered and for Energy Sector no entity was considered for the intensity calculation*

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No independent assessment has been carried out for the KPIS mentioned above in FY 2022-23.

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

ZERO Liquid Discharge Strategy:

GKEL & GWEL of Energy sector and DFCC project of Transportation sector have implemented system of Zero Liquid Discharge in design Stage only. All wastewater is purified & recycled hence, leaving Zero Discharge outside the plant at end of treatment cycle.

We are having individual scheme of treatment for reuse/ recycle of different wastewater being generated.

Domestic water after treatment is used for Green Belt Development while Industrial effluent after treatment is used for various process applications with Zero Water Discharge outside the system.

PT Plant Waste: PT plant waste is generated from PT clarifier and also from ERS clarifier. Sludge and water is been separated through sludge handling system, which consists of sludge pit-Sludge Thickener- Centrifuge Feed tank- Centrifuge- Sludge Transfer point. Water is being separated in this process is recycled back to Reservoir through the Supernatant tank. RGSF back wash waste is also being collected in supernatant tank, which is being recycled back to reservoir after the settlement of impurities. Solid Sludge separated in the aforementioned process

is collected in Trolley truck and disposed off through accredited authority as per standard procedure.

RO-DM Waste: Wastewater is being generated during the generation of RO- DM water is collected in Effluent collection (EC Pit) Pit. Acid and Alkali treatment scheme is provided for Neutralization of EC pit waste. After the neutralization process, treated water is used for the Ash handling plant and also Coal handling plant for dust suppression etc.,

Circulating water waste: Circulating water system COC (Cycle of Concentration) is being operated at greater than 7 against design of 4 to optimize on water consumption. With the help of specialized chemicals, key operating parameters of circulating water are being maintained so as to control Bio growth, corrosion, scaling and deposits. The system blow-down requirement is met by discharging waste through the Effluent recovery system (ERS) & Fire Fighting System. Further water from ERS is passed through clarifier- MGF- UF- RO system. Treated effluent from the aforementioned ERS is utilized for DM water production.

Domestic water waste: All the domestic effluents being collected in collection sump of STP. STP system consists of collection sump- Collection chamber- FBR (Fluidized Bed Reactor)- Tube settler- Clarifier storage tank- Filter Press. Treated water from the STP used for Green belt development.

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

**For Energy sector:**

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Mg/Nm <sup>3</sup>	304	294
SOx	Mg/Nm <sup>3</sup>	1,178	1,196
Particulate matter (PM)	Mg/Nm <sup>3</sup>	39	38
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others, please specify	NA	NA	NA

\*Air emissions data includes data from GKEL and GWEL

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Pollution Control Board Approved agency does the independent assessment/ evaluation of our Emissions data.

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

**Energy Sector**

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,26,05,008	1,20,25,573
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	926	1,032

\*Air emissions data includes data from GKEL and GWEL

**Transportation sector**

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	22	21
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	296	296

\*Emissions data includes Highways and DFCC

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 and Scope 2 emissions / turnover (in crores)*</b>	tonnes of CO <sub>2</sub> / turnover	2139	2,809

**\*At GPUIL level**

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

ISO 14064 standard is implemented at GKEL and GWEL. As a part of this system, certifying agency does the assessment.

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

**Energy Sector:**

**GKEL**

S. No	Details of project	FY 2022-23 (energy saving in kWh)	FY 2021-22 (energy saving in kWh)
1	Replacement of conventional light to LED in FY 2021-22	79,174	86,928
2	Compressor replacement 1 No in FY 2021-22	4,37,580	1,19,340
3	Replacement of conventional light to LED in FY 2022-23	21,404	0
4	Compressor replacement 1 No in FY 2022-23	2,38,680	0

**GWEL**

S. No	Details of project	FY 2022-23 (energy saving in kWh)	FY 2021-22 (energy saving in kWh)
1	Auxiliary Power Consumption reduction through removal of short Column Pipe in River Water Pump	-	61,706
2	Installation of Airtron-AC Energy Saver for energy conservation in Air Conditioner	-	29,134
3	BFP Power Consumption Optimization by Replacement of Existing Valve with Modified RC Valve	-	17,86,220
4	Power Consumption Optimization through 3 Mill Operation during low load operation	-	2,64,005
5	Installation of Intelligent Flow Controller & Intelligent Compressor Controller in Compressed Air System for Energy Conservation	2,32,505	-
6	Anti-Erosion Ceramic Coating in Flue Gas duct	75,97,789	-
7	AHP Power Consumption Optimization through Cycle Time Reduction	22,40,540	-
8	BFP Power Consumption Reduction through FRS Operation Optimization	19,05,000	-

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

**Energy Sector**

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1.652	2.158
E-waste (B)	7.498	0.838
Bio-medical waste (C)	0.04096	0.05401
Construction and demolition waste (D)	0	0
Battery waste (E)	13.05	19.593
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	44.99	29.60
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	930396	821091
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>930463.234</b>	<b>821143.246</b>

Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0	0
(ii) Re-used	6,78,882	5,27,103
(iii) Other recovery operations	0	0
<b>Total</b>	<b>6,78,882</b>	<b>5,27,103</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	00
(ii) Landfilling	9.87	11.66
(iii) Other disposal operations	0	0
<b>Total</b>	<b>9.87</b>	<b>11.66</b>

#### Transportation Sector

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated</b>		
Plastic waste (in MT) <b>(A)</b>	0	0
E-waste (in MT) <b>(B)</b>	0	0
Bio-medical waste (in MT) <b>(C)</b>	0	0
Construction and demolition Waste (in MT) <b>(D)</b>	51.78	131.72
Battery waste (in MT) <b>(E)</b>	0	0
Radioactive waste (in MT) <b>(F)</b>	0	0
Other Hazardous waste. Please specify, if any. (G) (in Liters)	5468	2767.8
Other Hazardous waste. Please specify, if any. (G.i) (in nos.)	905	557
Other Non-hazardous waste generated (in MT) (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	312.41	113.98
Total (G) Ltrs	5468	2767.8
Total (G.i) Nos.	905	557
Total (A+B + C + D + E + F + H) MT	364.19	245.7
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled (in MT)	312.41	113.98
(ii) Re-used (in MT)	51.78	131.72
(ii.a) Re-used (in Litres)	5468	2767.8
(iii) Other recovery options (in MT)	0	0
<b>Total (in Ltrs)</b>	<b>5468</b>	<b>2767.8</b>
<b>Total (in MT)</b>	<b>364.19</b>	<b>245.7</b>

Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration (Nos.)	905	557
(ii) Landfilling (in MT)	0	0
(iii) Other disposal options (in MT)	0	0
<b>Total</b>	<b>905</b>	<b>557</b>

\*Waste data includes Highways and DFCC

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

Waste management practices at GKEL and GWEL:

1. Fly ash: Generated fly ash is collected in closed silos & send to cement manufacturing plant, fly ash brick plant & construction of road.
2. Used oil: Used oil collect from process & store in Hazardous waste shed. It is sold to authorized recyclers.
3. E-waste: Generated E-waste stored at e-waste shed & sell to authorized recyclers.
4. Battery waste: Collected battery waste store at Hazardous Waste shed and sell to authorized recyclers under buy back policy.

At Bajoli Holi, a bio-medical waste pit is developed at site as per IS standard. The quantity of waste being quite less, a deep burial pit has been constructed, which is safe and in compliance to PCB.

Waste management procedure is duly defined in the IMS manual of the organisation. All the Hazardous/Non-Hazardous waste are defined in the procedure as per which Segregation, collection, disposal is defined. Reduction targets are taken in the Objective and targets of the individual departments and same is being reviewed on monthly basis.

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	GMR Kamalanga Energy Limited, AT/PO: Kamalanga, PS: Kantabania, VIA: Meramundali, Dist: Dhenkanal, Odisha Pin 759121.	Power Generation	Yes
2	GMR WARORA Energy Ltd Plot-B-1, MIDC Growth Centre Mohabala-Tehsil-Warora, Maharashtra - 442907	Power Generation	Yes



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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not applicable

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, all the plants and entities are compliant with the above referred Laws/ Rules

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
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Not applicable

**Leadership Indicators**

**1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

**For Energy sector:**

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0</b>	<b>0</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	11,57,128.524	12,89,195
Total fuel consumption (E)	78,84,077.394	77,76,975
Energy consumption through other sources (F)	959.65	850
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>27,60,999.568</b>	<b>23,20,301</b>

*\*Electricity consumption is considered for GKEL & GWEL*

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No**

**2. Provide the following details related to water discharged:**

**For Energy sector:**

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres) -</b>		
(i) To Surface water		
- No treatment	Our Plant is Zero Liquid Discharge entity. All the effluent generated from process is being treated in ETP and is used in various plant activities.	Our Plant is Zero Liquid Discharge entity. All the effluent generated from process is being treated in ETP and is used in various plant activities.
- With treatment - please specify level of Treatment	Primary, Secondary and Tertiary	Primary, Secondary and Tertiary
(ii) To Groundwater		
- No treatment	45.84	183.384
- With treatment - please specify level of Treatment	-	-
(iii) To Seawater		
- No treatment	No treatment	No treatment
- With treatment - please specify level of Treatment	-	-
(iv) Sent to third-parties		
- No treatment	No treatment	No treatment
- With treatment - please specify level of Treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of Treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>45.84</b>	<b>183.384</b>

The GKEL & GWEL Plant is Zero Liquid Discharge entity. All the effluent generated from process is being treated in ETP and is used in various plant activities.

Water is discharged to groundwater at Rajam.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No

**3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): NA**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of Area
- (ii) Nature of Operations

(iii) Water Withdrawal, Consumption and Discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	NA	NA
<b>Total volume of water consumption (in kilolitres)</b>	NA	NA
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	NA	NA
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

**For Energy Sector:**

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,15,751.20	1,95,697.90
<b>Total Scope 3 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/ rupee	0.000015	0.00013

\*Emissions data includes data from GKEL and GWEL

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. NA

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	100% ash utilization	100 % fly ash utilization is ensured. Total legacy ash also utilized.	Cumulative fly ash is null.
2.	DFDS installed at truck tippler	To mitigate fugitive emission during unloading of coal truck at truck tippler, DFDS is installed and operate effectively.	Fugitive emission from truck tippler is controlled.

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

Entities have both Business Continuity & Disaster management Plan which is called as Onsite Emergency Response Plan. It comprises of all the expected emergency that can take place in Thermal Power Plant and mitigation measures for the same.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No Significant adverse environmental impact has been observed arising from the value chain

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

100%

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

**Essential Indicators**

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

Nil

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

The Company is working on availing membership from the various industry chambers / associations .

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable	Not Applicable	Not Applicable

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

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

Though it is not mandated, GMR Varalaksmi Foundation (GMRVF) conducted final impact evaluation of Livelihood Restoration Program at Kamalanga through a third party during the year. The program which was implemented over a period of six years has benefited about 1500 project affected families ; GWEL and GKEL are certified under ISO 26000 which is a CSR standard by reputed agency Bureau Veritas

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
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NA

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

GMRVF, CSR arm of GMR Group, is implementing various community development initiatives for the benefit of communities around the business locations of GPUIL. To address any grievances from the communities, comprehensive mechanism for receiving grievances and addressing those community issues under CSR was devised and implemented through GMRVF. The status of various grievances received and addressed are being tracked by the CSR team.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	4.9%	1.6%
Sourced directly from within the district and neighbouring districts	4.8%	4.3%

**Leadership Indicators**

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

Sr. No.	State	Aspirational District	Amount spent (₹ in crore)
1	Odisha	Dhenkanal (Supporting 10 government schools, one English medium DAV school, 16 Anganwadi, Running a Mobile Medical Unit, Tele-medicine program, Farm and non-farm livelihood support activities), Infrastructure development in periphery villages	3.27
2	Himachal Pradesh	Chamba (Supporting government schools, running a Mobile Medical Unit and health outreach programs, livelihood support activities)	0.30

**2. Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education - Support to Government Schools	7580	100
2.	Health - Mobile Medical Unit	28400	90
3.	Health- Evening Medical Clinics	16250	80
4.	Health-camps	19500	90
5.	Health - Awareness camps	38000	70
6.	Health- Nutrition Centers	222	100
7.	Water ATM	3500	50
8.	Vocational Training	200	100
9.	Livelihoods-Farming	505	90
10.	Livelihoods - Non-farm	150	90

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

**Essential Indicator**

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

**GKEL & GWEL**

The Customers can use several access mechanisms that best suits their requirement, in order to register a query or a complaint. Daily mail communication sent to the Customers by the Plant Shift-in-charge to the Customers regarding Scheduling / Curtailment / Consent also includes the website link to the PPA team. However, the most preferred and regular communication of the PPA Customer is with the Plant Operations Shift-in-charge since they are mostly operational in nature.

All queries / complaints are logged in the complaint register maintained in the Operations Department. If the nature of the query / complaint is within the purview of the shift-in-charge's responsibility, then he is responsible for the closure of the same within the prescribed time limit and subsequently inform the Customer of the closure/response upon completion of the action.

The records of all such communication are maintained with the Shift-in-charge. If the nature of the query/complaint requires escalation, then COO is consulted for effective resolution. In addition, the query / complaint data is reviewed in the daily operations meeting and also in the monthly operation review meeting which is chaired by CEO for trends and these form the basis for continuous improvement projects to "deliver the promise" which is one of GMR's core values. There have been no complaints thus far and all communication with the Customer is for the scheduling / consent / curtailment

**Bajoli Holi**

There are 2 Beneficiaries to Bajoli Holi, One is UPPCL and another is DIAL. PPA management team receive the complaints and being resolved by them over Phones and Emails. Separate logs are not created for the same.

**GETL**

Consumers raise complaints in case of energy accounting, billing and settlement related which are specific to particular contract terms and conditions. Customers viz. Seller(s) or Buyer(s) as the case may be are handled by dedicated relationship manager who handles such complaints end to end by seeking internal co-ordination with concerned team depending upon queries related to business operations, commercial or contracts as the case may be.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

Complaints	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	3	NIL	All complaints resolved within requisite timelines specified in contracts	5	NIL	All complaints resolved within requisite timelines specified in contracts
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes. The privacy policy is published on GMR website and the link for the same has been provided. Information Security and Cyber Security Policy exists and is not published in public domain. The policy can be shared with required stakeholders. (<https://www.gmrgroup.in/privacy-policy/>)

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

There have been no issues reported with respect to cyber security and data privacy. There is Next Generation 24x7 Security Operations Centre (SOC) which provides Cyber Threats Detection & Response capabilities to ensure quick and effective detection and response to information and cyber security incidents.