

Energy in action™





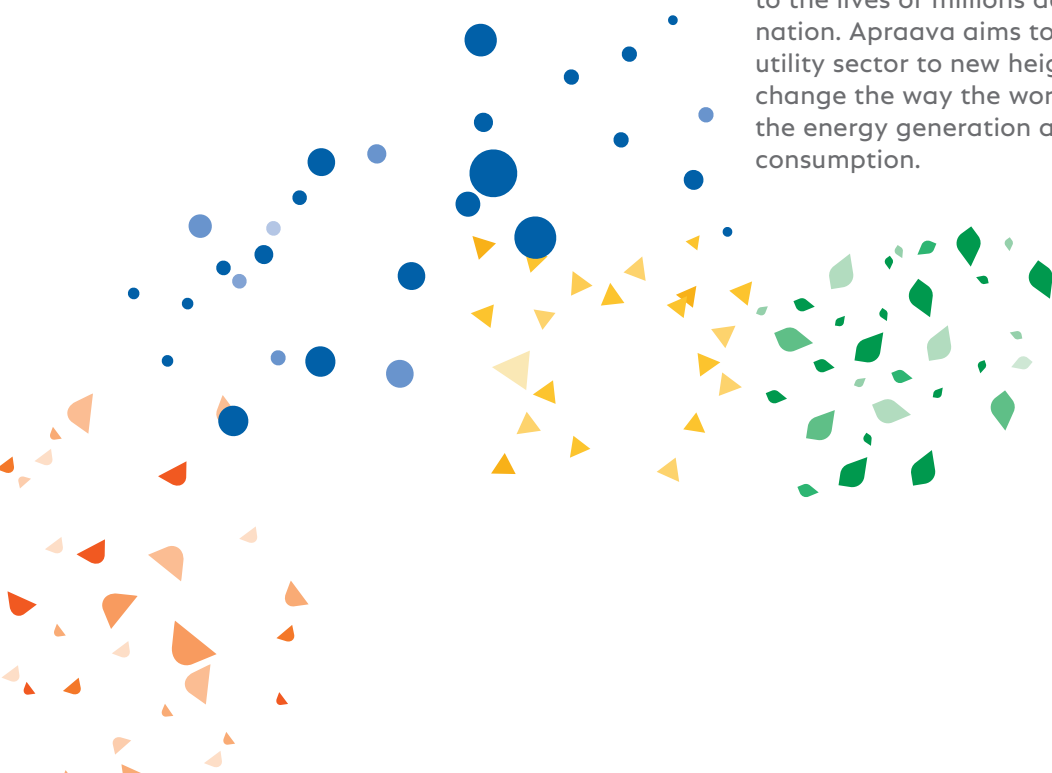
Energy in action™

It is unthinkable to imagine a world without energy today. But making energy a quintessential part of our lives should not have to come at the cost of the earth's resources. Building a tomorrow that does not compromise on the needs of today while consciously using resources is how we, at Apraava Energy, envision the future of energy to be.

We are progressive in our efforts towards attaining carbon neutrality and climate consciousness through which sustainable energy solutions can be easily achieved. Helmed by a diverse team, robust management systems and cutting-edge technology, we attempt to bring positive change to the lives of millions across the nation. Apraava aims to take the utility sector to new heights and change the way the world perceives the energy generation and consumption.

At Apraava, every action we take is mindful of our impact on the environment. We have worked diligently to lower our carbon footprint in energy generation by focusing on renewable energy. To increase our impact, we have ventured into power transmission along with our core business operations. The theme of our sustainability report for FY 2020-21—Energy in action™— reflects our intent of aligning Apraava's operations with Environmental, Social and Governance (ESG) parameters and Sustainable Development Goals (SDGs).

We are ready to set benchmarks as one of India's most sustainable energy providers. We don't just believe in producing energy responsibly, but energy that drives all-round progress, inspires sustainable change and creates a climate-conscious ecosystem.



Contents

4 Managing Director's Message

6 Rooted Beginnings, Inclining Ambitions

About Apraava Energy	7
Our Business Areas	9
Our Performance and Priorities	11
About this Report	13
Our Achievements	15
Economic Performance	16

18 Sustainability and Us

Sustainability through Responsibility	19
Engaging with Stakeholders	21
Material Matters	24

25 Governance & Leadership

Corporate Policies	27
Board Demographics	30
Apraava Energy Committees and Governance Structure	31
Enterprise Risk Management	35
Apraava Energy's Future Strategy	38

40 Attaining Operational Excellence

Areas of Engagement	42
Jhajjar Power Plant	42
Wind Energy Projects	42
Solar Energy Projects	42
Power Transmission Projects	42
How we Leverage Operational Efficiency?	43
Responsible Supply Chain Management	50
Digital Transformation	53

57 Improving Our Environmental Footprint

Environment Management	59
GHG Emissions	62
Health of our Atmosphere	63
Water as a Resource	64
Waste and by-product Recycling and Reuse	66
Environmental Compliance	71
Protecting Biodiversity	72

74 Creating a Conscious Workplace Culture

Total Employee Experience	76
Training and Skill Development	79
Diversity, Equity & Inclusion (DE&I)	84
Remuneration	87
Building a Culture of Health & Safety	90
Safety Governance	91
Health & Safety During Covid-19	94
Prioritising Safety of Employees	95

98 Engaging Communities: Enabling Equitable Growth

Environment Care and Climate Action	102
Women and Youth Empowerment	104
Healthcare Initiatives	106
Community Need Assessment	107

114 Mapping with UN Global Compact Principles

115 Mapping with SDGs

116 Abbreviations

118 GRI Standards Index

130 Feedback Form

131 Independent Assurance Statement

Managing Director's Message



Apraava Energy is committed to putting its energy into action in order to create a business that cares about people, the environment and society, while creating value for all stakeholders.

Dear Reader,

I take immense pleasure in presenting to you our Sustainability Report for the year 2020-21, our first as **Apraava Energy**.

Our new brand identity, epitomising an entity that harnesses multiple forces, has been inspired by the four elements of nature that power our very existence. Apraava is an amalgamation of the Sanskrit words—Agni (Fire), Prithvi (Earth), Ambu (Water) and Vayu (Wind).

Just as the four elements complement each other and coexist to maintain balance, Apraava Energy seeks to pursue long-term sustainable growth that is good for people, the planet and the bottom line in collaboration with all our internal and external stakeholders.

The report is an articulation of our vision to achieve this ambitious goal. This is our second Sustainability Report to be prepared 'In Accordance Core Criteria' of the Global Reporting Initiative (GRI) standards. It represents a quantitative and qualitative analysis of our activities and their impact on the environment, social and economic factors. For better working performance and projection of targets, the sustainability report has been externally assured by M/s Ernst & Young Associates LLP, India (EY). The data and information curated in this report will serve as a useful inventory as we work to accomplish our objectives and grow as responsible stakeholders in the power sector.

Apraava Energy's net profit after tax for FY 2020-21 stood at INR 3,373.33 million (as compared to INR 3,121.91 million for FY 2019-20). Retained earnings (including reserves) for FY 2020-21 aggregated INR 23,423.85 million, an increase of 18.83% from INR 19,712.80 million in FY 2019-20.

As on March 31, 2021, our installed capacity includes 250MW (10%) solar, 924MW (37%) wind, and 1,320MW (53%) coal power generation. During FY 2020-21, we sent out 7.19% of energy from solar, 23.44% from wind and 69.37% from coal.

Our thermal power plant, Jhajjar Power Limited (JPL), successfully met new emission norms by operating its Flue Gas Desulphurisation (FGD) units efficiently and effectively. JPL was able to utilise 100% of fly ash and bottom ash generated during FY 2020-21. Due to decreased grid demand, the energy sent out from JPL decreased to 4,546 GWh in FY 2020-21 as compared to 5,463 GWh in FY 2019-20.

In FY 2020-21, the amount of energy sent out by wind and solar plants was 1,536 GWh and 471 GWh, respectively, compared to FY 2019-20 when it was 1,735 GWh and 344 GWh respectively. Wind power sent out in FY 2020-21 dropped by about 11% compared to FY 2019-20 due to lower wind speed during peak season. However, the addition of 80MW of solar capacity combined with efficient Operations and Management (O&M) strategies resulted in about 37% increase in solar energy sent out in FY 2020-21 over FY 2019-20.

Apraava Energy's Greenhouse Gas (GHG) emission intensity decreased to 0.62 kgCO₂e/kWh in FY 2020-21, down from 0.67 kgCO₂e/kWh in FY 2019-20, an almost 7% decrease in GHG emissions. Our investors, the CLP Group and Caisse de dépôt et placement du Québec (CDPQ), have made significant commitments to climate action, in turn, driving us to actively expand our portfolio of low-carbon businesses. In this direction, a 250MW wind project is now under construction in Gujarat.

This, as well as other low-carbon business opportunities now being explored, will help us lower our GHG emissions even further and contribute to greening our business.

Our focus on Operational Excellence has not only resulted in better operational output and plant availability but has also contributed to higher safety performance. During FY 2020-21, JPL achieved 91.70% availability with a Plant Load Factor (PLF) of 42.14%. In FY 2020-21, overall availability and PLF of plants in our wind portfolio were 95.62% and 18.97% respectively while that of our solar plants were 95.85% and 21.16% respectively.

In FY 2020-21, our transmission asset, Satpura Transco Private Limited (STPL), introduced a mobile application called NAINA to improve monitoring and maintenance. Since its acquisition in November 2019, STPL has achieved 99.99% system availability due to efficient O&M standards and proactive maintenance measures.

Transitions in climate have aggravated challenges faced by businesses. However, these externalities can be addressed with the right strategy and an efficient team. Our business decisions continue to promote resource conservation and biodiversity protection. Additionally, we are in the process of conceiving efforts such as the elimination of single-use plastics, zero waste to landfill, energy efficient lighting at all our locations, paperless office, etc. that embody the spirit of our goal. We plan to conduct a comprehensive biodiversity assessment of our operations and develop a long-term biodiversity strategy within two to three years of starting the assessment process.

People are our greatest asset and central to achieving the objectives set forth under our renewed brand identity. We prioritise safety and health of our employees, contract partners and the communities we operate in. The results of the safety parameters for FY 2020-21 were positive with zero fatalities across Apraava Energy operations. The organisation also stepped forward and introduced a series of measures to ensure overall well-being of employees, their families and communities during the COVID-19 pandemic.

Diversity, Equity and Inclusion (DE&I) is a strategic pillar of growth for us. Consequently, we are taking measured steps towards becoming a truly diverse and inclusive organisation. In August 2020, we became signatories to the Women's Empowerment Principles (WEP) established by UN Global Compact and UN Women, thereby reasserting our commitment to diversity and gender equality. Apraava Energy's DE&I council was formed in 2020 to facilitate conversations, develop strategic objectives and provide a more focused direction to our DE&I efforts.

Our CSR programmes, implemented across locations where we operate, are in line with multiple Sustainable Development Goals (SDGs). Education, health and sanitation, skill development and climate change, among other issues, remain areas that we are

deeply committed to impacting through our efforts, with a strong emphasis on women and youth empowerment. During FY 2020-21, our CSR programmes touched the lives of over 400,000 individuals.

Staying rooted while embracing relevant emerging technologies remains a priority for us. We are in the process of adopting a dynamic Enterprise Resource Planning (ERP) system tailored to our business for leveraging latest technologies. A digital transformation roadmap is being developed to meet our future needs and to augment our business' cybersecurity.

The loftiest of our goals is the determination to double our energy portfolio in the next four years and become one of India's leading renewable energy producers. We strive to be more environment-friendly and implement Science Based Targets initiative (SBTi) to achieve our low-carbon business goals more effectively. Simultaneously, as part of our commitment to create social value, we aim to positively impact two million lives by 2025. We have also undertaken an engagement exercise to review our purpose, vision, mission and values and align the same with our future strategy.

I believe that the information presented in this report will help you repose trust in Apraava Energy's long-term business objectives. Each of the elements of nature play critical individual roles in stimulating life but it is their combined force that truly activates the very being. We look forward to your participation and feedback in energising our sustainability efforts as we sprint ahead towards a greener future.

Thank You.



Rajiv Ranjan Mishra

Managing Director
Apraava Energy Private Limited





Rooted Beginnings, Inclining Ambitions

About Apraava Energy

Apraava Energy Private Limited (formerly known as CLP India Private Limited*) is one of India's leading Independent Power Producers (IPPs), operational for close to two decades. Apraava's investment is spread across a diversified and environment-friendly power generation portfolio that covers renewable energy, super critical coal and gas-fired generation. The Company is supported by marquee & long-term global investors, CLP Group & CDPQ. With a technologically advanced and diversified portfolio of over 3,000 MW, Apraava has recently ventured into power transmission. We have successfully developed a portfolio that balances stakeholder expectations related to environmental protection, affordability and reliability of electricity. As on March 31, 2021, our generation portfolio included a 1,320 MW coal-fired super critical power station at Jhajjar in Haryana, 180 MW solar projects in Telangana, 70 MW solar projects in Maharashtra and 924 MW wind farms spread across Rajasthan, Gujarat, Maharashtra, Madhya Pradesh, Karnataka and Tamil Nadu. Power generated from these facilities is sold to states or privately-owned electrical utility companies. We are committed to sustainability leadership, actioned through initiatives that support robust growth in our markets, for our clients, and throughout our Company while being ecologically sound.



1,320 MW
coal-fired super critical power
station at Jhajjar in Haryana



924 MW
Wind farms spread across
Rajasthan, Gujarat, Maharashtra,
Madhya Pradesh, Karnataka
and Tamil Nadu



70 MW
solar projects
in Maharashtra



180 MW
solar projects
in Telangana



240 KM
Transmission line
in Madhya Pradesh

*Name change effective from 29 September 2021.

CLP India rebrands to Apraava Energy

As of October 2021, CLP India, currently owned jointly by CLP Group and CDPQ has taken on a new brand identity—Apraava Energy.

Why we Exist:

We want to change the way India produces and consumes energy by ushering in a new age of growth through greener

initiatives and meaningful action. Just as energy can never be static, we are never still; we hit the ground running the moment we set foot in India.

Apraava Energy is committed to support India's ambitions of providing clean and sustainable energy to all in the development of a low-carbon nation.

History of Apraava Energy

Apraava Energy set forth on its energy mission by acquiring a stake in the 655 MW gas-powered Paguthan Combined Cycle Power Plant (formerly known as Gujarat Paguthan Energy Corporation) in Bharuch, Gujarat in 2002. Since then, Apraava Energy's portfolio has expanded close to 3,154 MW which includes over 1174 MW of renewable energy projects and a 1,320 MW coal-fired power plant in Jhajjar, Haryana.

Our Philosophy & Values

The COVID-19 pandemic has undoubtedly sharpened the outlook and focus of organisations world over. It has given us the opportunity to reflect, regroup and restart along a path that is sustainable and all-encompassing. We, at Apraava Energy, are committed to upholding our core values in everyday decisions and actions. Following the creation of a new brand identity, a visioning exercise is underway involving all key stakeholders.

Philosophy

Apraava Energy is guided by its philosophy of 'becoming the benchmark for excellence in India'.

Values

Operational Excellence

Surpassing the industry's as well as our own standards in our processes, functions and results

Respect for all

Respect is not a privilege but a right we owe every individual

Sustainability through Responsibility

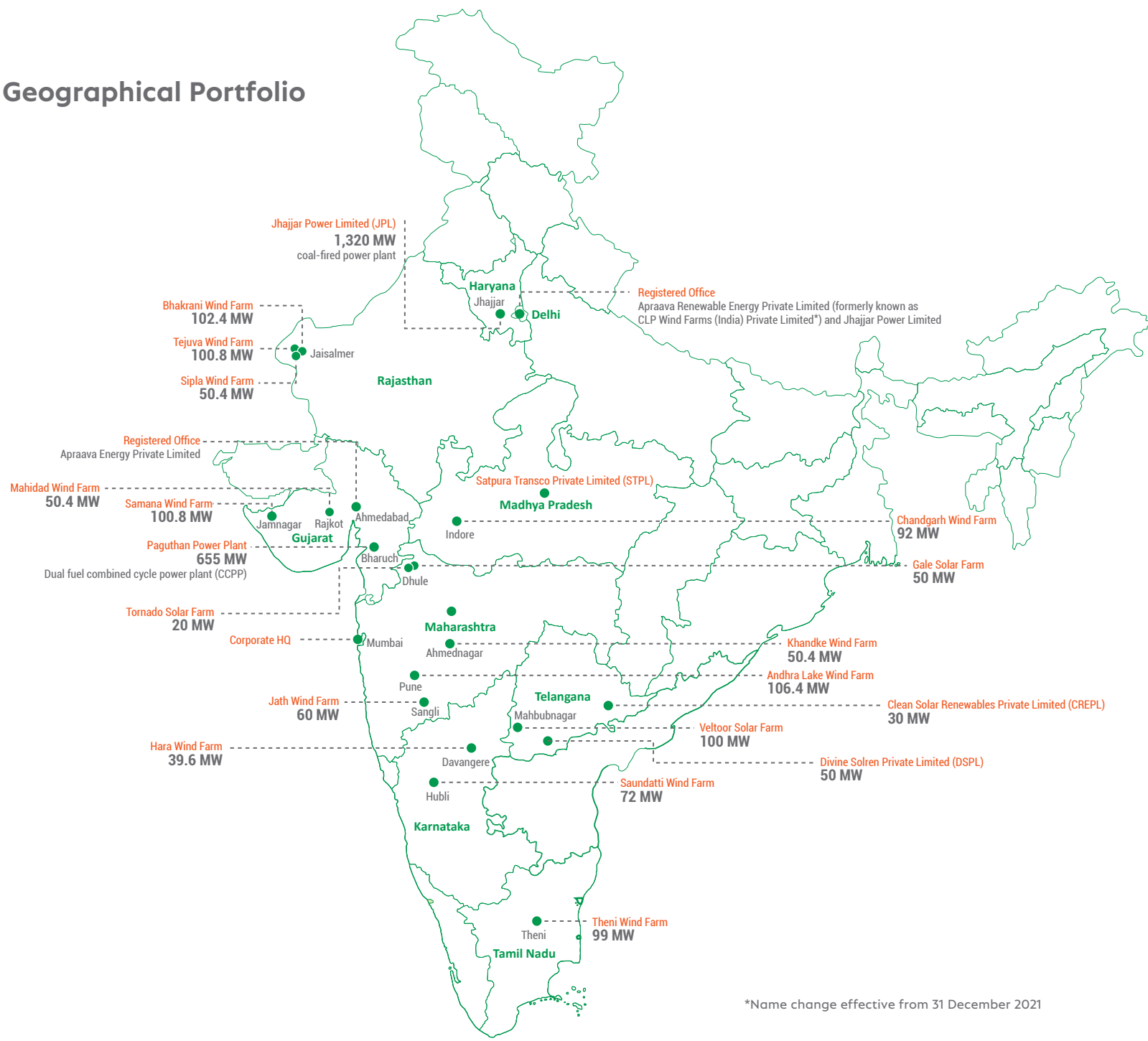
As responsible citizens, we build a business that is here to stay for generations



Apraava Energy is committed to support India's ambition of providing clean and sustainable energy to all in the development of a low-carbon nation.

Our Business Areas

Geographical Portfolio



*Name change effective from 31 December 2021

Key changes in Apraava Energy’s portfolio

Standalone Portfolio

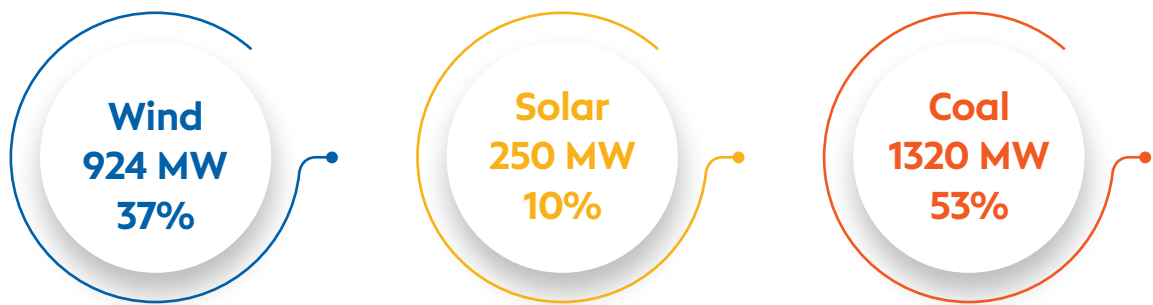
There have been no changes in the standalone portfolio of Apraava Energy in FY 2020-21.

Consolidated Portfolio

During FY 2020-21, the Company acquired the entire equity share capital of Divine Solren Private Limited (DSPL) from

Mahindra Renewables Private Limited, part of the Mahindra group, on April 16, 2020. DSPL owns a 50 MW solar power plant in Nirmal district in the state of Telangana. The Company has also entered into a Share Purchase and Shareholders Agreement with Kalpataru Power Transmission Limited and Techno Electric & Engineering Company Limited to acquire the 251-km inter-state transmission project Kohima-Mariani Transmission Limited.

Figure 1: Apraava Energy’s generation portfolio mix as on March 31, 2021



The Company acquired the entire equity share capital of Divine Solren Private Limited (DSPL) from Mahindra Renewables Private Limited, part of the Mahindra group, on April 16, 2020. DSPL owns a 50 MW solar power plant in Nirmal district in the state of Telangana.

Our Performance & Priorities



Apraava Energy has, over the years, worked to deeply integrate sustainability into its business strategies.

Our long-standing commitment to reduce the carbon intensity of our portfolio, in line with the vision of both our shareholders—CLP Group and CDPQ—is being realised by paving the way for more renewable energy and other low-carbon business opportunities.

Our ambition to turn greener is powered by:

The aspiration to be one of India's leading renewable energy players

Disciplined investment decision-making framework to increase shareholder value

Utilisation of internal accruals to drive Return on Equity (RoE) through accretive growth

Established track record of outperforming the Weighted Average Cost of Capital (WACC), as well as a commitment to maintaining a strong credit profile

This will aid in the integration of the large number of variables in renewable energy, as well as improving operational efficiency and portfolio governance.

Apraava Energy’s Factsheet

Financial highlights (On a consolidated basis)

Financial Year	Total Income (INR million)
FY 2018-19	45,715
FY 2019-20	41,863
FY 2020-21	35,327

Financial Year	EBITDA (INR million)
FY 2018-19	15,717
FY 2019-20	15,172
FY 2020-21	14,653

Financial Year	Profit after Tax (INR million)
FY 2018-19	5,170
FY 2019-20	3,122
FY 2020-21	3,373

Financial Year	Return on Capital Employed (%)
FY 2018-19	7.9%
FY 2019-20	6.7%
FY 2020-21	6.6%

ESG Highlights

Financial Year	CSR Investment (INR million)
FY 2018-19	132.7
FY 2019-20	174.0
FY 2020-21	148.3

Financial Year	Total Employees
FY 2018-19	465
FY 2019-20	467
FY 2020-21	434

Financial Year	Total Training Man-days (employees)
FY 2018-19	1,478
FY 2019-20	1,349
FY 2020-21	1,991

Financial Year	GHG Intensity (kgCO ₂ e/kWh)
FY 2018-19	0.68
FY 2019-20	0.67
FY 2020-21	0.62

Financial Year	Fatality Rate
FY 2018-19	0
FY 2019-20	0
FY 2020-21	0

Financial Year	Renewable Energy Sent out (GWh)
FY 2018-19	2,070
FY 2019-20	2,079
FY 2020-21	2,007

About this Report



The reporting scope and boundary encompass Apraava Energy and all its assets in India. The 'Geographical Portfolio' section of this report (page number 9) illustrates these assets.

Scope & Material Boundary

The reporting scope encompasses material economic, environmental, social and governance issues aligned to the Global Reporting Initiative (GRI) 2018 Core option and UN SDGs. This year's report includes additional disclosures in alignment with United Nations Global Compact (UNGC) framework.

Apraava Energy has its own policies and practises, but we also adhere to the requirements of our shareholders, CLP Holdings Limited (referred to as the CLP Group and our Group) and CDPQ. As a result, wherever possible, references have been made.

Report quality & data assurance

Apraava Energy is committed to cascading its sustainability commitment, practices and culture to its extended business partners, suppliers and contractors. The sustainability report has been published with an aim to report on ESG highlights of our value chain partners which substantively influence assessments and decisions of stakeholders.

The quality of the report is guided by GRI principles of timeliness, reliability, comparability, clarity, balance, and accuracy. All data contained in the report has been sourced internally and has undergone internal checks and controls to ensure that the information in the report is correct. Before the report is made public, Apraava Energy's senior management reviews and approves it.

In addition to internal reviews, this report that has been externally assured by an independent third-party agency. EY provided limited assurance services on this report in accordance with the International Standard on Assurance Engagements (ISAE) 3000.

Reporting period

This report, published on a financial year basis, covers Apraava Energy's sustainability performance from April 1, 2020 to March 31, 2021. All indicators presented in the report are consolidated performance figures of Apraava Energy unless otherwise stated. Apraava Energy's previous sustainability report for the year FY 2019-20 was published in December 2020.

Availability of previous years' Sustainability reports

All our past sustainability reports are available on our website: <https://www.apraava.com/>



Our Achievements

Recognition Name/ Category	Organisation conferring recognition	Award/Ranking	Company/ Plant/ Project
CII HR Excellence Award 2020	Confederation of Indian Industry (CII)	Strong Commitment to HR Excellence for the year FY 2020-2021	Apraava Renewable Energy Private Limited
Energy and Resources In-House Team of the Year 2020	Asian Legal Business (ALB) Awards	Energy and Resources In-House Team of the year 2020	Apraava Energy Legal Team
NSCI Safety Awards 2020	National Safety Council	Certificate of Appreciation	JPL
RoSPA Health & Safety Silver Awards 2020	The Royal Society for Prevention of Accidents	Silver Award	JPL
Frost & Sullivan Sustainability 4.0 Awards 2020	Frost & Sullivan	Certificate of Merit - Safety Excellence	JPL
Appreciation Letter	M/s Feedback Infra.	Successful completion of five years of O&M	STPL



Apraava Energy's sustainability performance from April 1, 2020 to March 31, 2021. All indicators presented in the report are consolidated performance figures of Apraava Energy unless otherwise stated.

Economic Performance



Management conducted a rigorous examination of its liquidity position early this year and is monitoring it on a regular basis. It has also assessed the recoverability of carrying values of Property, Plant & Equipment, and Trade Receivables, and no serious concerns have been discovered.

In March 2020, our business model's resiliency and strategy was severely affected as a result of COVID-19. Apraava Energy has adopted measures to ensure business continuity with minimal disruptions. Following COVID recovery, large-scale power source development, primarily from oil thermal power generation together with an expansion of transmission infrastructure, is being promoted to meet the rising demand for electricity accompanying rapid economic growth.

Impact of Covid-19 on financial performance in FY 2020-21

Apraava Energy is predominantly engaged in the business of generation and sale of electricity. The Ministry of New and Renewable Energy (MNRE) has issued a clarification notice granting 'must-run' status to renewable energy generating stations. Thus, since electricity has been categorised as an essential service, generation sites are operational. Consequently, the Group has been able to honour all its commitments under various Power Purchase Agreements (PPAs) to ensure uninterrupted supply of electricity.

Therefore, in FY 2020-21, there was no major impact on the Group's operations due to COVID-19. The management continues to monitor any material changes to future economic conditions and the impact thereof on the Group, if any.

Based on the group's liquidity position as on March 31, 2021 and review of cash flow projections over the next twelve months, the management believes the Group will have sufficient liquidity to operate its businesses in the ordinary course. Apraava Energy's financial factsheet for last three financial years is represented below.

The revenue from operations for FY 2020-21 aggregated INR 34,394.37 million (INR 40,048.68 million for FY 2019-20). The profit before depreciation, finance cost, exceptional items and tax expenses stood at INR 14,144.45 million (as compared to INR 14,595.71 million for FY 2019-20). Net profit after taxes for FY 2020-21 stood at INR 3,373.33 million (as compared to INR 3,121.91 million for FY 2019-20). Retained earnings (including reserves) for FY 2020-21 aggregated INR 23,423.85 million, an increase of 18.83% from INR 19,712.80 million for FY 2019-20.

Apraava Energy's financial factsheet for last three financial years

Particulars	Consolidated (amount in INR million)		
	FY 2018-19	FY 2019-20	FY 2020-21
Revenue from operations	44,135.54	40,048.68	34,394.37
Other income	1,579.26	1,815.26	932.69
Cost of materials consumed	24,260.61	20,598.84	15,445.36
Employee benefit expenses	1,341.62	1,444.34	1,452.65
Other expenses	4,288.93	5,225.05	4,284.60
Profit before depreciation, finance costs, exceptional items and tax expense	15,823.64	14,595.71	14,144.45
Less: Provision for depreciation/ amortisation/impairment	4,953.93	5,539.96	5,683.96
Profit before finance costs, exceptional items and tax expense	10,869.71	9,055.75	8,460.49
Less: Finance costs	3,771.46	4,003.54	3,981.10
Profit before exceptional items and tax expense	7,098.25	5,052.21	4,479.39
Add / Less: Exceptional items	-	-	-
Share in profit/(loss) of joint ventures (JVs)	7516	-	-
Net profit before tax expense	7,173.41	5,052.21	4,479.39
Provision for tax [including deferred tax (expense)/saving]	(2,003.35)	(1,930.30)	(1,106.06)
Net profit after tax (A)	5,170.06	3,121.91	3,373.33
Other comprehensive income (net of tax) (B)	108.88	(571.17)	332.91
Total comprehensive income (A+B)	5,278.94	2,550.74	3,706.24
Appropriation			
Balance of profit/(loss) brought forward (C)	10,665.13	15,512.15	19,712.80
Balance available for appropriation (A)	5,170.06	3,121.91	3,373.33
Items of other comprehensive income directly recognised in retained earnings (D)	(0.53)	41.54	(2.65)
Transfer to debenture redemption reserve (E)	(322.51)	1,037.20	340.37
Retained earnings + Other reserves (A+C+D+E)	15,512.15	19,712.80	23,423.85

Sustainability and Us



Sustainability through Responsibility

Apraava Energy relies on the strategic foundation of environmental, social and financial sustainability for sustained growth over the coming years.

Strategic Foundation

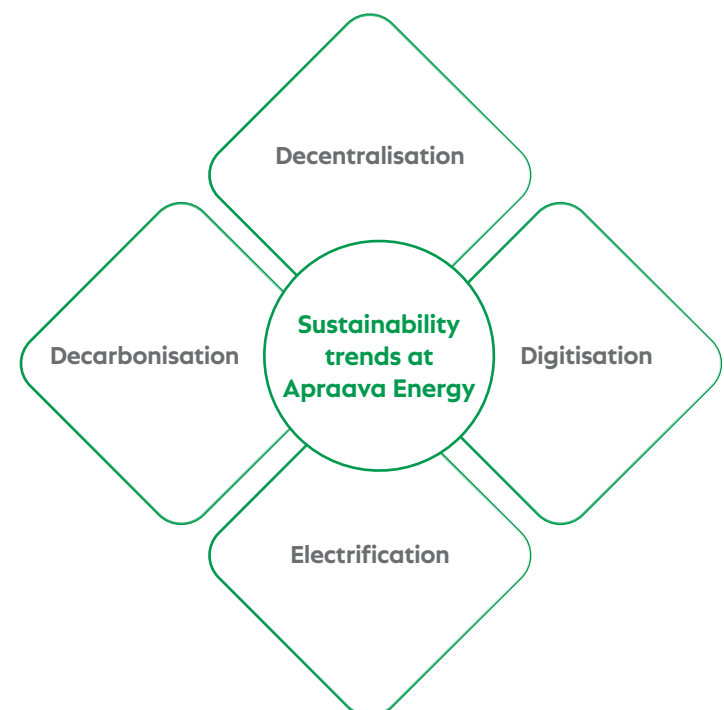
Apraava Energy's strategic course is defined by the key drivers of sustainability supporting our business and its role in society: climate protection, health and safety, Diversity, Equity and Inclusion (DE&I) and good corporate governance. These ESG aspects are systematically embedded into our corporate strategy. Integrating them with sustainability serves as the basis for our increasing geographical diversification through an exemplary commitment to energy transition. As agents of decarbonisation and electrification of the economy, we are proactively optimising our business portfolio to ensure future viability.

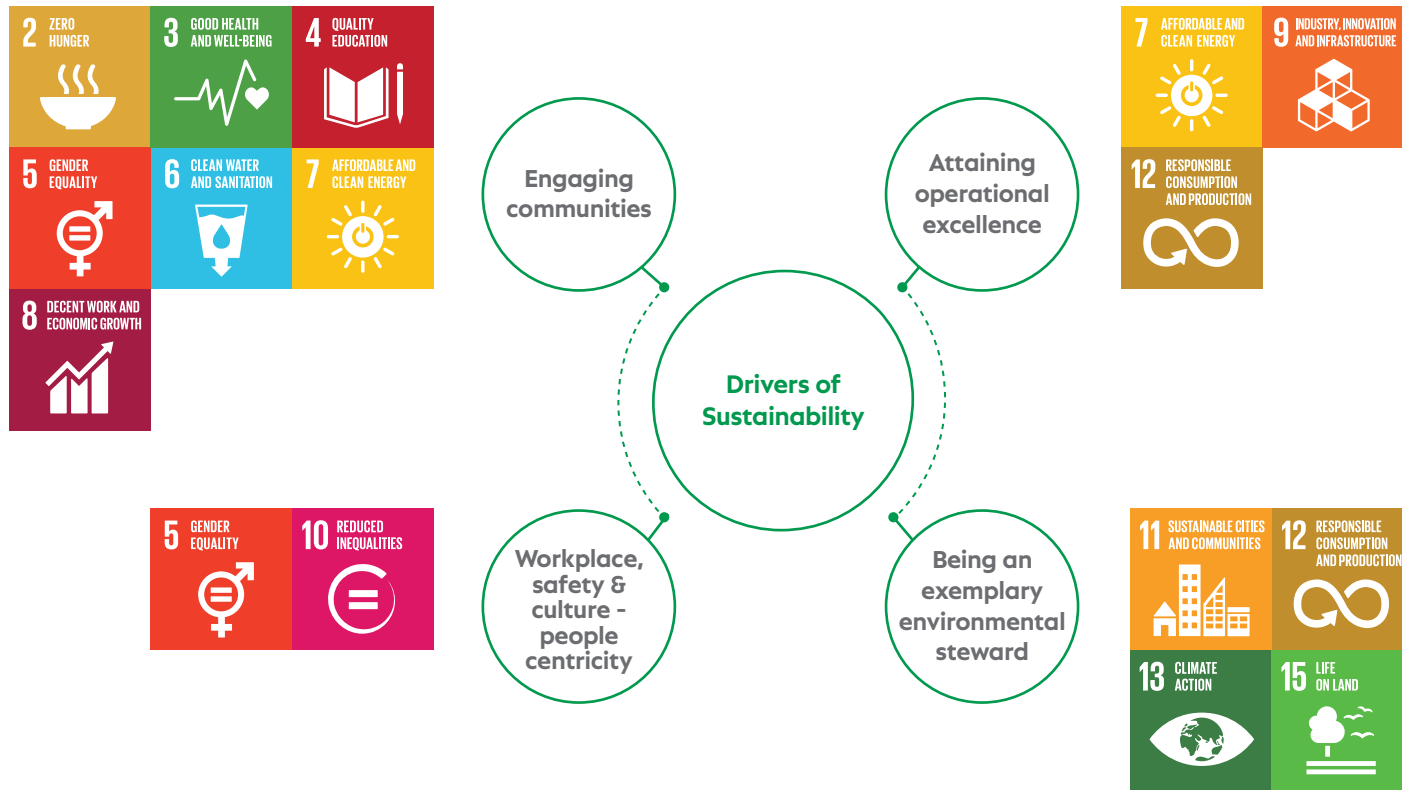
The strategic foundation serves as a platform for aligning our sustainability goals with the needs of the energy sector and society in general. This not only aids us in accelerating value creation for all stakeholders as the circumstances evolve, but also presents us with unique energy transition prospects. Incorporation of these unprecedented opportunities into our processes makes energy transition more profitable, allowing us to continue responding to changing trends and driving economic and employment recovery.

We have aligned our efforts with the framework of SDGs and are constantly monitoring and improving them.



The world requires sustainable growth, and at Apraava, our strategic foundation is maximising renewable energy generation to minimise our carbon footprint while optimising resource usage efficiency in our thermal power operations.





All ESG aspects are systematically embedded into our corporate strategy. Integrating them with sustainability serves as the basis for our increasing geographical diversification through an exemplary commitment to energy transition. As agents of decarbonisation and electrification of the economy, we are proactively optimising our business portfolio to ensure future viability.

Engaging with Stakeholders



We are constantly looking for new ways to better understand stakeholder expectations which informs our strategy.

As a people-driven organisation, our long-term business success depends on our ability to understand and meet the expectations of stakeholders. Helping our customers, employees, policymakers, and other stakeholders understand our business activities and their role in accelerating energy transition is also critical. We understand the importance of making meaningful connections by reaching out to our diverse group of stakeholders through various channels of communication.

Stakeholder engagement is a critical exercise, as it aids in the development of strategies, the execution of plans, the improvement of performance and the maximisation of value for Apraava Energy.

Stakeholder engagement process and significance

The three major steps for achieving positive and effective stakeholder engagement are represented below.



Stakeholders are the backbone of our value chain as they serve as the guiding light for the efficient functioning of our operations through:



Stakeholder focus areas and engagement framework:

Stakeholder in focus	Why we engage	Mode of engagement	Focus areas
CLP Holdings Ltd.	CLP Holdings through its subsidiary holds 60% stake in Apraava Energy	• Board meetings • Management reports • Business review meetings • Site visits/audits	• Strategy & policy guidance • Business planning • Performance & monitoring review • Innovation & new business models • Project/business performance
Caisse de dépôt et placement du Québec (CDPQ)	CDPQ through its subsidiaries holds 40% stake in Apraava Energy	• Board meetings • Management reports • Business review meetings • Site visits/Due diligence	• Strategy & policy guidance • Business planning • Performance & monitoring review • Innovation & new business models • Project/business performance
Lenders	Lenders strengthen our financial stability during project expansion	• Lender meets • Project reports/periodic filing • Site visits/audits	• Funding requirements • Project/business performance • Banking and treasury need
Customers	Purchasing decisions of customers determine our sustenance in the utility sector. We provide clean, convenient, and affordable energy as well as other services of value that meet the needs of our customers.	• Techno-commercial interactions • Top management interactions	• Understanding customer requirements • Generation and dispatch planning • Resolving technical and commercial issues

Government/quasi-government and regulatory authorities	Strong partnership with regulatory bodies ensures awareness and compliance with local laws applicable to Apraava resulting in economic upliftment of our services	• Public consultation • Liaisoning activities	• Policy and regulatory matters • Compliance and clearances
Think tanks/industry associations	Our business decisions are strongly influenced by political decisions, social needs and developments in external market scenarios which ascertain sector specific value creation	• Membership • Meetings • Participation in conferences	• Thought leadership • Best practice sharing • Sector specific matters
Community	Communities are responsible for resource mobilisation. Engaging with communities contributes to sustainable local development and gaining of access to knowledge, reduction in conflict and prevention of costly delays	• Formal and informal meetings • CSR activities • Through Extension Volunteers (EVs)	• Community need assessments • Implementation of CSR activities and feedback • Project impact assessments • General communication
Employees	Our employees are assets who contribute to the growth of the organisation through collaborative effort encompassing a performance-driven approach	• Senior management interactions • Open house forums, e-mailers, MyGrid (intranet platform) • Engagement surveys • Employee work group	• Understanding employee feedback/concerns/suggestions • Sharing critical milestones and challenges in business • Communicating policy decisions and seeking feedback
Suppliers/Value chain partners	We aim to create an efficient and sustainable supply chain by dealing fairly with our suppliers as equal business partners for procuring various material and services	• Technical and commercial discussions • Contractor/vendor meets	• Fuel supply • Contract management • Operations and maintenance reviews • Product and service discussions

Material Matters



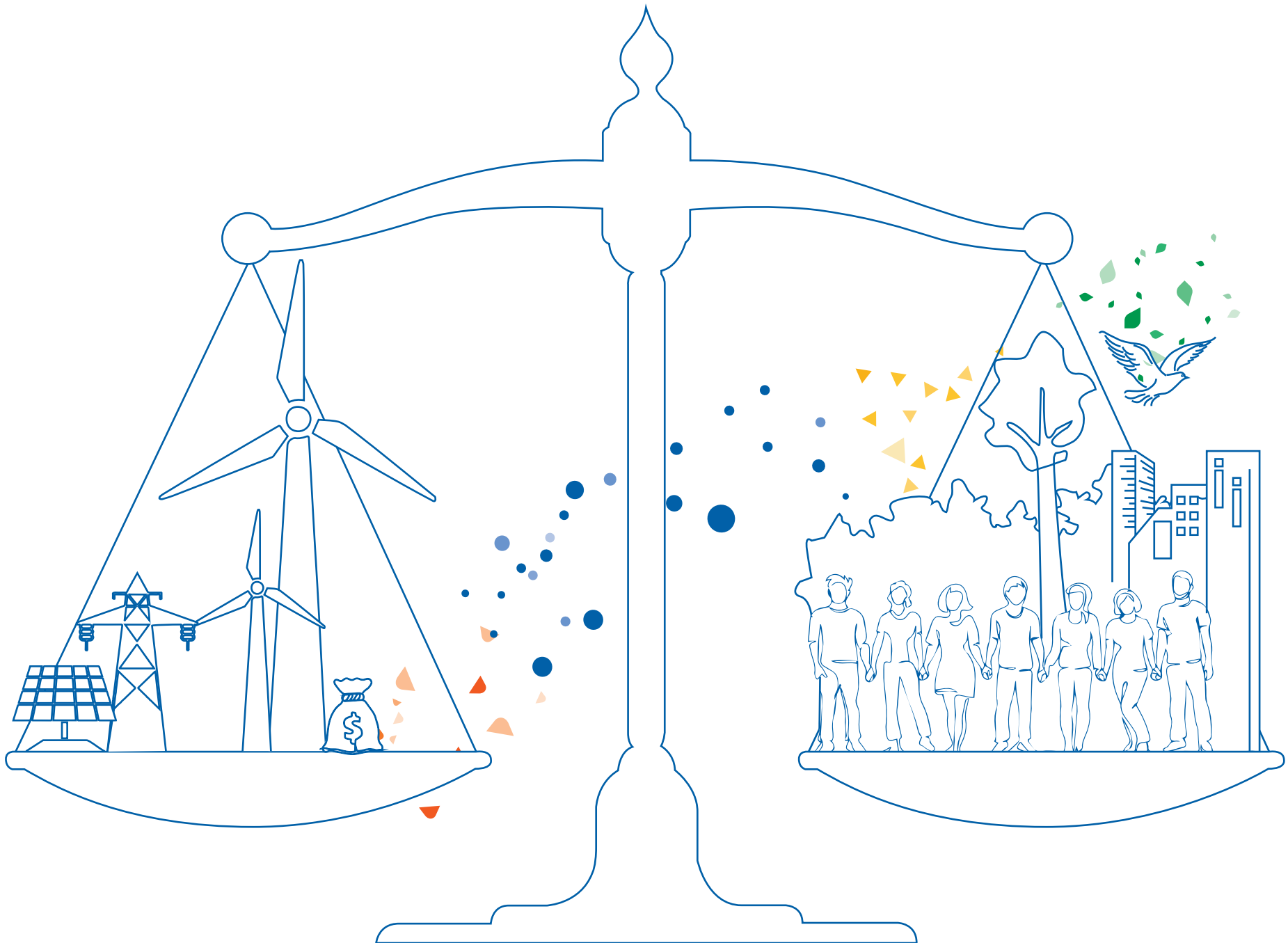
 Materiality mapping is an efficient tool for effectively determining our path to sustainability.

Material topics for FY 2020-21 were identified through internal Focus Group Discussions (FGD). Apraava Energy is conducting a comprehensive Materiality Assessment for FY 2021-22, as part of which we will continuously monitor and analyse the key elements impacting our operations so that they can be addressed through designated strategies.

Shortlisted material topics

Environment
Climate change
Water management at JPL and solar sites
Air emissions at JPL
Ash management at JPL
Waste management
Biodiversity
Social
Safety and well-being
Community engagement
Employee engagement
Diversity, Equity and Inclusion (DE&I)
Governance
Maximising profit
Operational excellence
Digital transformation
Risk management

Governance & Leadership



Effective corporate governance is an imperative for the long-term growth of Apraava Energy. Our philosophy of corporate governance is guided by our commitment to protect the rights of stakeholders, manage risks and create long-term value for all.

Our robust corporate governance framework, along with our unparalleled services, has enabled us to earn the trust of people and businesses across India in making the energy transition and becoming more sustainable. Apart from ensuring a strong and balanced relationship with our employees, customers, business partners and other stakeholders, the governance framework seeks to uphold the highest, unwavering standards of transparency, accountability and independence.

Shareholder Value

At Apraava Energy, we recognise the impact of our business pursuits on environment and community. Hence, we take measures to safeguard the interests of our shareholders by empowering them with knowledge on how we create sustainable value by utilising intellectual, financial, manufactured, natural, human and social capital.

According to the terms of the shareholders agreement executed by CLP GPEC (Mauritius) Holdings Limited (CLP GPEC), CDPQ Infrastructures Asia II Pte. Ltd. (CDPQ) and Apraava Energy, as well as the current Memorandum of Association and Articles of Association of Apraava Energy, CLP GPEC and CDPQ have the right to appoint directors to Apraava Energy's Board of Directors in proportion to their shareholding in Apraava Energy. Furthermore, each equity share has one vote in relation to matters to be approved or confirmed at a general meeting of the Company, and there are no disproportionate voting rights in respect of equity shares.



Robust and good governance policies are required to achieve optimised and sustainable energy generation. At Apraava, we try to implement standardised principles and governing rules to reduce our environmental impacts through responsible energy generation, Supply Chain Management (SCM), waste management and resource efficiency.

**Apraava Energy is a
60%
owned subsidiary of
CLP Holdings Limited,
with CDPQ owning
40%**

**Shareholding pattern
as of March 31, 2021**

Corporate Policies



The Code of Conduct (CoC) covers anti-corruption principles such as avoiding conflicts of interest, no bribery, moderation in gifts and entertainment, and maintaining strong ethics and business integrity.

Code of Conduct

The CLP Group Code of Conduct instructs employees on how to conduct themselves with integrity in all activities and serves as a tool to combat corruption within the Group. It outlines the principles that every single person working for and with the Company, regardless of location, must follow.

The Code of Conduct for Apraava Energy, which was updated in October 2020, is circulated annually to all employees. It is applicable to Apraava Energy and all its subsidiaries. All Apraava Energy employees, contractors and sub-contractors regardless of position or function, are expected to fully adhere to the principles outlined in the Code.

Training And Awareness

Code of Conduct training is required for all new employees who join the Company. Furthermore, e-training programmes are in place to further strengthen employee awareness of fraud risk. Every four years, the Company conducts an in-person Business Practice Review (BPR) process for all employees to refresh a company-wide understanding of the Code's principles and to ensure that business practices remain compliant.

Breach of code of conduct

Any alleged or potential violation of the Code of Conduct is subject to a company-wide reporting system. All Apraava Energy employees are expected to cooperate fully in the investigation of an alleged violation, and any staff member found to be in violation of the Code faces disciplinary action. The number of Code violations is reported annually to Apraava Energy's Board of Directors. Potential violations of the Code of Conduct are reported to the Group Internal Audit (GIA) by employees, vendors, contractors and GIA auditors. Communications are received through means such as anonymous letters, emails or phone calls. Non-compliance with the Code results in disciplinary action.

Apraava Energy has also implemented the CLP Group Anti-Fraud Policy, which includes programmes for detecting, preventing, and reporting fraud.

During the reporting period, FY 2020-21, in accordance with the Company's general policy of remaining politically neutral, Apraava Energy has not made any political contributions (donations).

Vigil Mechanism

A whistleblower is someone who makes a reported disclosure in accordance with the whistleblower policy. A whistleblower policy provides adequate safeguards against victimisation of the whistleblower and establishes the principles and standards that our company's directors, senior management, and employees must follow when reporting their concerns. We encourage our directors and employees who have legitimate concerns about suspected wrongdoing to promptly alert their supervisor/s or higher management of business and work-related situations that could be damaging to Apraava Energy or cause harm to others such as emergencies, crimes, accidents, irregularities or other unexpected events; and to take reasonable action to prevent damage or harm.

Our policy can be accessed here:

<https://www.apraava.com/assets/pdf/policy&practice/Vigil-Mechanism.pdf>

Instances of Whistleblowing can be reported through our Whistleblower Hotline No. : 022-66709720

Or by writing to Head – Group Internal Audit (India) via mail at surender.nagarajan@apraava.com

Compliance

Businesses thrive in a stable legal and regulatory framework. It is critical that all regulations are followed in letter and spirit, which is why Apraava Energy has implemented a Compliance Management System (CMS) to ensure that all statutory and regulatory compliances are met by our plants, sites, corporate and branch offices.

We adhere to all international and national laws as well as standards of transparency and accountability. We were not subject to any fines from any regulatory authority for non-compliance with laws and regulations during the reporting period.

During FY 2020-21, Apraava Energy has extended CMS to its following solar and transmission assets, to ensure compliance with all applicable laws.

1. 100 MW solar power plant at Veltoor, Telangana;
2. 50 MW solar power plant in Nirmal district, Telangana;
3. 30 MW solar power plant in Vikarabad district, Telangana;
4. 50 MW solar power plant in Dhule district, Maharashtra;
5. 20 MW solar power plant in Dhule district, Maharashtra; and
6. Intra-state transmission project consisting of a 240-km double circuit 400 KV transmission line at Satpura in Madhya Pradesh

Policy and advocacy

Apraava Energy establishes a common and coherent approach amongst all its corporate functions for policy level engagement. To responsibly articulate and take up issues affecting the growth of our business and the power sector at

large, Apraava collaborates with various external industry bodies and think tanks to actively participate in public policy development and in shaping regulatory guidelines. Apraava continues to be at the forefront, contributing proactively towards policy discourses and interpretation through several public bodies as showcased in Figure 2.

Figure 2: Apraava Energy is a member of several public bodies

Organisation	Level Of Engagement
Confederation of Indian Industry (CII)	• Co-chairman - CII National Committee on Power • Member - CII National Committee on CSR • Business Excellence Assessment • Sustainability Award Assessment • HR Excellence Award Assessment
Association of Power Producers (APP)	Chairman
The Energy and Resources Institute (TERI)	Executive member
Institute of Management Accountants (IMA)	Member
Wind Independent Power Producers Association (WIPPA)	Member
Indian Wind Power Association (IWPA)	Member
National Solar Energy Federation of India (NSEFI)	Member (Executive Council)
Indian Energy Storage Alliance (IESA)	Gold Knowledge Partner membership
International Solar Alliance (ISA)	Corporate partner
Asian Venture Philanthropy Network (AVPN)	Corporate membership

The year under review was important for the Indian power sector given the announcement of proposed legislative changes in the Electricity Act 2003, opening of new markets, specifically the Real Time Market (RTM), Green Term Ahead Market (GTAM) and climate action across the globe, particularly for preparations related to the United Nations Climate Change Conference in November 2021.

Apraava Energy played an important role on both the domestic and global stage, shaping debates on legislative and regulatory changes within the country as well as on

climate change at the international level. Continuing with tradition, Apraava Energy chaired certain important policy and regulatory changes on national and sub-national policies and institutions to address some of the most pressing issues of the Indian power sector i.e., improving the financial condition of distribution utilities and promotion of clean and green energy in the country. In addition, Apraava remained at the forefront of key debates including those on climate institutions, Net Zero Targets, Science-Based Targets, and energy transitions.

Board Demographics



Apraava Energy’s Board of Directors foster a culture that promotes high standards of ethical behaviour, individual accountability and transparent disclosures in all business dealings.

Out of eight members on the Apraava Energy Board, seven are non-executive directors, which constitutes approximately 87.5% of the strength of the board.

The Board of Directors is responsible for reviewing and approving strategic, industrial, and financial plans, which include the main guidelines for promoting a sustainable business model and laying the groundwork for long-term value creation.

Board of Directors (as on March 31, 2021)

Richard Lancaster Non-Executive Chairman	Rajiv Ranjan Mishra Managing Director
Geert Peeters Non-Executive Director	David Simmonds Non-Executive Director
David Smales Non-Executive Director	Cyril Cabanes Non-Executive Director
Saurabh Agarwal Non-Executive Director	B. S. Shantharaju Non-Executive Director

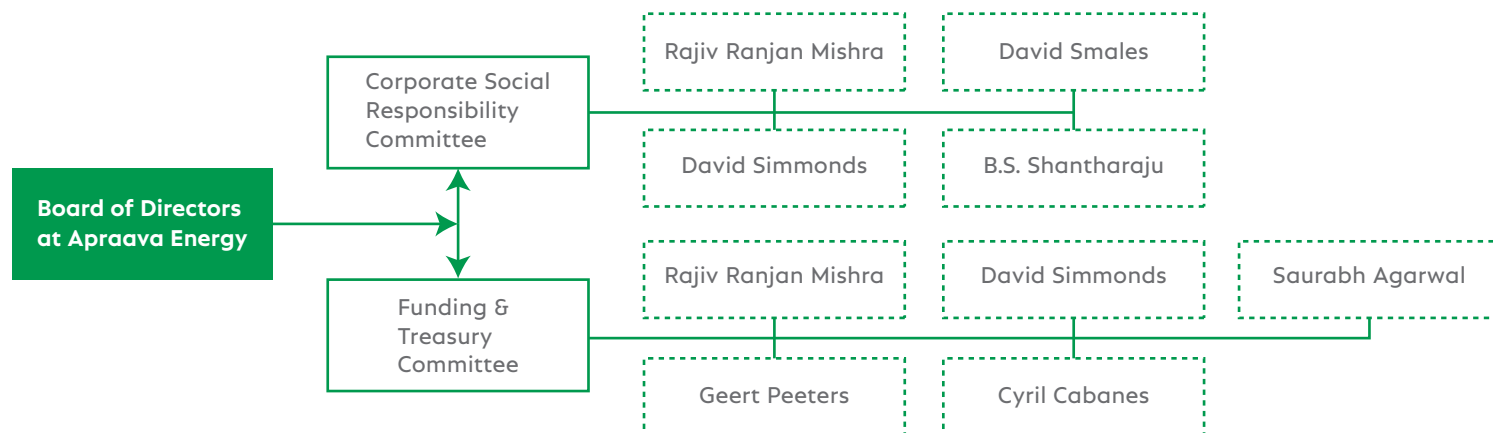
Apraava Energy committees and governance structure

Apraava Energy has established systems and procedures to ensure that the Board of Directors is well-informed and equipped to carry out responsibilities and provide the strategic direction required to create long-term value. Apraava Energy has institutionalised various Board committees with specific terms of reference to help members understand their individual responsibilities and to help the Board organise itself and perform necessary tasks efficiently. At Apraava Energy, these committees ensure scope to focus

effectively on separate issues interfacing the organisation such as implementation, streamlining, and monitoring, as well as providing appropriate direction to the Company's day-to-day operations.

Apraava Energy's Corporate Social Responsibility Committee and Funding & Treasury Committee structure is depicted in Figure 3.

Figure 3: Structure of Apraava Energy's Corporate Social Responsibility Committee and Funding & Treasury Committee March 31, 2021



The Company Secretary (CS) of Apraava Energy serves as secretary to the various committees. The committees meet at regular intervals or, in case of urgent matters, take decisions

through circular resolutions. Apraava Energy's structure and hierarchy on decision making is depicted in Figure 4.

Figure 4: Apraava Energy's structure & hierarchy on decision making



¹The Managing Director of Apraava Energy is responsible for the overall administration of Apraava Energy and ensures that the decisions of the Boards of each Apraava Energy company and their relevant committees are carried out as well as the requirements of the CMAM are met.

Apraava Energy's Board of Directors and each of its subsidiaries have adopted the Company Management Authority Manual (CMAM) for Apraava Energy's operations and management, as well as to document certain activities that are subject to specific requirements. The CMAM also includes delegation of powers and authority to the Managing Director (MD) and the Apraava Energy Executive Committee (IEX), among others.

The IEX, which provides oversight on all matters affecting the Company, is comprised of all business heads and functional heads and is responsible for the day-to-day management of Apraava Energy's affairs under direct supervision and guidance from the MD. The IEX meets as often as needed and, on most occasions, on a weekly basis.

Members of IEX Committee as on March 31, 2021

Rajiv Ranjan Mishra, Managing Director

Naveen Munjal, Director - Business Development and Commercial (Conventional)

Mahesh Makhija, Director - Business Development and Commercial (Renewables)

Malcolm Wrigley, Chief Operating Officer

Samir Ashta, Director - Finance & Chief Financial Officer

Gopinath Govindan, Director - Human Resources

Sudipta Ghosh, General Counsel



Rajiv Ranjan Mishra, Managing Director

“Over the last two decades we have built a financially resilient business by providing customers with reliable, high-quality energy, while all our stakeholders have benefitted from our world-class governance and operating standards. As we embark on a new chapter in our growth story, Apraava Energy remains committed as ever to our country and our stakeholders. Apraava Energy will support India's ambitions of providing clean and sustainable energy to all in the development of a low-carbon nation. In the next five years, we want to be a leader in renewable power generation and achieve significant success in our transmission and distribution businesses. Our principles and values and the culture that we have nurtured since our inception will continue to be at the core of everything we do for our stakeholders. We are focused on building a sustainable power company that epitomises Energy in action.”



Naveen Munjal, Director - Business Development & Commercial (Conventional)

“We have, over the past two decades, evolved from a single asset business into a vibrant organisation with a sizeable presence across renewable and thermal energy, with a successful entry into power transmission. Today, to contribute to sustainable development in the face of severe climate challenges, we strive to continue the evolution albeit at a much faster pace with a business strategy of investing in low carbon growth areas. As Apraava Energy, we are eager to play a key role in building our nation, not just as a business but equally as a responsible corporate citizen. Our commitment to India at large remains at the forefront of all our efforts and we look forward to your continued support and collaboration in continuing to scale newer heights.”



Our principles and values and the culture that we have nurtured since our inception will continue to be at the core of everything we do for our stakeholders. We are focused on building a sustainable power company that epitomises Energy in action.



Mahesh Makhija, Director - Business Development & Commercial (Renewables)

“We have transformed into a diversified organisation and it is time for us to embrace a new name and brand identity which reflects who we have become and our vision for the future. Apraava Energy captures our business strategy to expand clean energy investments in renewable energy projects, transmission and distribution opportunities and clean new tech. Apraava Energy seeks to power all-round progress, inspire sustainable change and secure the future. We will leverage our expanded portfolio and innovation capabilities to better anticipate and address India's energy needs as strive to pursue our philosophy of 'Energy in action'.”



Malcolm Wrigley, Chief Operating Officer

“A sense of social, economic and environmental responsibility is deeply embedded in Apraava Energy's core business philosophy. As we embark on this new journey as Apraava Energy, we are progressing towards creating an exciting future not only for our employees but also our stakeholders and the communities we engage with.

We look forward to expanding our business and investing more in low-carbon energy. We will bring Energy in action with strategic planning, a focus on safety and excellence in operations.”



Samir Ashta, Director - Finance and CFO

“Our new name and identity bring us one step closer to the organisation's larger vision. We will strive to further elevate the brand and the values it represents, with all classes of investors and counterparties.

Our new identity is an expression of the values and beliefs we have held since our inception. I am sure that with this change we are moving into more exciting times where we grapple with the fast-changing world whether it concerns the environment or the economy at large.”



Gopinath Govindan, Director - Human Resources

“We are entering a new age of growth and possibilities not only for the organisation but for each one of us as well. While we remain true to our founding principles, this is a time for us to reassess where we are, learn, and go beyond by pushing our boundaries. This presents an opportunity for us to perform while we transform. Our transition is a crucial step in fulfilling our commitment to our stakeholders and helping this organisation become the benchmark of excellence in India.”



Sudipta Ghosh, General Counsel

“This moment is not just a change of sign, but a sign of change. Our new identity - 'Apraava Energy' is the expression of our commitment of becoming a leading clean energy supplier in India. We have always been a firm believer in doing the right things in the right way and we will put our 'Energy in action' to ensure that we fulfil our commitment and create a transparent environment for our employees, customers and all other stakeholders.”

Management control procedures

Apraava Energy has a governance structure that enables:

- Accountability to stakeholders for organisational oversight by the Board of Directors through integrity, leadership, and transparency.
- Management actions (including risk management) to achieve the strategic plan's objectives through risk-based decision-making and resource application.
- Internal audit function assurance and advice to provide clarity and assurance, as well as to promote and encourage continuous improvement through rigorous evaluation research and perceptive communication.

Apraava Energy has designed Management Control Procedures (MCPs) to ensure operational efficiency, protection and conservation of resources, accuracy and promptness in financial reporting and compliance with laws and regulations. Thus, based on the internal control objectives model (operational, reporting, and compliance), the Company's management is supported by internal audits. Internal audits ensure that proper procedures are followed on a regular basis and are subject to management and review by the Board of Directors.



We have implemented various management systems such as ISO 14001, ISO 9001, and ISO 45001 to effectively implement Health, Safety, Security and Environment (HSSE) and quality at our operational sites.

Enterprise Risk Management



Apraava Energy has adopted and approved a comprehensive Enterprise Risk Management (ERM) framework, which is applicable to Apraava Energy and all of its subsidiary companies, for managing and mitigating risks.

The framework establishes a system for continuous risk assessment as well as annual risk assessment. The framework is comprehensively depicted in Figure 5.

Figure 5: Apraava Energy’s comprehensive risk assessment framework



Advantages of Apraava Energy's ERM framework

- Allows for a clear and concise view of risks
- Protects resources that matter the most
- Ingrains risk management in the Company's culture

Financial, operational, and market risks are the three types of potential risks. These risks are taken into account when developing annual business plans. Business heads conduct periodic risk identification assessments with guidance from the Risk Management (RM) team, which meets quarterly, and based on inputs from asset/department heads. Business

heads update the risk register on a regular basis to ensure that the information is up to date. Management is briefed on any potential risks ahead of time so that a thorough risk control plan can be implemented. The four-tier structure of Apraava Energy's risk management framework is depicted in Figure 6.

Three-level Independent Risk Assessment Process

- Corporate level - To identify key risks faced by the organisation
- Business level - To identify risks in each business
- Asset/ Department Level - To identify risk in each asset/department

Figure 6: Four-tier risk management structure



These risks are taken into account when developing annual business plans. Business heads conduct periodic risk identification assessments with guidance from the Risk Management (RM) team, which meets quarterly, and based on inputs from asset/department heads.

Key Risks and Mitigation Strategy

Risk mitigation at the entity level for HSSE and sustainability parameters is managed through the identification and

preparation of mitigation strategies. The key risks identified during the reporting period are mentioned in Figure 7.

Figure 7: Key risks & mitigation strategy

Risk	Risk Description	Mitigation
Safety and Wellbeing	Risk of incidents leading to injury or fatality	'Safety comes first at Apraava Energy' has been the guiding principle that has led Apraava Energy in its efforts towards building a safety-first culture, even as we expand our business through the country. Apraava Energy's Health, Safety, Security and Environment (HSSE) management system provides a unified framework for compliance to CLP Group and Apraava Energy's HSSE requirements. - Proactive crisis management, application of safe working practices and emergency drills performed regularly - Our goal is zero injuries in all our workplaces all of the time. We acknowledge that we may not achieve this aim in all of our operations on a daily basis, but it remains our goal because it is our aspiration.
Climate Change and Environment	Climate change is driving the global energy transition. Environmental challenges such as climate change and resource use can have a tangible impact on businesses like ours and their value chain, therefore staying resilient will be crucial for long-term success. Failures in environmental impact management causing non-compliance and/or severe environmental impact may lead to significant compensation/fines and clean-up costs	Our long-term climate strategy has the following important aspects: - No more investment in fossil-fuel-based electricity generation - Only investments in low-carbon businesses, such as wind, solar, transmission, and other related sectors - Continue to expand our renewable energy portfolio and deploy new ways to finance these projects - Explore Power Purchase Agreements (PPAs) to sell renewable energy to customers directly - Ensure operational excellence across all of our assets and explore the use of advanced cleaner technologies when they become available - Proactive environmental management and compliance monitoring on sites
Economic Performance	Apraava Energy's business strategy is to focus on business activities and initiatives that best utilise our core competencies, deliver on the potential of our investments and generate growth for our investors.	The power industry is recognised for its high investment costs, capital intensity and long payback periods with compounding risk factors. The ability to arrange timely, cost-effective, diversified, multiple-tenured and sustainable funding is critical in managing and growing our business. We are highly committed to preserving our robust capital structure, maintaining strong investment grade credit ratings, keeping and cultivating good, long-term business relationships with lenders and investors and reserving financial strength and flexibility to meet business objectives and contingencies. With our growing business portfolio, we are exposed to multiple risks in liquidity, financing and refinancing, foreign exchange, interest rates, counterparties and compliance. Our priority is to clearly identify, carefully monitor and effectively manage their financial related exposure, both in policy formulation and implementation.

Apraava Energy's Future Strategy



India is making visible shifts in its electricity generation mix; from predominantly coal-based generation to renewable resource-based generation. This shift emanates from India's strong commitment towards addressing climate change issues along with achieving sound economic objectives of lower cost of generation and energy security.

Long-term growth targets for renewable energy capacity addition announced by the Government of India help serious investors to carry out long-term business planning, which is also evident from the entry of several new foreign utilities and funds in the last 4-5 years.

From Apraava Energy's perspective, the market landscape is evolving rapidly with tariffs for renewable energy projects reaching historic lows amid intense competition from participants belonging to both public and private sectors and lower funding costs. There are certain challenges during the implementation and operations phase of Renewable Energy (RE) projects that are being actively addressed with support from central and state government agencies. From the medium and long-term perspective, Apraava Energy remains firmly committed to the market and its strategy of focusing on decarbonisation and renewable energy projects. Our growth plan envisages significant capacity through the organic route by investing in standalone and hybrid projects involving wind, solar and energy storage.

In line with its shareholders' ideology of investing only in low carbon businesses, Apraava Energy will focus on investment opportunities in transmission and other customer-facing businesses, insofar as the conventional business space is concerned. At Apraava Energy, we strongly believe that in the short to medium term, large investments will be needed in building and beefing up inter-state and intra-state transmission networks to support the projected exponential growth in renewable energy generation across the country. Apraava Energy will pursue upcoming opportunities in the transmission sector in alignment with its organisational business growth plan to augment RE growth in the country. We also foresee investment opportunities in customer-facing

businesses in the medium to longer term which we will pursue on a selective basis in order to deliver value to all stakeholders while supporting the sustainability of the business value chain.

Robust selection criteria, judicious capacity risk assessment and full compliance with internal code & conduct of standards makes Apraava Energy's approach to conventional business distinctive.

Apraava Energy has continued to maintain its existing transmission line asset to the highest standards and achieved close to 100% availability during FY 2020-21 despite various challenges emanating from the COVID- 19 pandemic. At the same time, Apraava Energy has also been working to complete due diligence and conditions precedent for acquisition of an inter-state transmission project in the north-eastern part of the country. Further, significant progress has also been made for participation in the next round of bidding for greenfield projects.

One of the biggest challenges experienced due to the pandemic was the restriction imposed on travel and movement of resources. Most site activities had to be managed remotely. However, Apraava Energy, with the help of its upgraded IT infrastructure and dedicated workforce has been able to manage these challenges effectively.



Apraava Energy has continued to maintain its existing transmission line asset to the highest standards and achieved close to 100% availability during FY 2020-21 despite various challenges emanating from the COVID- 19 pandemic.



Attaining Operational Excellence



If we change the way our world is powered, we can create a more sustainable environment by enabling reliable, uninterrupted and quality electricity supply to the grid to meet the needs of tomorrow.

Apraava Energy is becoming a benchmark of excellence through maximising resource use, maintaining safety and plant/machine availability, and generating stable cash flow.

SDGs Impacted



Components of Operational Efficiency



Operational excellence aims to maximise profitability by effectively optimising resources. Apraava Energy is a pioneer in integrating energy optimisation into its operations while contributing to energy transition, in India and globally.

Areas of Engagement

Jhajjar Power Limited

JPL is Delhi-NCR's largest supercritical thermal power plant outfitted with cutting-edge pollution control technologies such as Flue Gas Desulphurisation (FGD), hybrid combination of Electrostatic Precipitator (ESP) & Fabric Filter (FF), and low NOx burners with zero liquid discharge facility generating clean energy. JPL has used all of the fly ash and bottom ash generated to achieve 100% ash utilisation during the reporting period.

Power transmission projects

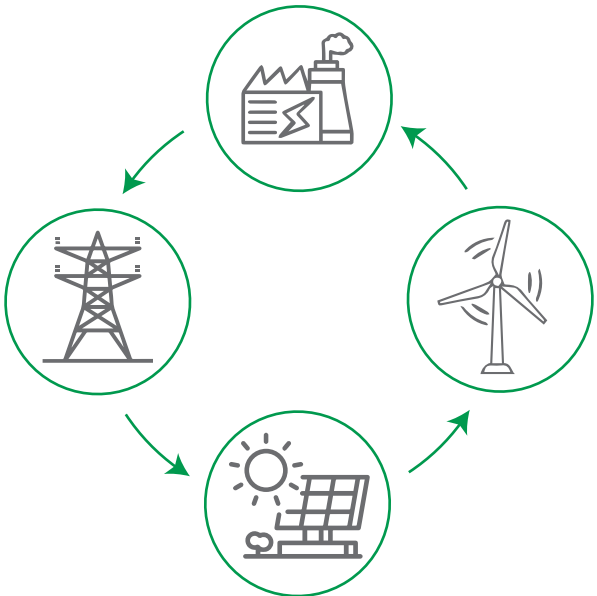
Advancing our vision to becoming a sustainable end-to-end power provider, we entered the power transmission sector during FY 2019-20. As of 31 March 2021, our portfolio of power transmission lines spans 240 KM across the state of Madhya Pradesh.

Wind energy projects

Wind is an integral part of Apraava Energy's renewable portfolio for reducing reliance on conventional coal-fired energy generation. As one of the largest Independent Wind Power Producer (IWPP), we have installed over 900 MW of wind projects spread across seven states.

Solar energy projects

We have taken advantage of the ample opportunity for solar power generation in India and developed solar plants with a combined capacity of 250 MW in two states.



How we Leverage Operational Efficiency?



Digital advancement

Digital advancement focused on business transformation to replace ERP solution helps satisfy our stakeholders & accommodate various initiatives while achieving strategic alignment & efficiency.

Enabling continuous business transformation

Constantly growing customer expectations, expanding markets, and digitalisation of the power sector demand end-to-end business transformation in order to offer and execute solutions that are rapid, agile and flexible.

Optimising asset management

Keeping track of all our assets and investments aids in streamlining our operations and achieving business goals by aligning financial and non-financial functions to ensure value is obtained from assets for both the company and our customers.

Enabling efficient decision making

Real time analysis of latest data throughout Apraava Energy assists in identifying areas of underperformance, production or supply chain bottlenecks, and to identify root causes of variation in trends, to ensure corrective actions are imposed as quickly as possible.

Pillars of attaining excellence

- Capacity building
- Robust systems and procedures
- HSSE and quality
- Increasing profitability
- Monitoring and maintenance
- Meticulous implementation

JPL’s operational efficiency for the last three years are represented in Figure 8, source-wise energy sent out in the last

three years is depicted in Figure 9 and fuel consumption at JPL over the last three years is showcased in Figure 10

Figure 8: JPL’s operational efficiency for last three years (in %)

JPL - KPIs	Unit	FY 2018-19	FY 2019-20	FY 2020-21
Net thermal efficiency	%	36.12	35.30	36.25
Plant Load Factor (PLF)	%	59.66	50.79	42.14
Availability	%	90.85	91.09	91.70
Auxiliary power consumption	%	6.72	7.24	6.71

Figure 9: Source-wise energy sent out in last three years (GWh)

Energy sent out (GWh)					
Year	Coal	Gas	Wind	Solar	Total
FY 2018-19	6,435	285	1,789	281	8,790
FY 2019-20	5,463	0	1,735	344	7,542
FY 2020-21	4,546	0	1,536	471	6,553

Figure 10: Fuel consumption at JPL over last three years

Fuel	Units	FY 2018-19	FY 2019-20	FY 2020-21
Coal	TJ	64,062	55,535	44,920
	T	4,130,802	3,634,817	2,863,124
Oil	TJ	64	88	54
	KL	1,755	2,412	1,471
Specific coal consumption	T/MWhr	0.60	0.62	0.59
Specific oil consumption	ml/kWh	0.25	0.41	0.30

Stepping Stones for Aiding Operational Excellence at JPL

Initiatives	Benefits
Root Cause Analysis (RCA), Cross Function Team (CFT) & Performance Optimisation Group (POG) have been formed and recommended action points have been followed-up on	Improved plant reliability, improvement in heat rate, reduction in Auxiliary Power Consumption (APC) and to avoid repetitive failures in future
Hot air gate replacement with improved design	Reduces mill downtime in terms of mill internal cooling
Adoption of hybrid start-up practice with mini oil guns	Cold start-up oil consumption brought down by 20 kL (approx.)
Adoption of practice of turbine rolling in Automatic Turbine Control (ATC) mode	Chances of human error during rolling reduced significantly as manual intervention is eliminated
Review of material Purchase Requisition (PR) for its quality and quantity	Inventory optimisation
Introduction of chimney maintenance ring platform	For internal inspections & rectifications of chimney flue can titanium liners
Fabric filter chamber-wise condition monitoring techniques	For measurement of differential pressure and dust concentration in Ash Handling Plant (AHP)
100% Air Pre-Heater (APH) basket removal and washing during Manual Overhaul (MOH)	Improvement in APH performance in terms of better heat recovery
Installation of e-chain system in Stacker Reclaimer-A	For protection and life enhancement of cable
Implementation of Cybersecurity Standard ISO 27001:2013	To strengthen the security infrastructure of plant Operation Technology (OT) system
NDCT hot water diversion during winter season	Reduction in condensate dissolved oxygen level which in turn reduces corrosion rate of pre-boiler circuit
100% Non-Destructive Testing (NDT) during overhauling	Timely rectification reduces rate of boiler tube leakage
Procurement of 1600 horse power (HP) locomotive engine	For timely removal of empty rakes and shunting loads during bunching situations

Operational Efficiency in Renewable Energy

Initiatives for maximising efficiency

Solar assets	Wind assets
Solar operational initiatives: • Construction of rain water harvesting structures and desilting of natural dam at Sakri Solar operational initiatives under execution: • Implementation of reactive power compensator to limit reactive power injection to the grid (to adhere to regulations) & improve Power Factor (PF) at all solar assets • DC capacity augmentation at Sakri by installing Photo Voltaic (PV) modules. Land and inverter inputs in place • Rain water harvesting wells initiated at CREPL & DSPL sites	Wind operational initiatives: • Generator water ingress prevention by drain sleeve retrofitting • Blade skirt internal sealing to prevent ingress into the nacelle • Lightning spikes retrofitted on 33 KV poles • Retrofitting of dual Lightening Arrestor (LA) in Vacuum Circuit Breaker (VCB) yard of the Wind Turbine Generators (WTG) • Printed Circuit Board (PCB) varnishing in sites prone to extreme moist conditions • 100% blade cleaning and repair activity at Khandke wind farm Completed wind operational initiatives/ those under execution: • Vortex Generator (VG) strip installation to increase performance of turbine by recovering aerodynamic performance of blades lost due to erosion and dust accumulation • Installation of power boost, which makes use of inherent design margin to increase the rating of generator • Installation of Central Lubrication System (CLS) which is a new 'parallel' type, replacing existing single point lubricators to prevent 'under/over' lubrication besides reducing the disposal of toxic metallic waste • Detection of dynamic pitch and yaw misalignment using lidar to correct errors in measurement • High resolution wind measurement and direction sensor installation in S97 (Suzlon) make turbines • Installation of fire protection system at Tejuva wind farms • Supervisory control and data acquisition (SCADA) upgrade at Hara wind farm and new SCADA configuration at Theni & Khandke wind farms

Real time monitoring of our solar and wind assets has revealed optimal utilisation of resources and an increase in energy efficiency over the past few years.

However, the large number of variables in renewable energy make operations and governance challenging. To minimise this challenge and, as part of the company’s digital transformation strategy, during FY 2020-21, Apraava Energy has initiated implementation of a Central Monitoring Facility (CMF) to enable real time monitoring of wind and solar assets. CMF receives continuous data from assets and supports us in improving their performance through analytics. CMF will also supplement efforts of Original

Equipment Manufacturer (OEM) teams in early identification and resolution of performance issues. As of March 31, 2021, the CMF was successfully implemented for eight wind farms. Implementation of the CMF is planned for the remaining wind and solar assets in 2021.

For FY 2021-22, a detailed plan of action has been worked out for all solar and wind assets for optimal utilisation of resources by leveraging technology to carry out crucial maintenance activities. These include use of robotic technology for cleaning of solar panels and upgradation of existing equipment, among others. Operational efficiency indicators are presented in Figure 11.

Figure 11: Operational efficiency indicators – Renewable energy (Solar & Wind)

RE - KPIs	Unit	FY 2018-19		FY 2019-20		FY 2020-21	
		Wind	Solar	Wind	Solar	Wind	Solar
Plant Load Factor (PLF)	%	22.26	24.90	21.43	22.72	18.97	21.16
Availability	%	95.84	97.53	95.30	93.86	95.62	95.85



The large number of variables in renewable energy make operations and governance challenging. To minimise this challenge and, as part of the company’s digital transformation strategy, during FY 2020-21, Apraava Energy has initiated implementation of a Central Monitoring Facility (CMF) to enable real time monitoring of wind and solar assets. CMF receives continuous data from assets and supports us in improving their performance through analytics.

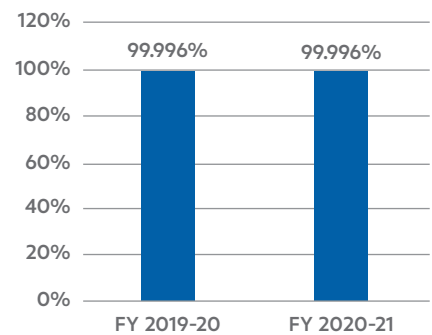
Operational Efficiency At STPL (Transmission)



Apraava Energy is constantly working to improve its O&M standards by ensuring that the performance of its transmission assets is in line with business objectives. To gain better operational control of our asset, we have put together a strategy that is in line with our operative philosophy of ‘preventive maintenance.’

Effective functioning of the transmission system entails regular monitoring and review of O&M processes. Routine patrolling of transmission lines is conducted as part of standard operating procedure. Any unwarranted changes observed are categorised as shutdown & non-shutdown. Of these, shutdown related observations are separately identified and

Figure 12: System Availability (%)



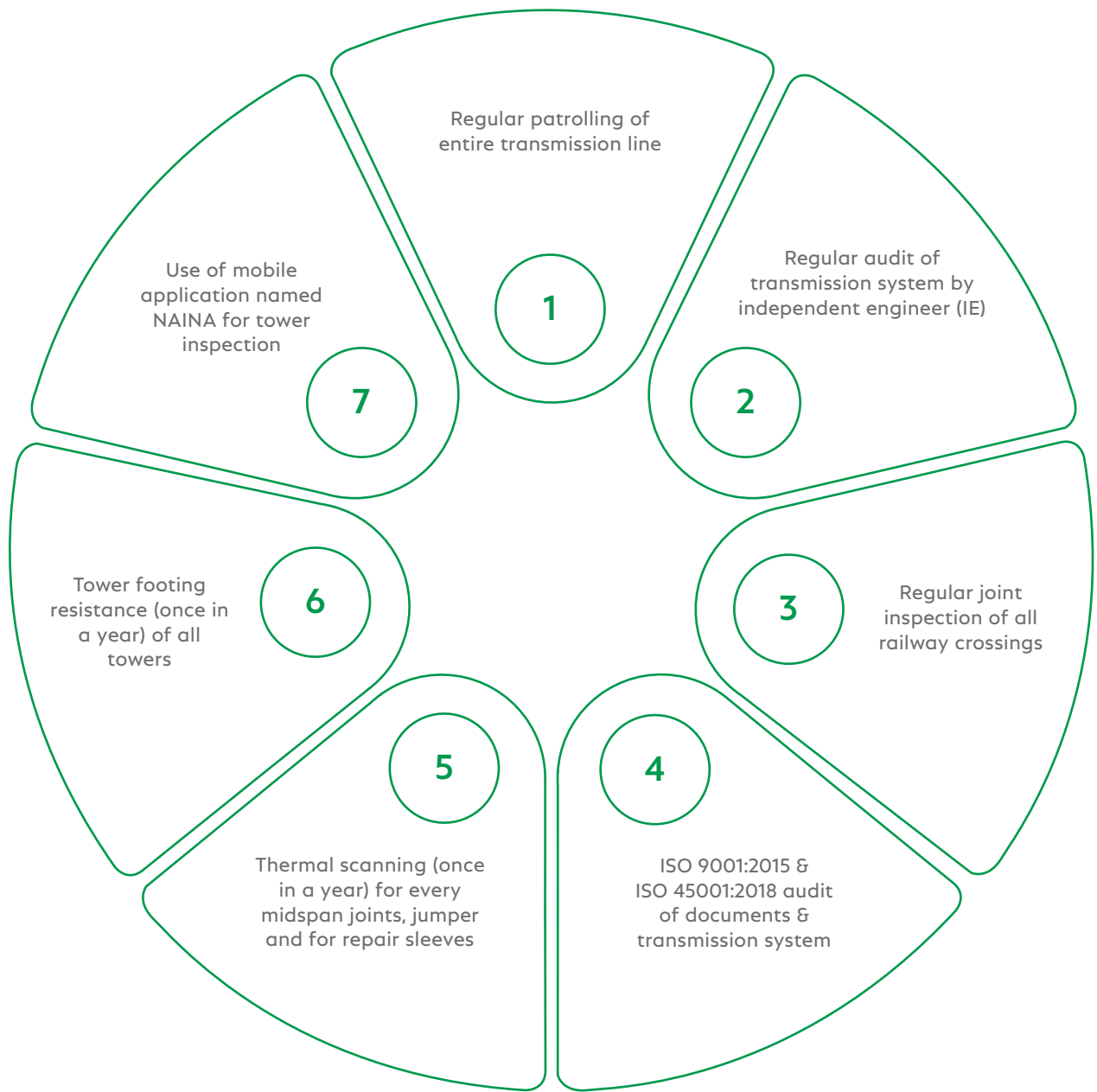
attended to during opportunity shutdown while non-shutdown findings are rectified on the same day during patrolling.

We perform third-party audits of the transmission system and its compliance on a regular basis, as well as joint inspections of all railway crossings. We have implemented ISO 9001:2015 and ISO 45001:2018 quality and safety management systems to ensure effective safety and quality management. Quality and safety management have been implemented in accordance with ISO 9001:2015 and ISO 45001:2018 standards.

Satpura Transco Private Limited (STPL), acquired in November 2019, is using a mobile application named NAINA.

The NAINA has inbuilt features for GPS co-ordinates and a checklist where one can record observations and upload information which allows for remote monitoring of inspection status carried out by STPL O&M team.

Stepping Stones for Aiding Operational Excellence at STPL



Responsible Supply Chain Management



Supply Chain Management (SCM) is one of the important areas of business performance. Apraava Energy gives utmost importance to a sustainable supply chain that encompasses all stakeholders and helps create value for us as well as to our suppliers, contract partners and customers.

Procurement is an integral part of our business process; we procure a wide range of products and services of significant value to develop and maintain our electricity generation and transmission business to meet the needs of our customers.

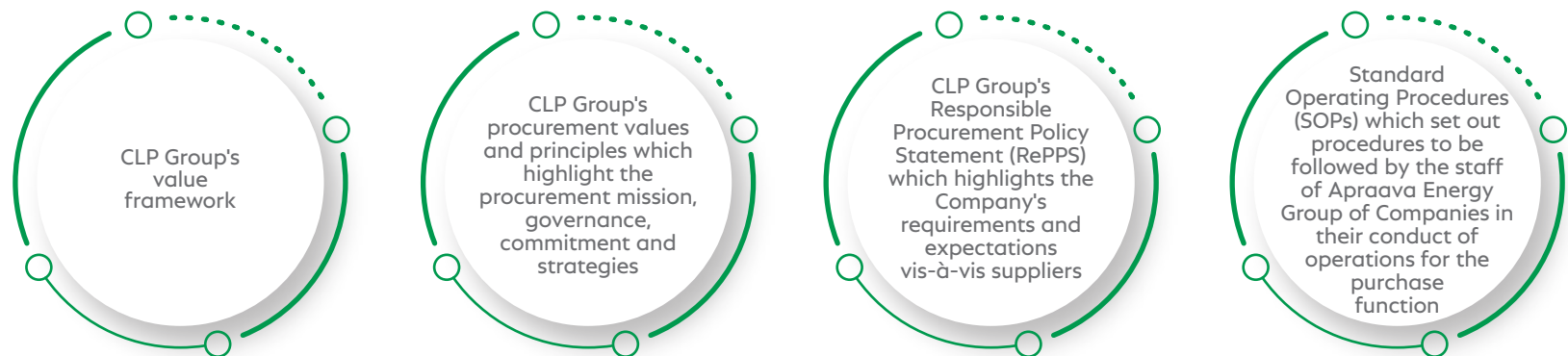
Our objective is to work with suppliers who are ethical and committed to sustainable development, have demonstrated HSSE competence, high quality, competitive pricing, meet expectations of our Responsible Procurement Policy Statement (RePPS), and are compliant with legal and business performance requirements. Apraava Energy strives to continually improve competitive advantage and deliver value to all stakeholders through formation of commercially viable strategic relationships with preferred suppliers, and to maintain such relationships for long-term benefits of all parties concerned.

Apraava Energy's Procurement Policy Framework

Apraava Energy designs fit-for-purpose sourcing strategies to select suppliers who are best suited to meet requirements and deliver most value. Supplier selections are typically conducted through competitive tendering processes. Apraava Energy's contract terms and conditions outline specific project sustainability requirements and expectations

in terms of business ethics derived from the CLP Group's procurement policy framework.

All procurement commitments made are in adherence with Apraava Energy's Company Management Authority Manuals (CMAM), and must comply with Company policies, which include:



Assessing Supplier Performance

Effective supply chain management helps us in conserving resources, reducing costs and increasing productivity of operations. As part of our supplier relationship management, we review past performance, future business needs, as well as technology and innovation roadmaps with suppliers. While suppliers' performance is measured under a structured framework, they are also invited to provide feedback for bringing about continuous two-way improvement in the long run.

Apraava Energy encourages suppliers to abide by principles stated in RePPS, as highlighted in the data below, and

expects them to adopt similar standards when doing business with us. Considering the evolving stage of suppliers' maturity with respect to RePPS, over the past few years, Apraava Energy has been gathering information from suppliers through questionnaires on various elements of RePPS and creating a data repository.

Impact of Covid-19

In the recent past, the COVID-19 pandemic has had a severe impact on global supply chains and Apraava Energy too has been impacted. To overcome this challenge, we have focused our energies on identifying potential risks and mitigation plans to ensure business continuity.

Apraava Energy's Action Plan



Apraava Energy's preference is to source locally and we have endeavoured building long-term market driven partnerships with local vendors. Apraava Energy has been conducting quarterly risk assessments for strategic tier one non-fuel suppliers. The key risks evaluated are lack of competent manpower, Human Resource compliances, adherence to Apraava Energy's HSSE guidelines, support on spares supply and expert services for overhauls/emergencies. Risk mitigation plans are developed to address such identified risks to ensure business continuity and sustainability within the supply chain.

Apraava Energy conducts periodic meetings with suppliers to discuss mitigation plans and to explore opportunities for further improvement. We also review processes for improvements periodically. Pursuant to this process, SOPs are revisited and updated for low value procurement

transactions to expedite 'procurement turnaround times.' Similarly, measures have been put in place to reduce paper consumption.

Apraava Energy's non-fuel purchases from domestic sources v/s imports during FY 2020-21 (Purchase Order cost basis)

■ Import 1%

■ Domestic 99%

All coal procurement for JPL was from subsidiaries of Coal India Limited (CIL).



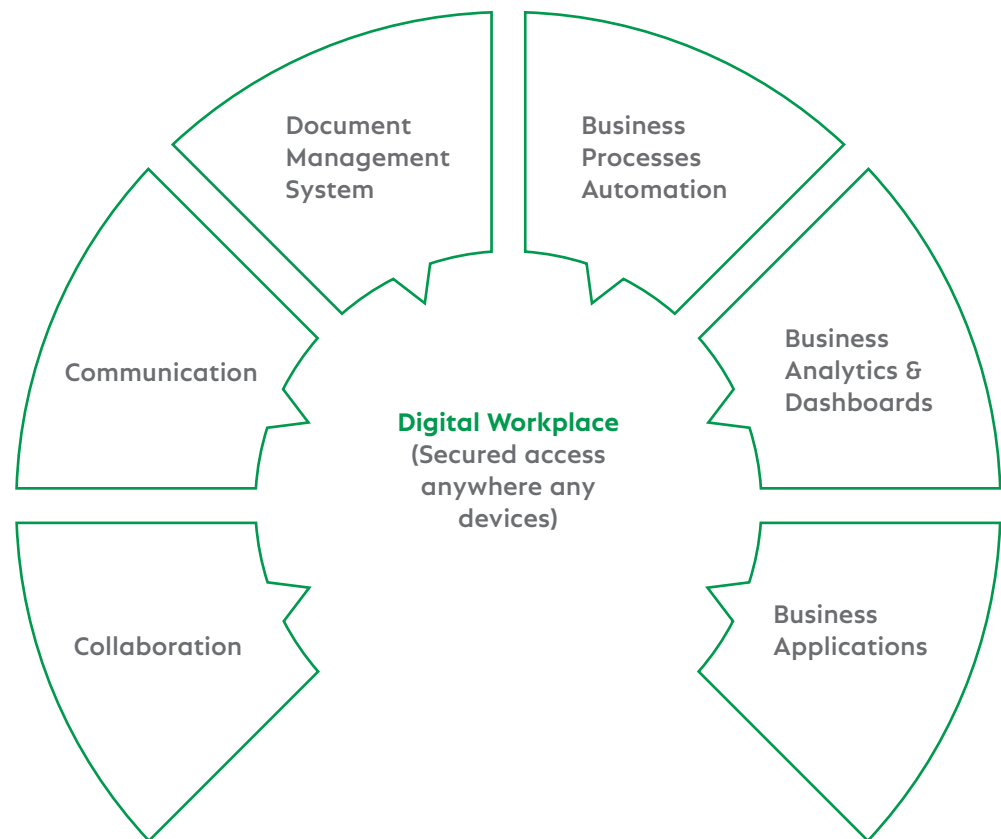
The key risks identified are lack of competent manpower, Human Resource compliances, adherence to Apraava Energy's HSSE guidelines, support on spares supply and expert services for overhauls/emergencies.

Digital Transformation

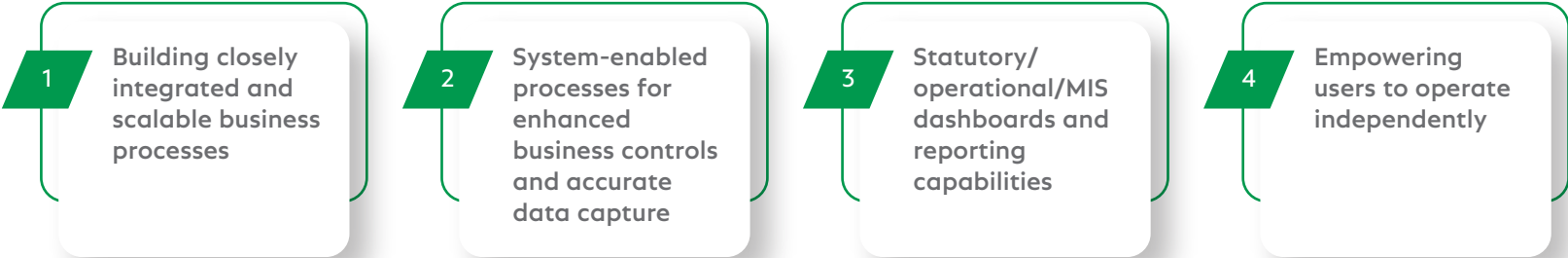


In an era of digitalisation, where everything is globalised and easily accessible, it is important for organisations to have timely access to information. Apraava Energy has invested in innovative Information Technology (IT) solutions to safeguard its equipment, enhance monitoring, and empower its employees, thereby increasing productivity.

Apraava Energy's digital transformation journey is focused on business transformation targeted to replace legacy business or ERP solution. Apraava Energy has evaluated the core business or ERP solution to enable process automations, enhance controls and leverage emerging technologies.



Salient Objectives



Transformation Strategy

Target benefits

Standardisation

- Standardised and harmonised processes
- Serving localisation needs

Automation

- Reduce manual hand-offs
- Cut down offline workflows
- Real time actionable insights

Compliance

- Statutory & reporting compliances
- Tax compliance

Effective controls

- Application controls
- Internal controls

Reporting

- Single source of truth
- Realtime reporting
- Operational dashboard

Core processes

Source to Pay (S2P)

Billing and other sales (OTC)

Operation and maintenance - conventional

Operation and maintenance - renewable

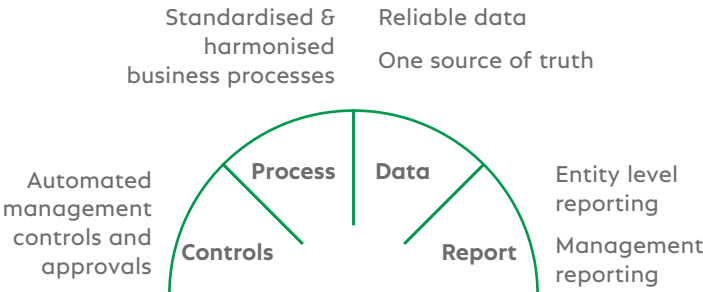
Maintenance - transmission

Record to Report (R2R)

Document Management System (DMS)

In built analytics

Business transformation



Industry reference

- ▶ India reference for relevant industries and future
- ▶ Over all install base in India
- ▶ Skill availability

Digital Initiatives

A well-governed digital programme must satisfy various stakeholders throughout an organisation and be flexible enough to accommodate multiple initiatives while maintaining enough rigidity to achieve strategic alignment and efficiency.

Apraava Energy is undertaking various initiatives to improve the present IT infrastructure into a digitally transformed one. Digital initiatives implemented by Apraava Energy are showcased in Figure 13.

Figure 13: Digital initiatives implemented during FY 2020-21

Initiatives	Benefits
Development of Digital Transformation Roadmap and evaluation of business solution or ERP	Clarity on digital initiatives targeted on the benefits outlined above
IT service management software SummitAI introduced to track IT service incidents/ requests	Improved IT services within the Company
Implementation of e-SAFE system for safety observation & incident reporting at JPL	Effective monitoring of safety observation at workplace. Read more about the e-SAFE System in the Safety and Health section, Pg 97
Well JPL system (OccuCare) introduced for Occupational Health Centre at JPL	Analysis of health and wellness data in order to plan and implement a more effective course of action.
Implementation of FireEye security project	Zero cyber incidents

Boosting Cybersecurity

We process important data related to customers, employees, business partners, suppliers as well as other individuals. To ensure that this data remains protected, we perform rigorous cybersecurity checks to efficiently manage our systems regardless of where they are accessed from, which devices are used, or where the data is processed. It is critical to protect all company information – oral, written, and digital – in order to protect our competitive position,

brand, and reputation. We are working towards enhancing our IT capabilities when it comes to newer technologies by adding resources, acquiring skills related to newer technology, upgrading skills of existing staff and changing management processes within the organisation to adopt newer technologies through communication and training. Cybersecurity initiatives undertaken by Apraava Energy are showcased in Figure 14.

Figure 14: Cybersecurity initiatives at Apraava Energy

Implemented clarity system for monitoring Operational Technology (OT) network at JPL	Implemented advanced threat protection (FireEye) solution for laptops/desktops	Installation of 2 Factor Authentication (2FA) Azure password protected servers and enabled new password policy at Azure	Blocking of USB on laptops & desktops	Conducted various phishing drills, broadcasted various tips, and shared news on cyber security to enhance awareness among Company users
--	--	---	---------------------------------------	---

Cybersecurity During Covid-19

Apraava Energy worked hard to counter challenges posed by the COVID-19 pandemic and maintain confidentiality, availability and integrity of our IT system while ensuring business continuity by:

- Enabling safe work from home
- Rolling out Microsoft Teams
- Implementation of Windows Virtual Desktop (WVD) solution to enable external users and new joinees to use their personal desktops/laptops
- Providing users with laptops and extending support to their homes



Improving Our Environmental Footprint



Apraava Energy is committed to the highest standards of business operations in harmony with the environment following the philosophy of conservation and protection.

Consistent with our environment management approach, we place high emphasis on resource conservation and the adoption of advanced environment friendly technologies. Our policies and processes are designed to protect valuable natural resources, and this extends to our supply chain to maximise the impact of our efforts.

SDGs impacted



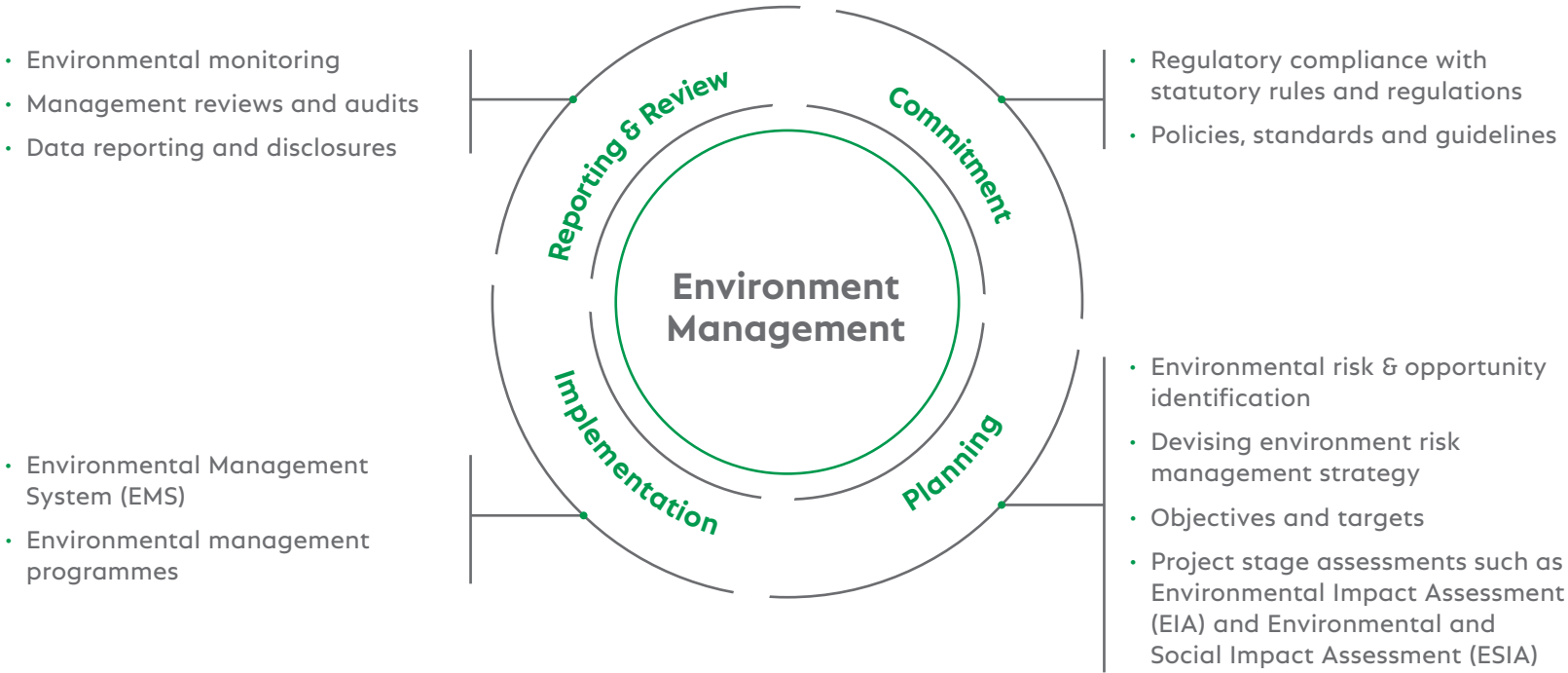
Energy is necessary for the world to function, but so is the environment. At Apraava, we want to expand our green energy portfolio and reduce carbon emissions through a conscious organisational strategy and operational sustainability.

Environment Management



Due to the changing nature of enterprise business structure, implementation of the ISO 14001 Environmental Management System (EMS) is one of the strategic tools adopted by Apraava Energy as part of its HSSE management system. EMS provides significant tangible and intangible benefits across all operational locations by implementing measures to prevent pollution and continually improve environmental performance.

As on March 31, 2021, 15 assets of Apraava Energy, which include all 12 wind assets, JPL, Veltor and Sakri solar power plants have been certified by ISO 14001: 2015 - Environmental Management System.



Climate Action

As part of the Paris Agreement, signed in 2015 under the United Nations Framework Convention on Climate Change (UNFCCC), the urgency of decisive and coordinated action to reduce greenhouse gas (GHG) emissions so that global warming is limited to 1.5 to 2°C was realised. According to the commitments of our investors, the CLP Group and CDPQ, Apraava Energy is steadily increasing its low-carbon business portfolio in order to reduce CO₂ emission and intensity.

Apraava Energy is constantly working on measures to reduce GHG emissions from its operational activities. Carbon credits and GHG intensity reduction are our major climate activities, along with other initiatives such as waste and water recycling, biodiversity conservation, etc.

Apraava's approach towards managing environmental performance

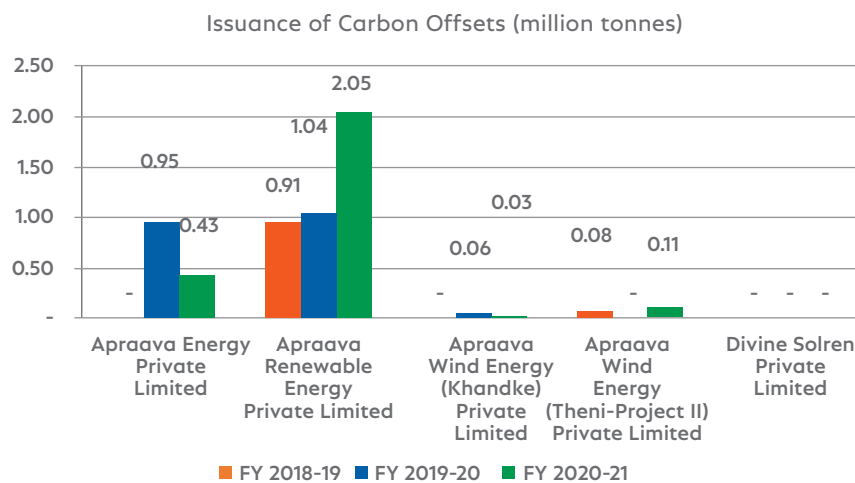
- Climate action
- Managing emissions
- Water efficiency
- Waste management
- Biodiversity conservation

Carbon Credits

Apraava Energy has embarked on a mission to generate green electricity while reducing its current emission footprint. Apraava Energy's entire renewable energy fleet produces clean electricity in a sustainable manner while issuing carbon offsets in accordance with international modalities and procedures. These carbon offsets are tradable in domestic and international markets, and they help fund corresponding

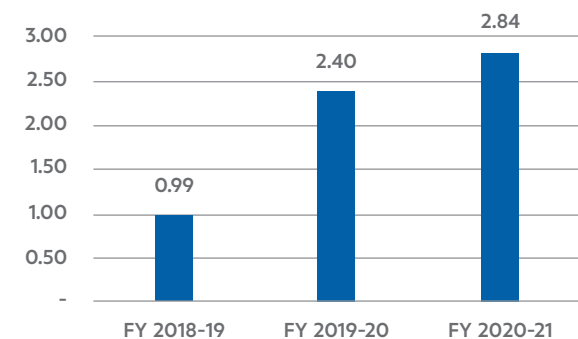
projects. Apraava Energy's carbon offset is one of the most active and aggressive portfolios in the world. Apraava Energy has registered all of its wind and solar assets in the world's most well-known carbon offset schemes, namely the UNFCCC's CDM and the Voluntary Carbon Standard (VCS) by Verra. Apraava Energy's carbon credit issuance for the last three years is depicted in Figure 15.

Figure 15: Apraava's carbon credit issuance over the last three years



In FY 2020-21, Apraava Energy has registered its 250.8 MW Sidhpur wind project in Verra's VCS scheme. Apraava Energy won this 250.8 MW greenfield wind project in Solar Energy Corporation of India limited (SECI) reverse auction and implementation of the project is ongoing. Post commissioning, this project alone can generate approximately 759,000 carbon

Issuance of Carbon Offsets by Apraava Energy (million tonnes)



offsets in a year. Further, Apraava Energy has acquired two solar projects - Divine Solren Private Limited (50 MW) and Cleansolar Renewable Energy Private Limited (30 MW) located in Telangana, India. These projects are also already registered in carbon offset schemes and generate more than 128,000 carbon offsets in a year.



Apraava Energy has registered its 250.8 MW Sidhpur wind project in Verra's VCS scheme. Apraava Energy won this 250.8 MW greenfield wind project in SECI reverse auction and implementation of the project is ongoing.

GHG emissions



Apraava Energy's overall GHG intensity has been reduced by ~ 7% compared to the previous year, i.e. there has been a reduction from 0.67 kgCO₂e/kWh in FY 2019-20 to 0.62 kgCO₂e/kWh in FY 2020-21.

GHG emissions contribute to climate change, which has serious implications for humans and the environment.

GHG Emission & GHG Intensity

Figure 16: Apraava’s GHG emissions for the past three years

Financial Year	Apraava Energy GHG emissions			GHG Intensity
	Scope1 CO ₂ e (kt)	Scope2 CO ₂ e (kt)	Total (Scope1 & Scope2) CO ₂ e (kt)	Kg CO ₂ e/kWh
FY 2018-19	5,951	12	5,962	0.68
FY 2019-20	5,029	7	5,036	0.67
FY 2020-21	4,064	14	4,078	0.62

Critical factors that contributed to the reduction of CO₂ intensity in FY 2020-21:

- Decrease in energy sent out, from 5,463 GWh in FY 2019-20 to 4546 GWh in FY 2020-21 at JPL
- Increase in solar power generation from 344 GWh in FY 2019-20 to 471 GWh in FY 2020-21

Going forward, our 250.8 MW wind project in Sidhpur, Gujarat, which is presently under construction, will help us further cut down on our CO₂ emissions in the coming years. Apraava Energy is working on a measurable, science-based emission reduction target that will be validated by Science Based Target initiative (SBTi).

Health of our Atmosphere



Maintaining better ambient air quality in the vicinity of Apraava Energy’s operational assets is extremely important for generating power responsibly.

Various measures have been implemented over the years to improve environmental performance at JPL and continuous efforts are being made through adoption of cleaner technologies to reduce emissions. Cleaner technologies used for specific emission reduction are depicted in Figure 17.

Figure 17: Technology used for reducing air emissions

Emission Parameters	Available Emission Control Equipment
Particulate Matter (PM)	Combination of Electrostatic Precipitator (ESP) and fabric filter (hybrid design)
NO _x	Combination of low NO _x burner and separated over fire air damper (SOFA)
SO ₂	Wet type Flue Gas Desulfurisation (FGD)

During FY 2020-21, all major pollutants were measured in both absolute and specific terms, as follows:

Figure 18: Apraava’s air emission level over last three years

Air emission summary – JPL

Particulars	Unit	FY 2018-19	FY 2019-20	FY 2020-21
PM	Tonnes	905	808	496
SO ₂	Tonnes	11,845	3,386	3,049
NO _x	Tonnes	5,354	5,325	4,524
Specific PM Emission	kg/MWh	0.14	0.15	0.11
Specific SO ₂ Emission	kg/MWh	1.84	0.62	0.67
Specific NO _x Emission	kg/MWh	0.83	0.97	1.00

Water as a Resource



Robotic technology for dry cleaning of solar panels - pilot project at Veltor solar plant



We are progressively working towards reducing our water consumption and rejuvenating water resources internally. Some of our ongoing efforts include further enhancement of cooling water cycle of concentration (COC) at JPL, rainwater harvesting at various sites and experimenting with dry cleaning technology for Photovoltaic (PV) module cleaning at solar assets.

At JPL, water is a critical requirement for steam generation, cooling processes, plant auxiliaries, FGD services and other domestic uses. JPL consumes more than 99% of the total water requirement of all operational assets of Apraava Energy. JPL's water requirement is catered to from the nearby Jawaharlal Nehru (JLN) canal under an agreement with the Government of Haryana.

In FY 2020-21, our renewable operations consumed 32,873 m³, accounting for less than 1% of Apraava Energy's total water usage.

Management Approach

We ensure adoption and implementation of efficient water management measures in new project constructions, O&M of operational projects and in our office buildings, which can improve our water utilisation and conservation efforts.

Efficient Use of Water Resources

Water consumption at JPL has witnessed constant improvement over the years because of water optimisation practices and goals. JPL is a Zero Liquid Discharge (ZLD) plant, and all the wastewater is treated and reused within the plant premises for dust suppression at various locations, horticulture, cleaning, and other suitable purposes. There has been no discharge of untreated water to any water bodies and no water bodies have been affected by discharge and/or run-off from our plant. JPL’s water consumption & water intensity over the last three years is depicted in Figure 19.

Apraava’s water optimization approach

- Quantifying raw water sinks
- Quantifying wastewater generation
- Identifying options for water conservation & wastewater reuse/recycling

Figure 19: Water consumption & intensity at JPL over the last three years

Year	JPL water consumption (m³)	JPL water intensity (m³/MWh)
FY 2018-19	15,044,556	2.34
FY 2019-20	13,302,643	2.44
FY 2020-21	11,431,716	2.51



JPL is a Zero Liquid Discharge (ZLD) plant, and all the wastewater is treated and reused within the plant premises for dust suppression at various locations, horticulture, cleaning, and other suitable purposes.

Waste and by-product recycling and reuse



Metal scraps are reused to make flower pot stands



Apraava Energy strategically approaches waste management in a holistic manner which results in prevention, minimisation, reuse, recycle and responsible disposal of waste.

Management Approach

We believe in complete recovery of end-of-life products and the circular economy model, whereby we promote a circular ecosystem by using resources to their fullest capacity and regenerating natural systems by minimal use of materials, reduction and recycling of generated waste as well as usage of waste as a valuable resource.

Hazardous & non-hazardous waste disposed/recycled at Apraava Energy's various operational locations is illustrated in Figure 20.

100% of liquid hazardous waste is recycled through authorised recyclers.

Figure 20: Hazardous and non-hazardous waste disposed/recycled at Apraava's operational locations

Waste Particular (Disposed/Recycled)	Unit	Jhajjar Power Plant			Renewable Assets		Apraava Energy operations*	
		FY 2018-19	FY 2019-20	FY 2020-21	FY 2019-20	FY 2020-21	FY 2019-20	FY 2020-21
Hazardous Solid Waste	Tonne	55.44	49.47	112.44	74.66	17.09	124.13	129.53
Hazardous Liquid Waste	Kilo Litre	24.00	52.29	22.47	17.98	5.95	70.27	28.42
Non-hazardous Solid Waste	Tonne	661.92	274.25	324.02	0.48	12.33	274.73	336.35

*Waste values for Apraava Energy operations is summation of JPL and Renewable assets

Note 1: Waste disposed and recycled is equal to waste produced

Note 2: Waste quantification and monitoring for renewable operations began in FY 2019-20

Instruments of Circularity



- Paper recycling & reduced paper consumption**

We have adopted paper conservation and recycling at JPL.

Several departmental initiatives have been implemented to reduce paper consumption such as changing the size of invoices at the weigh bridge from A4 to A5. This directly reduces paper and cartridge consumption by 50%, resulting in 50% cost savings. Furthermore, small actions such as lab reports generated with e-sign save as many as 1,300 papers per year on average, and e-way bills and e-invoicing saves 240,000 papers per year.

- Actuator card repair & reuse to reduce e-waste generation**

In FY 2020-21, 39 actuator cards were repaired and 20 were reused at JPL. Repairing and reusing of PCB cards

reduces e-waste while also preventing new card manufacturing and associated GHG emissions. This programme resulted in 585 kg reduction in CO₂e emissions and cost savings of INR 3,971,317.

- Reuse of conveyor belt scraps**

Over 56% of conveyor belt scrap generated in the coal handling area was reused on site, including replacements in conveyor belts and reuse as skirt rubber and lean curtains. Out of 1,465 metres of generated old conveyor belt, 816 metres were reclaimed for belt replacement, skirt rubbers, and wagon tippler lean curtains, contributing to a total reuse of old belts up to 56%. Lean curtains not only protect lean plates and wagons, but they also significantly reduce rubber pad consumption resulting in cost savings on spares.

Fly Ash and Gypsum Management

Domestic coal has a high ash content, leading to higher quantities of ash generation. Gypsum is produced as a by-product of the FGD process. Since JPL is a coal-fired power plant, ash and gypsum are regular by-products of the power generation process. We have a dedicated ash

management team that regularly analyses ash and gypsum utilisation throughout the year, promoting waste circularity. Generation and utilisation of ash for the last three years is presented in Figure 21.

Figure 21: Ash utilisation for the past three years

Year	Unit	Total ash generation	Total ash utilisation	% Utilisation
FY 2018-19	Tonnes	1,648,027	2,256,608	136.93%*
FY 2019-20	Tonnes	1,440,751	1,995,085	138.48%*
FY 2020-21	Tonnes	1,039,831	1,040,635	100.08%

* Higher percentages of utilisation in FY 2018-19 and FY 2019-20 were attributed to the use of ash stocks of earlier years from the ash dyke.

JPL has tied up with several cement manufacturers, traders and ready-mix concrete plants for utilisation of dry fly ash and pond ash generated at the plant. To ensure that bottom ash and/or any dumped dry fly ash are evacuated promptly, JPL entered into an agreement with a cement manufacturer to supply pond ash at JPL's expense during FY 2020-21. It has also tied up with agencies engaged in the business of supplying pond ash to brick manufacturers and other bottom ash-utilising agencies like road construction companies. JPL's team remains in contact with state authorities, namely the Public Works Department (PWD) and the National Highways Authority of India (NHAI) to explore potential uses for bottom ash.

A key challenge faced by JPL during FY 2020-21, was to ensure 100% utilisation of ash during the nationwide lockdown in view of the COVID-19 pandemic with limited avenues for utilisation.

JPL was able to ensure 100% utilisation of ash, in close coordination with all its counterparts. While a large portion of the ash was disposed directly, some of the dry fly ash had to be first stored in the ash dyke and subsequently evacuated by various agencies as industries gradually resumed normal operations.

JPL has tied up with multiple cement companies to ensure regular offtake of gypsum. It has been able to use nearly all the gypsum produced till date. Gypsum produced during FY 2020-21 was 63,131 tonnes, and 62,250 tonnes of it was used within the year. In case of gypsum, full utilisation is contingent on the quality of the product. If the quality deteriorates or is not within parameters acceptable for industrial use, Apraava Energy takes all required steps for its responsible disposal at the Company's own expense. While there were no stocks of gypsum at the end of the year, the difference between generation and utilisation was on account of the moisture content at the time of storage and that at disposal.

The main challenge in future years will be to find new avenues to utilise bottom ash which has limited use, to ensure 100% disposal especially during off-season, high variation in production of ash and gypsum due to seasonality & the resulting fluctuation in power demand with no evolving definitive market segments in the vicinity of the plant for its utilisation.

Environment Management Programmes

Environment Management Programmes (EMP) implemented by our assets are one of the most effective tools in the EMS framework for improving environmental performance.

In FY 2020-21, JPL implemented 20 EMPs focusing on resource conservation (energy, water, and fuel), waste

management, training and awareness, and sustainability initiatives. The total estimated annual energy savings are ~4,08,846 kWh, with a ~350 tonne reduction in total estimated annual CO₂ emissions. Approximately 2,000 trees plantations were conducted during the reporting period at our wind and solar sites.

Key Environment Management Programmes of FY 2020-21

Electrification of JPL railway siding

In December 2020, a 16.2 km line of railway siding was successfully charged. Electric locos now transport rakes directly to JPL. This has resulted in an annual reduction of approximately 96,000 litres of diesel consumption, a direct reduction of 256 tonnes of CO₂ equivalent. The net CO₂ equivalent avoided will be 14,000 kgs per year.

3R- Waste to wealth

- Paper recycling initiatives for reduction in paper consumption
- Actuator card repair and reuse at site to reduce e-waste generation
- Reuse of conveyor belt scraps

Read more in Instruments of Circular Economy, Pg- 66 and 67

Environmental trainings

Despite COVID-19, various internal and external trainings on environmental topics such as sustainability, waste management, legal & other requirements, and ISO 14001-Environmental Management System were delivered via virtual platforms. It benefitted approximately 50% of employees at various levels. Table talk mock drills were conducted for various emission scenarios of SO₂, NO_x and PM which helped to familiarise desk operators about respective actions to be taken to avoid exceeding emissions as per statutory guidelines.

Preserving biodiversity

Continuous steps toward Apraava Energy's biodiversity conservation principles have been taken throughout the year in order to advance our journey for preserving biodiversity across all assets.

Read more in Protecting Biodiversity, Pg- 72 and 73

World Environment Day 2020

World Environment Day 2020 was celebrated across all operational sites with the theme 'Let's make biodiversity our way of life' engaging employees, families, contract partners, and township children.

- JPL organised nine different events with 13 categories of participants by leveraging virtual platforms.
- Innovative programmes such as making of video blogs, short films, online quizzes, etc. were organised.
- 'Best out of waste' competition was organised for township ladies where contestants had to present handmade creative items prepared using waste generated at households.
- Events like theme-based slogans and 'Picture with Nature', a photo contest got good participation.
- A tree plantation drive was organised on June 5 by employees while maintaining all necessary social distancing precautions.

Energy Conservation

Energy saved reduces costs as well as emissions. At Apraava Energy, we are constantly attempting to find ways to reduce energy consumption, thereby reducing costs as well as GHG emissions.

LED Lighting:

At JPL, LED lighting is being implemented in the plant area & township in a phased manner (total of four phases). Presently, Phase 2 has been completed covering Boiler 1 and CHP buildings. Various High Intensity Discharge (HID), FTL and CFL lights have been replaced with LED lights. This will result in the following: (i) Estimated energy conservation of ~408,846 kWh on an annual basis (ii) Estimated CO₂ reduction of ~335 tonnes annually.

At renewables sites, existing lights of a majority of assets have already been replaced with LED lighting and the remaining assets will be replaced by FY 2021-22. JPL has a target to replace 100% existing lights with energy efficient LED lighting by FY 2022-23.

The first Electric Vehicle (EV) added into our car pool fleet

A small but significant step in creating environmental impact

We, at Apraava Energy, are committed to reducing our carbon footprint, not just as a business strategy but also in our daily operations. To further our commitment, we have decided to gradually replace fossil fuel-driven cars in our fleet with electrical cars in a phased manner.

To begin with, we have added our first '100% electric car' to our Mumbai office fleet and second one at Jhajjar location during FY 2020-21. Electric car at Mumbai office is now being used as an office pool car and the one at Jhajjar plant is used as passenger vehicle. This initiative contributes to the reduction of vehicular CO₂ emissions and also abating pollution of air and noise.



Environmental Compliance



At Apraava Energy, we make sure that all the rules and regulations that apply to our business are complied with effectively. During FY 2020-21, there were no environmental regulatory non-compliances that would have resulted in levy of fines or prosecution by relevant authorities.

Protecting Biodiversity



Conserving the variety of life on earth by recognising the importance of biodiversity preservation is critical to human life with factors such as habitat loss, degradation, and various kinds of pollution seriously threatening it.

Management Approach

As an environmental steward, Aprava is deeply committed to promoting, enhancing, and restoring the existing biodiversity within all our operational boundaries.

Upon evaluation of our operational projects, we reaffirm that none of our sites are located in protected areas or close to any protected areas with high biodiversity value. Our EIA and ESIA studies show that no IUCN Red List species and national conservation list species presently reside or have a habitat within or adjacent to our areas of operations.

Biodiversity Conservation Goals

- Increasing the green quotient in and around assets through ongoing tree planting, landscape development, and vegetation development.
- Using advanced pollution control technologies and environmental practises to maintain air and water quality in surroundings that allow the existing ecosystem to thrive.
- Making positive contributions to the conservation of flora and fauna in areas near Apraava's sites.

Initiative

A small symbolic afforestation drive was conducted at JPL on International Forest Day, March 21, 2021, in collaboration with the Haryana State Pollution Control Board (HSPCB), and Triveni trees (Neem, Peepal and Bargad) were planted.

Apraava Energy has planted over 400,000 trees at its different locations as a result of years of conservation efforts. In 2021, Apraava Energy has undertaken steps to improve biodiversity at its locations, in addition to continuing tree planting programmes. External experts were invited to deliver workshops on the topic of 'Business and Biodiversity' in order to build capacity and raise awareness among employees. As a pilot study, JPL is conducting a baseline biodiversity survey guided by the principles of India Business & Biodiversity Initiative (IBBI), which will be replicated for other Apraava Energy sites in the future. Apraava Energy plans to develop a biodiversity roadmap in the future to improve its biodiversity strategy.



A line-art illustration of a wind turbine with two blades. In the foreground, two workers wearing hard hats are shown; one is holding a clipboard and the other is pointing upwards. To the right, there is a computer monitor displaying a grid. The scene is decorated with various colored shapes: blue circles, orange triangles, and green leaves. The title text is positioned to the right of the turbine.

Creating a Conscious Workplace Culture

Our approach to people initiatives is to empower our employees and communities whilst delivering business results with a purpose-driven and inclusive culture.

In our endeavour to build a resilient and sustainable organisation, the focus is on health & well-being, employee engagement and holistic development. High quality service to customers can only be accomplished by attracting and retaining talent, as well as developing, and expanding their skills and leadership abilities to prepare them for the mega trends shaping our sector. We will continue to strengthen our current policies and initiatives, and Diversity, Equity and Inclusion (DE&I) will continue to remain a core priority for the future.

SDGs Impacted



Employees make any company good or great. At Apraava Energy, it is no different. We endeavour, every day, to create an inclusive workplace culture that provides a purpose-driven experience to our people.

Total Employee Experience



The total employee experience is managed through robust engagement mechanisms and progressive HR management.

With attracting and recruiting talent as an important first step, we work at strengthening our talent management framework to engage, develop and retain talent.

To improve and nurture a collaborative culture at the workplace, we focus on open two-way communication, an emotional and intellectual connect with employees, developing an ongoing feedback mechanism, and investing in employee well-being. These help us establish a diverse, equitable and inclusive workplace. Apraava Energy's workforce is a mix of youth and experienced contributors as depicted in Figure 22 and 23.

Figure 22: Employee and contractual staff strength

Particulars	FY 2018-19			FY 2019-20			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior management	58	5	63	62	6	68	59	6	65
Managerial and professional staff	256	28	284	251	30	281	240	30	270
Administrative and support staff	99	19	118	100	18	118	82	17	99
Total	413	52	465	413	54	467	381	53	434
Contractual staff*	2,221	21	2,242	2,186	22	2,208	2,262	21	2,283

*Does not include numbers from shared wind sites (Samana, Sipla, Bhakrani, Mahidad, Jath, Tejuva, Chandgarh). Shared wind sites are those sites where more than one power company have installed their wind turbines, which are serviced by a single OEM.

Figure 23: New hires, average age, and attrition rates

Particulars	FY 2018-19			FY 2019-20			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
New hires	27	5	32	27	6	33 [#]	15	4	19
Average age of employees	37			38			38		
Voluntary attrition (12 month moving average) [§]	6.7%			6.6%			5.4%		

[#]The table does not include employees added from acquisition of transmission asset (STPL)

[§]Voluntary attrition excludes employees on fixed term contract

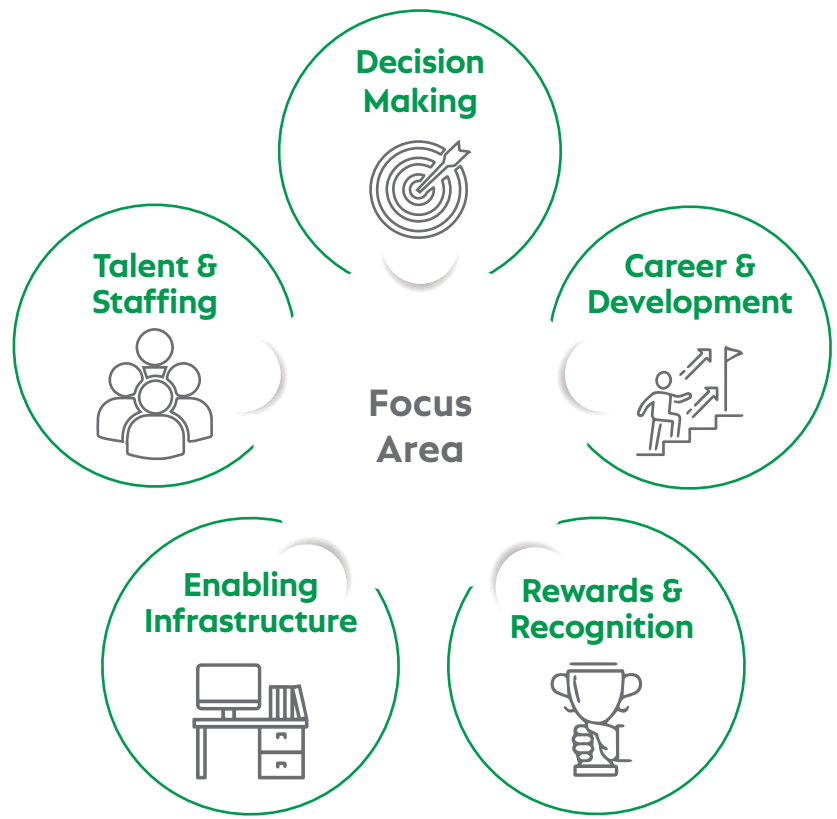
Our Journey of HR Excellence

Our HR excellence journey has been and continues to remain an endeavour to fulfil our vision of being an employer of choice. At Apraava, we review our policies and processes on an ongoing basis in order to update them and keep them relevant to current times. Our HR Excellence journey is an attempt to seek an outside-in perspective on the efficiency and effectiveness of our processes and the robustness of our initiatives and practices.

Every alternate year, we conduct an employee engagement survey which helps us understand the pulse of our employees in a formal manner, reinforce our strengths and address opportunities for improvement.

Consequent to the employee engagement survey conducted in 2018, the following emerged as focus areas.

Figure 24: Focus areas emerging from the employee engagement survey



After the survey, location-wise Employee Work Groups (EWGs) were formed. The EWGs worked with employees at their locations to prioritise actions in order to make the overall employee experience more meaningful and engaging.

Enabling a digital ecosystem

The digitalisation of the HR function continues to be a strategic priority. After implementing the core HR and employee life cycle management modules, we successfully integrated the performance and compensation management modules last year. The entire cycle of performance management from goal setting to performance evaluation to salary revisions has been digitised as a result of this deployment.

We continue to work with our partners to ensure that the platforms are stable and elevate employee experience. The focus hereon will be on other processes of the employee life cycle.

Learning & development @ Apraava Energy

Apraava Energy is currently going through a phase of organisational renewal and change. We need to proactively prepare ourselves to embrace and manage this change. The organisation is in the midst of a transformation. We are changing deeply from within – in our identity as an organisation. Our leadership competencies and behaviour are undergoing a change to support the transformation. In the latter part of 2020, we undertook an exercise to review and refresh our competency framework. It was important to articulate these, so that the entire organisation has a common understanding of what is expected of us in the next phase of growth. Our redefined leadership competencies will become the basis for everything we do going forward from a people point of view.



Our leadership competencies and behaviour are undergoing a change to support the transformation. In the latter part of 2020, we undertook an exercise to review and refresh our competency framework.

¹The new brand was launched on 7th October.

Training & Skill Development



Learning commences from the time of joining. The leadership team, including the Managing Director, interacts with new hires to share perspectives.

The induction programme, which can last up to six weeks, not only informs new hires about the organisation, its core values, business goals, and challenges, but also provides a guided and holistic exposure to, and interactions with, various departments.

To continue the process of learning throughout, an annual training plan is created with individual, functional, and organisational training needs in mind. This also contributes towards achieving business objectives and individual development. Figure 25 and 26 depict training trends over the last three years.

Figure 25: Employee training days trends

Training days Level-wise	FY 2018-19			FY 2019-20			FY 2020-21		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Senior management	14.4	240.6	255.0	15.6	127.6	143.3	104.1	648.8	752.9
Managerial & professional	96.0	926.6	1,022.6	88.0	912.1	1,000.1	76.9	998.6	1,075.5
Administrative & general	39.3	161.5	200.8	36.1	169.3	205.4	77.8	85.3	163.1
Grand total	149.6	1,328.8	1,478.4	139.8	1,208.9	1,348.7	258.8	1,732.6	1,991.4
Overall training days per employee	2.9	3.2	3.2	2.6	2.9	2.9	4.9	4.5	4.6

Figure 26: Employee training coverage trends

Training coverage Level-wise	FY 2018-19			FY 2019-20			FY 2020-21		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Senior management	100%	90%	90%	67%	69%	69%	100%	80%	82%
Managerial and professional	86%	86%	86%	83%	87%	86%	87%	86%	86%
Administrative and general staff	84%	57%	61%	61%	60%	60%	59%	67%	66%
Overall Coverage	87%	79%	80%	74%	78%	77%	79%	81%	81%

The breakup of overall training days and training coverage into areas such as safety and skill building is given in Figure 27 & Figure 28.

Figure 27: Training days: Safety & skill building

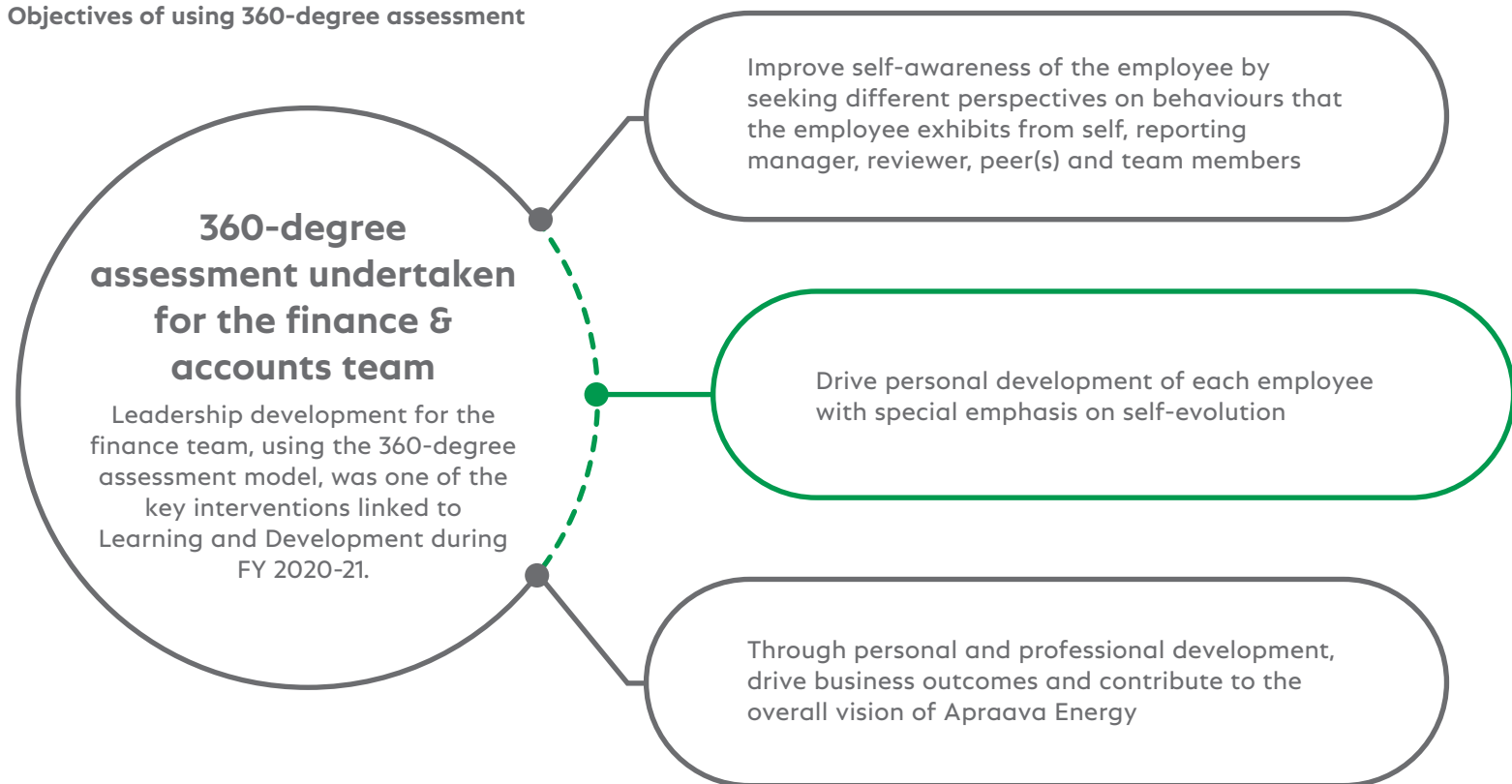
Type	FY 2018-19		FY 2019-20		FY 2020-21	
	Total training days	Average training days	Total training days	Average training days	Total training days	Average training days
Safety	445.5	1.0	189.5	0.4	96.6	0.2
Skill building	1,032.9	2.2	1,159.2	2.5	1,894.8 ¹	4.4
Overall	1,478.4	3.2	1,348.7	2.9	1,991.4	4.6

Figure 28: Training coverage – Safety & skill building

Particulars	FY 2018-19			FY 2019-20			FY 2020-21		
Safety training									
Level	Male	Female	Total	Male	Female	Total	Male	Female	Total
Overall	30%	10%	27%	42%	20%	39%	34%	19%	32%
Skill building*									
Level	Male	Female	Total	Male	Female	Total	Male	Female	Total
Overall	67%	87%	69%	71%	72%	71%	73%	75%	73%

*Skill building training days are inclusive of edX certifications. 76 employees completed their edX certification accounting for 1413.5 days.

Objectives of using 360-degree assessment



The intervention was managed in-house by a group of cross-functional professionals from the finance and corporate HR teams. The assessment was done for 42 people from the financial teams across various locations. Development areas identified consequent to the intervention are being addressed by ongoing discussions with employee and their line manager. A learning platform christened as 'Gurukool' was created as a result of the 360-degree exercise. This serves as a knowledge sharing platform for personal and professional growth of team members from finance and accounts.



“The feedback and insights that the participants received from their fellow colleagues through the 360-degree tool were quite valuable. It helped them to identify their strengths and areas of development that they can further improve upon. The most positive thing is that participants have perceived and accepted feedback from others in quite a positive manner, making it a very constructive exercise overall.”

Rajat Lohia

Manager - Finance & Accounts,
Jhajjar Power Ltd



“It was an enriching experience using the 360-degree tool for driving leadership development for the finance team. The insights from the exercise were very useful in improving self-awareness among participants by seeking different perspectives on behaviours that they exhibit.

The participants are now working to improve on identified competencies/behaviours that will drive business outcomes and contribute to the overall vision of Apraava Energy. Post this intervention, we have also created a learning platform named Gurukool to drive the personal development of each employee with special emphasis on self-evolution.”

Samir Ashta

Director - Finance & CFO,
Apraava Energy

Renewable University (RU)

To sustain capability building, we promoted technology and process innovation to generate effective solutions for business challenges, by forming Special Task Forces (STF) in Renewables as a multi-purpose developmental intervention.

The STFs don't just conduct an in-depth study on given topics but also analyse the root cause of problems that

occur during plant operations. On completing the assigned task within the allotted time, conclusions and suggestions made by these teams are reviewed by the Renewables leadership team. Depending on the merits of the recommendation, the suggestions are considered for further implementation. Various activities carried out by the RU in FY 2020-21 are depicted in Figure 29.

Figure 29: Activities carried out by RU in FY 2020-21

Modes of learning	No. of sessions / No. of groups	Training days for attendees participating in various RU sessions	Remarks
Book Reviews	36	78.7	Total days of participants efforts are 78.7 days A total of 25+ books covered
STF session	14	61.2	Total of 14 STF sessions, covering 35 participants per session, amounting to 61.2 days
Experts presentation	4	15	Total of four sessions covering 30 participants per session amounting to 15 days
E-learning edX certification (100% Completion)	1	15.8	
Technical bite-sized learning sessions	14	27.4	Total of 14 sessions covering 30 participants per session amounting to 27.4 days
Total	69	198.1	

Diversity, Equity & Inclusion (DE&I)



Apraava Energy is proud to be an equal opportunity employer and is committed to creating a diverse and inclusive workplace. Over the years, our endeavour has been to make our organisation representative of the changing demographics we see in the world.

We believe a diverse and inclusive workforce will allow us to meet our growth ambitions and create a responsible and sustainable business.

Over the years, we have taken small but significant steps in our DE&I journey. In August 2020, we became a signatory to the Women's Empowerment Principles established by the UN Global Compact and UN Women, thereby reasserting our commitment to diversity and gender equality at an international level.

We strive to build an organisation that provides fair opportunities to all candidates and employees and prohibits all forms of unlawful discrimination. Our commitment applies to all our programmes across employment practices, measuring and reporting progress and striving for continuous improvement.

There is an increasing social responsibility to include persons with disabilities. We need to leave behind our

ignorance and be mindful of the stereotypes that exclude them. A tandem cycling experiential activity was organised in 2020 for employees and their family members to break unconscious biases and extend a culture of inclusiveness towards Persons with Disabilities (PwDa).

This programme produced an environment of openness and empathy while breaking social prejudices about disability. Gender diversity at Apraava Energy is depicted in Figure 30.

Figure 30: Gender diversity at Apraava Energy

Particulars	FY 2018-19	FY 2019-20	FY 2020-21
Women in Apraava Energy	11%	12%	12%
Women in managerial roles	8%	9%	9%
Women in engineering roles	8%	8%	8%



In 2020, we accelerated our efforts around Diversity, Equity & Inclusion (DE&I) and Belongingness. Apraava Energy's Diversity, Equity & Inclusion (DE&I) council was formed in 2020 to enable conversations, develop a strategic plan, and provide our DE&I efforts a more focused direction. The DE&I Council has cross-functional senior representation and is chaired by the Managing Director. To offer us an outside-in perspective, an external partner was also inducted into the council.

Equal Opportunity Employer

We believe in retaining talent by creating fair and equal opportunities for growth and development of our employees.

Human Rights

Apraava Energy promotes the highest standards of human behaviour and values the dignity of all those who work with us. We have made certain that no one under the age of eighteen is working in any of our commercial operations. This is also expressed and communicated to all our suppliers and vendors.

We value open and honest communication and seek to provide a safe, healthy, and happy work environment for our employees. A grievance resolution process has been established to provide a framework for resolving workplace grievances.

We do not have collective bargaining agreement at any of our locations. Our contractual agreements are based on mutually agreeable expectations from our contractors and suppliers. During their association with Apraava Energy, they have the freedom to express their concerns and suggestions.

In 2021, we adopted our Group's labour standards. These standards reinforce our commitment to international principles of working conditions and rights of employees at the workplace. They are also in line with our values of 'sustainability and respect for people'. As an organisation, we are committed to ensuring that all those who work for us, do so in a safe, secure and respectful environment.



No human rights, including child and forced labour, were infringed at any of our business locations, in accordance with our commitment to prescribed employment standards.

Remuneration



Apraava Energy's remuneration philosophy is a key component of the company's overall people strategy. Our remuneration strategy is performance-driven and built on internal and external equity, allowing us to recruit and retain talent.

Our remuneration is benchmarked against the market on an annual basis by a third-party expert. CLP Holdings' Human Resource & Remuneration Committee approves the annual pay increase recommendations. CLP Holdings reviews and effects yearly increments and variable payouts for the MD and his direct reports. Annual increments and variable payouts for all other employees are recommended by the relevant function/asset head, reviewed by the head of HR, and approved by the MD.

Our fight against COVID-19

The organisation stepped forward and introduced a series of measures to ensure overall well-being of employees, their families and communities during the COVID-19 pandemic.

Some of the initiatives undertaken include: Enhancement of our existing group medical policy cover to include hospitalisation and home quarantine expenses for COVID-19 treatment for employees and their dependents

- Corporate COVID-19 vaccination drive was conducted at Mumbai and Jhajjar locations for employees, their dependents, extended families (including domestic help and drivers) and contract staff
- An employee well-being survey was conducted to understand what initiatives would help employees cope with and manage stress and anxieties during the pandemic. Accordingly, special initiatives were rolled out. In one of the months, the company also announced reduced working hours and a blackout period every day from 12 noon to 2 pm to help employees take a break from work and focus on things that needed their attention at home.
- #WellnessBulletin –Apraava Energy's health & wellness blog was launched
- A 24x7 online medical consultation service was launched for employees and their family members to enable them to avail consultations from the safety and comfort of their homes.
- Bite-size virtual sessions on mindful meditation and pranayam were conducted for all employees and contract staff
- Wellness awareness sessions on various topics such as nutrition, anxiety, women's health - cervical cancer, financial planning and 'open webinars' on various topics such as building resilience, coping with anxiety and panic, understanding stress and its impact, crisis management were conducted every month

- Under the 'Employee Connect' initiative, HR, Admin and CSR team members periodically interacted with employees to check on the well-being of employees and their families
- Virtual cultural events, contests and workshops were conducted to encourage employees and their family members to socialise with ease. During the lockdown, in order to remain connected and engage with employees, we ran a virtual campaign, 'One Apraava Energy: Together@Home.' Through this campaign, employees shared their lockdown stories of fitness, cooking, learning new skills. Many festivals and days of national importance were celebrated virtually with employees and their families through this campaign.

We believe these initiatives helped our employees care better for themselves and their families. During the pandemic, as an organisation, we communicated our intent to support our employees either by way of financial support or additional leaves.

The second wave of the pandemic was a particularly trying one for us as an organisation, but it also brought to the fore the best of the Apraava Energy spirit!

The pandemic required us to be agile and adaptive. Ironically, it was through the spread of the virus that we were able to embrace changes in the way we worked and continue to do so.

As we continue to respond to difficult times, discussions around health and the future of work are becoming more central. The changes we have seen and will see, will define a new normal in how we live and work. It is clear that all of us need to be change agents and the good news is that this necessity is driving innovation.

Employee Testimonials



“The desire to make a positive impact in the world, both personally and professionally, drives everyone at Apraava Energy. The philosophy of 'what we achieve' being just as important as 'how we achieve' drives each one of us to challenge our own purpose and approach towards everything we do. The organisation's culture, ethical conduct, employee care, commitment to sustainability and future potential impress me the most. Apraava Energy is truly committed to making an inclusive workplace - each voice is valued, respected and heard here.”

Madhurima Gupta Jain

Head - Corporate Communications,
Apraava Energy



“I made a decision 13 years ago to join Apraava Energy and it has been among my best career decisions. Throughout my years with Apraava Energy, I have had opportunities for growth, with supportive colleagues and mentors alongside. Apraava Energy's workplace promotes employee safety, growth and goal attainment. It is a powerhouse of talented individuals and sustainable technology. I particularly cherish initiatives in the areas of Learning & Development, Health & Wellness and CSR.”

Parth Vaish

Manager (Operations - Renewables),
Apraava Renewable Energy Private Limited

Building a Culture of Health & Safety



Apraava Energy's strength comes from its people who are involved, motivated and take ownership to provide a safe and healthy working environment while progressing towards our vision of 'zero workplace incidents.'

Our approach towards health and safety is predefined and firmly strives to promote our employees' well-being. To that extent, we ensure recognition, evaluation and control of any work-related hazard in a timely manner.

SDGs Impacted



At Apraava, health and safety of employees and workers are our priority because we believe in maintaining the highest standards when it comes to energy production as well as overall well-being of our people.

Safety Governance

HSSE Management System

The Apraava Energy Health, Safety, Security and Environment (HSSE) management system provides a consistent framework for compliance with CLP Group and Apraava Energy HSSE regulations. This includes identifying HSSE risks and opportunities, preventing work-related accidents and ill-health for workers, and

maintaining a safe, secure, and healthy work environment at all Apraava Energy-owned or majority-owned operating assets (including assets under construction). This also involves the need to manage operations and maintain assets in an environmentally friendly manner.

Figure 31: Apraava Energy safety and health performance indicators for FY 2020-21

Parameters	Renewables (Wind and Solar)		STPL (Transmission)		Jhajjar (TPP)*	
	Employees	Contractors	Employees	Contractors	Employees	Contractors
Fatalities	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Lost Time Injuries	0	0	0	0	0	2
Occupational Diseases	0	0	0	0	0	0
Total Workhours	76,120	2,566,271	53,945	12,501	480,875	3,801,064

*The Jhajjar (TPP) has statistics on the JPL and Delhi office.

Employees engagement on safety at JPL

JPL has a Plant Safety Committee that is compliant with the Factories Act and includes representatives from all departments as well as contract workers. The head of the plant chairs this committee which meets on a regular basis to monitor and analyse HSSE performance.

The safety dashboard for Apraava Energy (JPL & Delhi office data) is showcased in Figure 31.

Apraava Energy constantly reinvents workplace practices to promote mental and physical well-being of employees in order to ensure business continuity.



HSSE management system includes identifying HSSE risks and opportunities, preventing work-related accidents and ill-health for workers, and maintaining a safe, secure, and healthy work environment at all Apraava Energy-owned or majority-owned operating assets.

Key health & safety initiatives

1. 'Operationalise HSSE drive' for evaluating the effectiveness of 12 key management control procedures by a cross-functional team under the mentorship of heads of departments

2. Implementation of 'field severity assessment' for the entire plant to identify the focus areas of the plant at risk behaviour and unsafe conditions

3. Improvement in the effectiveness of HSSE discussions for different meetings such as morning progress review meeting, HSSE Apex Committee meeting, monthly operational review meeting, department HSSE triangle meeting, etc

4. Leadership message during 'Mass Tool Box' talk to motivate the entire team for strengthening safety culture
5. Fire protective blanketing on cable trays at the Coal Handling Plant (CHP)

6. Use of Phased Array Ultrasonic Testing to avoid radiation hazards during unit overhauling

7. Improvised safety induction facility with advanced audio-visual training kiosk for general visitors

8. Digitisation: e-SAFE mobile & web-based application launch for reporting and monitoring field safety observation.

9. Development of confined space fitness testing facility for checking fitness during gate pass process

Case Study: Operationalising HSSE Drive

Leaders in HSSE and technical operations face tough new challenges in ensuring that processes are safe, reliable, and sustainable. To adhere to compliance obligations of established Management Control Procedure (MCP) was becoming more challenging. Stakeholder expectations for transparency and accuracy in disclosing risks and performance have become more intense than ever. The need, therefore, to have strong HSSE management systems has never been greater. Leading and lagging indicators are included in the effective operationalisation of the HSSE management system. 'Operationalise HSSE drive' is a reality check validation audit for 13 critical identified HSSE

- management system practices to achieve world class HSSE performance at JPL. The aim of the initiative focuses on four key HSSE aspects:
1. Deep leadership involvement for sustained performance at all levels

2. Strong linkage between HSSE and operations

3. Extend to support existing compliance of HSSE MCPs

4. Effectiveness measurement of management system performance

13 Identified Essentials

Fire system management	Risk management and electrical safety	Machine guarding and structural integrity	MOC & lifting operation	Work permit & KKS coding
Process safety	Confined space & emergency	Environment and waste management	Hazardous chemical substance	Work at height
Contractor safety management	Vehicle management	Housekeeping		

The captain of each process, along with their team would complete the audit under the mentor's supervision. Mentors are leaders of various functions who calculate and assess the team's score. The respective mentor also presents the results of this endeavour at the HSSE APEX committee meeting. The focus areas were selected as a result, and the management was informed of identified improvement areas, with the responsible team ensuring that improvements were made as a result.

Case Study: Field Severity Assessment

Field Severity Assessment is a management method for identifying high-risk process areas that require special attention throughout the plant. A cross-functional team, chosen based on their competence, overlooks identified areas and evaluates safety implementation for both at-risk behaviour and unsafe conditions. The team counts the number of dangerous working conditions, safe working conditions, people at risk, people working safely, and so on, and the score is determined according to the formula detailed below. Improvement areas are identified based on the Field Survey Index (FSI), and appropriate actions are taken to improve safety standards and reduce risks.

Observations recorded during FSA Process:

- Number of Good citizen (A)
- Number of worker observed (B)
- Weightage factor considered for good observations (C) - S
- Average severity of violations (D)
- Weightage factor considered for violations (E) - S

Field Severity Index (for the area) = FSI (Good)+FSI (Violations) = (A*C/B) + (E-D)

$$= \frac{(\text{No. of Good Citizen} * \text{Weightage factor for good observation})}{\text{Number of worker observed}} + (\text{Weightage factor for violations} - \text{Average severity violation})$$

F S I		= 9 to 10	Excellent
		= 8 to 9	Good
		= 6 to 8	Satisfactory
		= 4 to 6	Poor
		Below 4	Very poor

Note: In case no person is observed in the work area during the FSA process, FSI (Good) data will be taken as previous month data.

Confined space fitness testing facility

Working in a confined space is a high-risk activity. Various measures have been taken to reduce the risk of entering confined spaces and operating in them, while making the necessary rescue plans. One of the most serious considerations of operating in confined spaces is the worker's or employee's fitness to do so. JPL has created an in-house Confined Space Fitness Testing Facility to determine whether a person is fit to work in confined spaces. To perform the physical fitness test, the applicant must first undergo medical examinations for blood pressure and make a compulsory declaration regarding any previous history of phobia to closed spaces.



Health & Safety During Covid-19

The COVID-19 pandemic has had a variety of effects on JPL units, though generation of power has been maintained throughout since power generation falls under the critical services category. However, in the absence of industrial demand, thermal power plants are operating at low capacity, but the share of renewables on the grid has been growing, owing to their 'must run' status.

During COVID-19, JPL has strengthened its ability to maintain supply security, increase system flexibility, and better integrate its power hardware in order to be more successful in the face of possible threats to energy security for ensuring significant, continuous and consistent power supply.

Case Study: 2021 JPL Planned Outage

Major outage was successfully completed for 45 days from February 15 to March 31, 2021, without any influence from COVID-19, despite an additional 2,200 people being brought in from various regions around the country to execute the task.

Some of the key proactive measures implemented include:

- Quarantine of outage contract manpower for eight days before entry to the plant
- Mandatory COVID-19 RT-PCR negative test report before gate entry
- COVID-19 RT-PCR testing facility was established near Gate 1
- COVID-19 RT-PCR testing was done for ~ 2200 individual who were part of the contract workforce before entry. Besides this, during execution phase, RT-PCR testing of working crew was conducted on random basis
- Thermal screening of all workers was ensured prior to plant entry
- Use of mask was made mandatory for everyone
- Awareness through public announcement system and display of signages
- Regular sanitisation of office premises, site locations and residential areas was carried out

- Hand washing and sanitisation facilities were established at various locations in the plant
- Additional temporary dining areas with drinking water facility were established at four locations to ensure safe distancing in light of COVID-19
- Additional toilet facilities established at Boiler ground floor and 17-meter elevation
- Additional rest room with toilet facility was established near Boiler 50-meter elevation to avoid frequent movement of crew from Boiler to ground floor while giving them space to relax and eat

The safe execution of the outage was HSSE management's top responsibility, with a special emphasis on ensuring HSSE compliance during the planning and implementation of outage activities. In fact, about 588,708 hours were spent on this outage, which was concluded with 'Zero L.T.I.' and no severe issues.

This was Unit 1's first major overhaul since its commissioning in 2012, and it included a thorough assessment of the HIP-LP turbines, as well as the boiler and various auxiliaries, and the FGD equipment. We were able to complete outage activities within 41 days i.e., on March 27, 2021, which was ahead of schedule. After dynamic balancing of turbine generator, outage was completed on March 31, 2021 within the schedule of 45 days, thanks to rigorous planning and preparation for over a year and effective monitoring of execution.

Prioritising Safety of Employees

The health, well-being and development of employees has been of utmost priority to Apraava Energy. We have always stood strong in the face of adversity to prove our ability, agility and adaptability for rendering services to our people during uncertain times.

We believe that healthy and engaged employees and contractors contribute to better HSSE performance. Therefore, Apraava Energy's health and wellness programmes are guided by several clearly specified rules on topics including wellness, volunteering, and alcohol and drug usage.



Well JPL System

Well JPL (OccuCare) is a web-based, enterprise-wide solution for all workplace health and safety management needs. It provides access to employee health data at all times to both employees as well as occupational health professionals. Basically, it is a cloud-based software portal (SaaS) accessible through computers and mobiles to manage medical fitness and Factory Act requirements. It also manages wellness-related activities being conducted at JPL. This helps us analyse health and wellness data to guide us further in planning future courses of action.

Benefits of Well JPL

- Helps in informed and quick decision making
- Keeps employee aware all the time with their health trends
- Clear view of business-, vertical-, function- and age-wise health analysis
- MIS module for management
- Increase employees' trust over the organisation



'Well JPL' provides access to employee health data at all times to both employees as well as occupational health professionals. Basically, it is a cloud-based software portal (SaaS) accessible through computers and mobiles to manage medical fitness and Factory Act requirements.

e-SAFE and BBSO

e-SAFE

Given the focus on how to enable HSSE performance with digital technology, a systems-based approach that seamlessly integrates across operations & maintenance functions with a clear focus on continuous improvement was adopted. We developed a customised web-based mobile app, e-SAFE, to ease the capture of safety observations at the workplace and to monitor compliance.

BBSO

At the outset of the National Safety Day event in 2021, a new, adaptive BBS™ cloud-based application was launched with the support of our business partner, DEKRA, as part of JPL's digitisation initiative. Behaviour-based safety (BBS) programmes contribute significantly to lowering risks and result in better safety outcomes across industries. This will support the BBS team with conducting safety contact and spotlight issues that require barrier removal.

To sustain the effectiveness of the BBS programme, processes and habits created and promoted through the programme need consistent attention and motivation. Apart from continuous leadership engagement, supportive software can

make a tremendous difference when it comes to avoiding safety stagnation and help to sustain the continuous progress made and maintain a wide field of view to prevent organisational blindness.

The new, adaptive BBS™ software includes a range of innovative features:

- Simplified observation process: The interface is so user-friendly that observations can be logged in ten seconds while maintaining quality and context
- Emphasis on feedback: Convenient opportunities to respond to observers; easily view observation statistics and intervene in a timely and targeted manner
- Configuration: Personal dashboards, ad-hoc reporting, data that delivers insights, configurable alerts and notifications, etc. are among the mentionable features



Health and safety of Apraava Energy employees across locations is of optimal priority for us. We use a combination of preemptive process flows, operational best practises and periodic reviews to maintain highest safety standards and minimise risks. Apraava Energy's people power our energy in action and their well-being is what drives us ahead in our mission.

Engaging Communities: Enabling equitable growth



Corporate Social Responsibility (CSR) is deeply rooted in Apraava's business philosophy and has manifested in our work with communities in and around our sites over the last 20 years of our existence. We have been able to represent **Energy in action** by ensuring our energy-producing operations are in accordance with the law while also strengthening our commitment to society and environment beyond just statutory mandate.

Our community development initiatives are planned and executed with an ear to the ground helping us to deliver relevant impact that enables development, equal opportunities, and self-sustaining transformation among the most marginalised groups. Integrated Village Development with a cross-cutting focus on women and youth empowerment through initiatives in education, skill development, healthcare and sanitation and sustainable communities are our core focus areas.

During the COVID-19 outbreak, we undertook several community initiatives that resulted in positive social, economic, and environmental impact. We have also set ourselves an ambitious target of impacting 2 million lives by 2025 through our CSR programs.



At Apraava Energy, we believe in progressing with our communities and strive towards creating an equitable and sustainable society for all. Our continuous efforts for youth and women empowerment speak volumes about our intent for inclusive development of communities, also reflected in our business strategy.

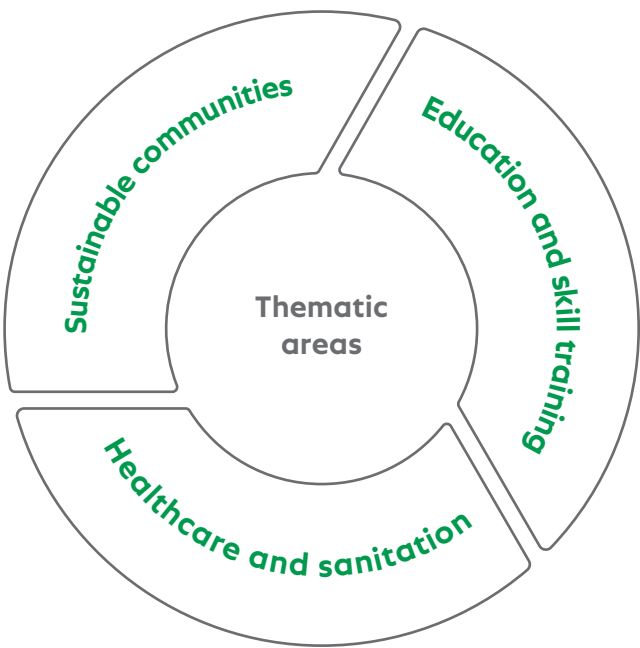
SDGs Impacted



During FY 2020-21, Apraava Energy entities collectively spent INR 148.3 million as detailed in Figure 32 and complied with the requirement of spending 2% of average annual net profit on CSR

Figure 32: CSR obligation v/s spends (INR million)

Entity	Year	Obligation	Actual spends
Apraava Energy	FY 2018-19	146.9	132.7
	FY 2019-20	152.7	174.0
	FY 2020-21	145.9	148.3



Integrated Village Development with focus on women & youth empowerment



Apraava Energy has implemented holistic and inclusive development initiatives that include COVID-19 relief, rehabilitation, and resilience building, environmental conservation, health and sanitation, women empowerment and inclusion, youth education and skill building and, sustainable communities.



₹ 148.3
million spent on CSR



400,000+
lives impacted



297,715+
lives impacted through
covid relief and resilience
building projects across india



20,000+
people benefitted
through community
health initiatives



21,000+
acres of farmland in
16 villages covered under
crop residue management
initiative



5,600+
women benefitted under
woman empowerment
programmes

Environment Care and Climate Action

Crop residue management programme

In alliance with CII Foundation

In a couple of districts in Haryana, Apraava ensured widespread awareness on 'zero stubble burning approach' through various engagements with farmers and provision of technological tools. The programme works closely with farmers' clubs and aims to bring about behavioural changes and motivates them to adopt technological tools.

Benefit: 21,000 acres of farmland in 16 villages were covered. Online meetings/webinars were held for farmers during the lockdown period. On completion of one year, nearly 80% of intervened area remained stubble burning free.

Given the success of the programme, Apraava has decided to continue engaging with CII Foundation and the programme is currently being pursued in 35 villages in Jhajjar, Sirsa, Rohtak and Fatehabad districts in Haryana with total land area coverage aggregating 45,720 acres.

Programme focused on water, education and livelihood

In alliance with Centre for Environment Education

Apraava has successfully completed a CSR programme in 18 villages at the Samana, Mahidad wind sites in the state of Gujarat. The programme made a positive impact in these villages, benefitting ~22,000 people.

Given its success, the Company extended Phase II of the programme to 24 villages, which is expected to benefit ~30,000 people from local communities.

Advancement of rural lives

In alliance with Dilasa Janvikas Pratishthan

The programme was implemented across nine villages at the Jath wind site in Sangli district in the state of Maharashtra, by strengthening of water resources and improvement in agriculture.

Integrated village development project, Sidhpur

In alliance with The Aga Khan Rural Support Programme (India)

The project is aimed at livelihood, water and women empowerment, in Devbhoomi Dwarka district in the state of Gujarat, where the Company is developing the greenfield Sidhpur wind power project under SECI VIII round of auctions.

Integrated village development project, Telangana

In alliance with Bala Vikasa Social Service Society

The programme focuses on skill development for livelihood, environment conservation, improving infrastructure in public schools, awareness creation, provision for safe drinking water for communities and capacity building across 17 villages in the state of Telangana. The programme aims to impact 25,000 beneficiaries.



Apraava has pursued several programmes in recognition of pertinent environmental and social issues.

Creation of water harvesting structures at Khandke

In alliance with Watershed Organisation Trust (WOTR)

Apraava has addressed the issue of water scarcity and creation of water harvesting structures and related activities in 15 villages of Ahmednagar and Beed districts in the state of Maharashtra. The programme has led to improvement in water security and livelihood, creation of 184,000 cubic meter water storing capacity, generation of local employment worth 10,000 days and 328 hectares of land brought under irrigation, which has benefited 4,400 farmers and 500 women.

Given its success, the Company extended Phase V of the programme to 11 villages in the eastern part of Ahmednagar district, which is expected to benefit ~11,000 people from local communities.

Integrated village development project, Sakri

In alliance with Yuva Mitra

The programme commenced in 2019, and focuses on water conservation, water harvesting and improving drinking water infrastructure in project villages. Further, farm-based livelihood and SHG-based women empowerment would be strengthened, in addition to contributing towards primary education. In three years, the project aims to benefit about 5,000 plus individuals across five villages.



Women and Youth Empowerment



Women Empowerment and Inclusion

- For women empowerment and inclusion, Apraava Energy partnered with Mahila SEWA Trust to assist women in achieving economic security and self-reliance in the states of Gujarat, Rajasthan and Madhya Pradesh through its Hariyalu-Rojgar programme. Owing to the COVID-19 pandemic, the project was re-purposed by deploying available funds for developing an off-season solar park, besides COVID-19 relief and virtual leadership training for women. The revenue generated from the off-season solar park will help ~1,100 salt pan worker families, in the Rann of Kutch in the state of Gujarat, with additional income during the off-season as also improve their socio-economic status in the long run.
- Apraava Energy engaged Kshamata, a non-governmental organisation empaneled with the Tata Institute of Social Sciences, for a women empowerment programme. The programme includes intervention in government shelter homes and re-integration through the Kshamata Transformation Centre. The programme aims to benefit ~150 girls and women.
- Apraava Energy continues to invest in a milk cooperation women empowerment project at Chandgarh, Madhya Pradesh.
- In Jhajjar, we partnered with Humana People to People India for a three-year project. The programme was launched during the lockdown and integrated an Extension Volunteer model in its execution. A woman programme leader and field teams have been inducted and online meetings were organised for engagement with the beneficiary women. This programme will generate socio-economic opportunities for nearly 3,000 rural women through activation of women self-help groups, life skills training and nutri-gardens development across 12 villages.



Apraava Energy has launched a number of initiatives aimed at providing women with the skills they need to achieve economic independence with a focus on providing access to economic assets.

Youth empowerment through education and skill training

Apraava Energy supports initiatives that advance literacy so that rural communities, and those disadvantaged, can make informed choices based on a holistic understanding of the environment they live in. We invest in the education and skill development of children and women in the rural communities surrounding our operations. We believe that quality education is the first step in building a skilled and developed community, and by providing training and skill development opportunities, we can help empower women and the next generation to drive and sustain their own personal and community development.

Youth skilling academy at Jhajjar

During the year, the company has spent funds for construction of a youth training academy in one of the catchment villages in Jhajjar. The academy, on completion, will serve the local youth by provision of necessary physical and classroom trainings to qualify for jobs in the armed forces, paramilitary and police forces and other allied jobs.

Scholarship scheme

This education intervention programme is aimed at providing financial support to aspiring students for their further studies in Apraava Energy's India business location catchment villages.

Skill development programme

This initiative focuses on youth training in a variety of vocational courses such as renewable energy, healthcare and other allied sectors across India.

Mid-day meal support

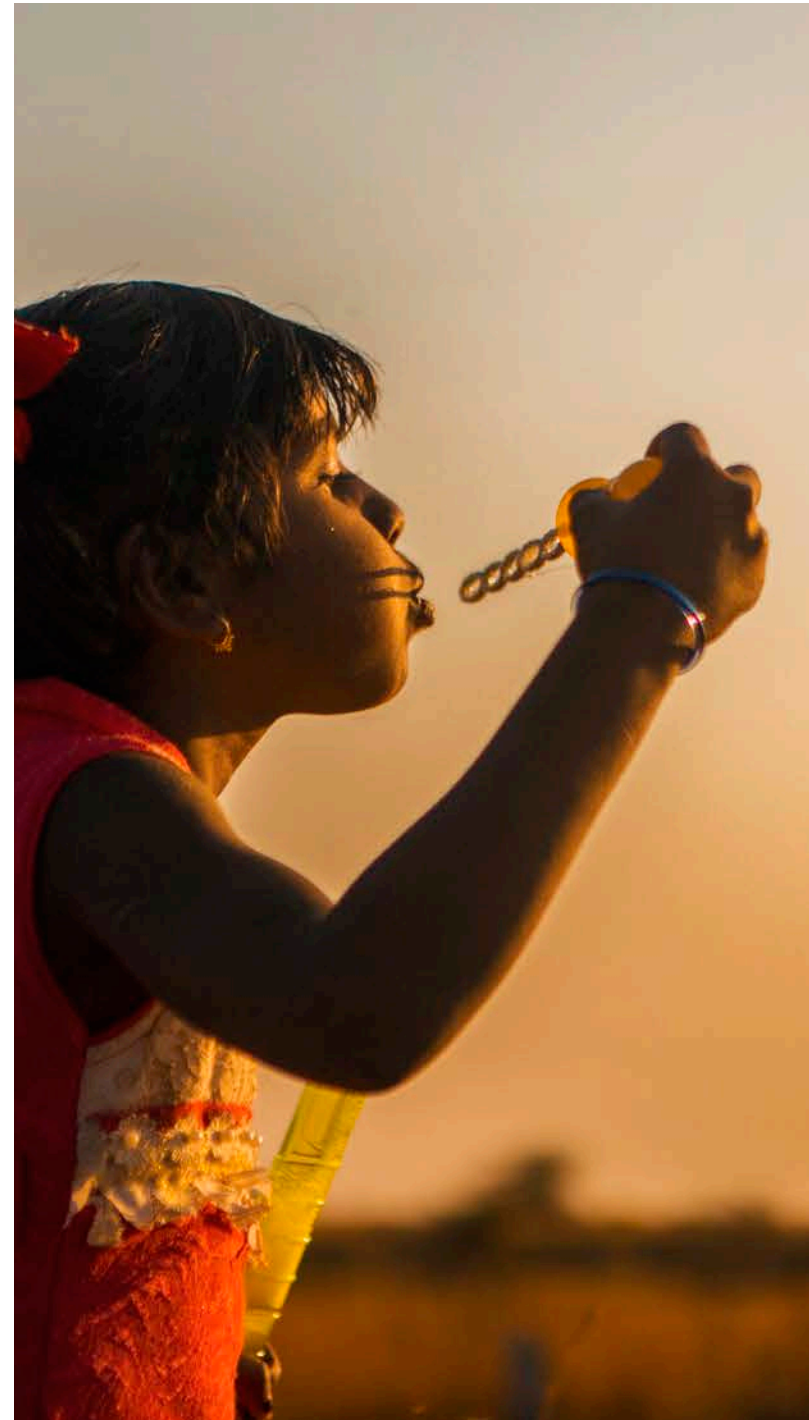
Support to Mid-day meal for 5000 children from 27 government schools in Hubli, Karnataka. Mid-day meal project at Veltor including Happiness boxes to 10,000 Mid-day meal beneficiaries and families when regular MDM /schools were closed due to the pandemic.

Assistance to Anganwadis

Through this programme, we provide support for infrastructure improvement and playground equipment deployment.

Program for digital literacy

This programme is aimed at teaching elementary computer skills to school children, village youth, and women.



Healthcare Initiatives



Mobile healthcare van

The Company has been providing Mobile Medical Van (MMV) support through community healthcare initiatives in partnership with Wockhardt Foundation. The programme has benefited about 20,000 people annually across 37 villages in and around the Andhra Lake wind site and JPL.

COVID-19 relief and resilience building projects

Despite the unprecedented challenges posed by the pandemic and nationwide lockdowns, Apraava Energy pursued its CSR programmes with utmost diligence. The activities that continued to be rolled out include:

- In April 2020, we partnered with Confederation of Indian Industry (CII) and disbursed INR 30 million to CII Foundation for outreach at community levels across India through distribution of ration, hygiene kits, spreading awareness and sensitisation, providing medical supplies to government bodies like masks, protective equipment, sanitisers etc.
- Implemented COVID-19 resilience building projects for vulnerable communities in Madhya Pradesh, Rajasthan and Maharashtra.



Apraava Energy provided quality primary healthcare services to rural communities through mobile medical van programme, water and sanitation improvement initiatives and supported catchment community as well as local government administrations during the COVID-19 pandemic.

- In addition to CII, Apraava Energy contributed to various non-governmental organisations including the Akshaya Patra Foundation (Akshaya Patra), towards providing specific efforts for COVID-19 relief measures. In April 2020, the Company, in partnership with Akshaya Patra, supported 4,000 families in Mumbai and Hyderabad by providing dry grocery boxes. We also provided 20,000 dry ration happiness bags to 10,000 children in September 2020.

These were the beneficiaries of the Company’s Mid-Day Meals Programme (MDM) at Nawabpet in Mahbubnagar district in the state of Telangana, which was non-operational due to schools remaining closed in view of the pandemic.

In the past, we have also contributed towards setting up of a kitchen at Nawabpet , including providing capital and operating expenditure requirements.

Community need Assessment

During the fiscal year, Apraava Energy conducted community need assessment studies at its Sidhpur wind project construction site, as well as in Theni and Andhra Lake wind project catchment areas. In addition, a need assessment study was carried out at its three solar project sites in Telangana.

Such social profiling studies document key challenges and opportunities for implementing structured community development projects. It also helps in understanding needs of the community and designing community projects accordingly.

Study	Description	Summary & findings
Sidhpur need assessment study	Tata Institute of Social Sciences conducted a Sidhpur Need Assessment study in April 2020. Apraava Energy is constructing a 250.8 MW wind project in Gujarat’s Devbhoomi Dwarka district.	- Devbhoomi Dwarka district: Population - 7.5 lakh, 938 - sex ratio, 69% - literacy rate - Proposed Sidhpur project catchment has 12 villages, 10,000 households and a population of 50,000 - Area has fairly good level of general infrastructure. There is a need to work to build capacity at village level to better utilise resources and tap benefits of government schemes - Suggested interventions - Water, livelihood, education, women empowerment, WASH (23% of those surveyed have no toilets) and health-nutrition - Area is surrounded by chemical, mining, ceramic and refinery industries. There is a potential for youth skilling programmes for livelihood.

Need assessment in Veltoor, DSPL and CREPL catchments	Bala Vikasa Social Service Society (Bala Vikasa) conducted a need assessment study in October 2020 covering Veltoor, DSPL and CREPL catchment communities.	- Prominently across locations, water contamination, drinking water quality and scarcity have been a prominent issue. - Around DSPL site, which is in northern Telangana, there have been concerns about a bidi rolling vocation adopted by thousands of women working from home and there is a need to educate them and offer alternative livelihood means. - Villages on the approach road from NH 144 to DSPL site have open defecation issues which need to be addressed by a comprehensive initiative in line with a government scheme. - Overall literacy rate has been low in catchment communities compared with the state average.
Andhra Lake catchment need assessment study covering Khed and Maval blocks	Yuva Mitra carried out research to identify the villages' major socio-economic development challenges and, submitted a report in October 2020. The study included 22 villages in Pune district's Maval and Khed blocks.	- Lack of quality primary healthcare facilities. - Water and sanitation challenges and opportunities. - Poor school and Anganwadi infrastructure and high dropout rate, especially among girls. - Inactive SHGs and other women-led organisations/groups.
Theni community need assessment study by Kalanjiam Foundation	Kalanjiam Dhan Foundation carried out community need assessment study in November 2020. Theni wind farms catchment area has 13 villages which fall in Theni, Chinamannur and Andipatti block in Theni district.	- Total catchment area population is 58,800. - People are mostly dependent on farming, wage work, army jobs and, foreign migration for jobs. - 99% of the village reported decrease in income followed by increased workload in households due to the COVID-19 pandemic. - There was a need for development of SHGs and promotion of vocational training centre/s for creating employment opportunities in the villages for additional and supplementary income for the families.

Community Infrastructure

In FY 2020-21, civil works and community infrastructure projects that are part of the Company's CSR initiatives commenced. They include the construction of Jai Jawan Raksha Academy, a skill training academy to coach youth for employment in armed/unarmed forces, upgradation of a wrestling akhara, and cremation facilities at Jhajjar.

In FY 2020-21, we were also successful in implementation of school infrastructure improvement project in Seoni Malwa. In March 2021, the Company, in partnership with SELCO Foundation, invested its CSR funds towards sustainable energy intervention through the installation of solar street lights, providing solar powered digital education through smart classes in schools, kindergartens and training of local youth to ensure sustainability of the project, in nine villages at Ashta in Sehore district in Madhya Pradesh. This programme shall benefit about 11,000 people, including children, students and local youth. Due to the continued effect of the COVID-19 pandemic, ground implementation has been delayed.

Working closely with communities has resulted in the formation of a strong, trust-based relationship with them, emphasising the significant social capital that Apraava Energy has amassed by far. This is demonstrated by the communities' willingness to accept responsibility for the care of Apraava Energy's common property resources, as well as their enthusiasm in investing resources, not just monetary but also assets and in-kind assistance, transforming Apraava Energy's CSR projects into true joint ventures.

Apraava Energy has been working with communities and other stakeholders to create a common vision and values that unite people, not only to build a sense of community, but also to multiply the benefits of its CSR activities. Through its various CSR initiatives, the company benefited more than 400,000 people in FY 2020-21. Apraava Energy's key CSR initiatives and number of beneficiaries are represented in Figure 33.



Figure 33: Key CSR Initiatives Impact for FY 2020-21

Mid-day meal project at Veltor

This included provision of Happiness boxes to MDM beneficiaries when regular MDM /schools were closed due to the pandemic

40,000
beneficiaries

Integrated village development at Sidhpur

Interventions running across 12 villages with focus on women empowerment, youth skilling and provision of clean water

960
beneficiaries

COVID-19 relief and resilience building projects pan India with focus on underprivileged groups and those who are vulnerable including Apraava Energy's catchment communities

Provision of medical and hygiene supplies to government offices and relief material directly to communities. Long-term COVID-19 resilience building for nomadic tribes, denotified tribes in Mumbai, and projects by grassroot women leaders - women exemplars

297,715
beneficiaries

Tree plantation at Rajasthan

Plantation of 50,000 trees in Sariska wild life reserve, Alwar, Rajasthan

380
beneficiaries

Infrastructure projects at Jhajjar

Overhead water tank and pipeline, wastewater pumping station, upgradation of cremation facilities, upgradation of Humari Phulwari

6,800
beneficiaries

Apraava Energy scholarship scheme pan India (RE, JPL, Paguthan)

Provision of financial assistance to needy candidates to pursue further studies

616
beneficiaries

Aarohan Phase II

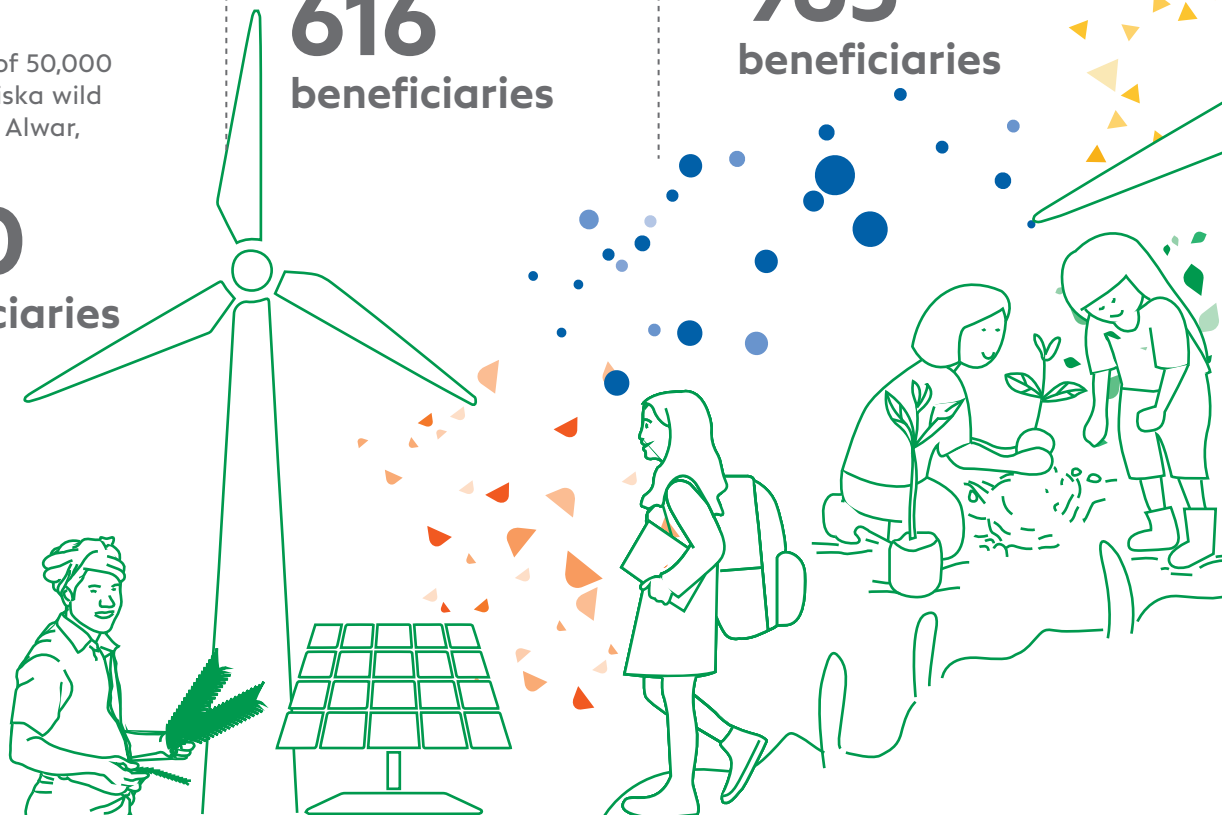
Works on women enterprise and farm-based livelihood enhancement and education; implemented by EV model across 24 villages in Samana, Mahidad

1,351
beneficiaries

Skill enhancement

Skill development training for youth aimed to train 2,500+ youth across healthcare, renewables and other vocations across India

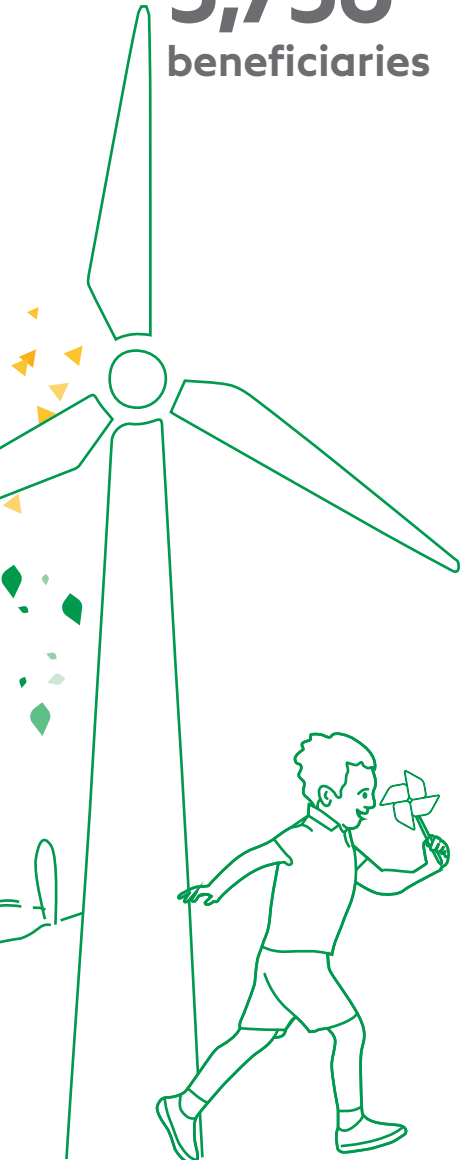
965
beneficiaries



Water security through community-led water resource development at Khandke

Improving local water security of villages through repair and construction of water harvesting structures such as check dams, sunken ponds, carrying out de-silting activities, etc.

5,756
beneficiaries



Women empowerment at Chandgarh, Jhajjar, Gujarat, Rajasthan and Mumbai

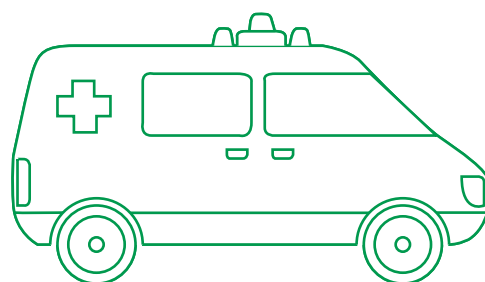
Exclusive women-centric projects with focus on alternative livelihood in Chandgarh, entrepreneurship development through self-help groups in Jhajjar; building master trainers and off season solar park in Gujarat and Rajasthan; and education and vocational skills in Mumbai

5,636
beneficiaries

Solar interventions at Hara, Saundatti and Veltor

Solar electrification of households and community spaces in Hara, Saundatti and Veltor; setting up of digital classroom and primary healthcare centers; provision of solar equipment to entrepreneurs for small businesses

23,000
beneficiaries



Water initiatives at Jath

Advancement of rural life through strengthening of water resources and improvement of agriculture

280
beneficiaries

Crop residue management Project Phase III

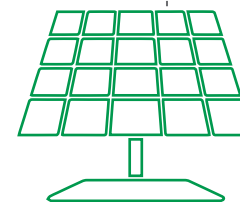
Project scaled up to 27 villages in four districts of Haryana and extended till March 2023. 38,000 acres of farmland to be stubble burning free

6,265
beneficiaries

Mobile Medical Vans across Jhajjar and Andhra Lake

Running preventive medical services across 37 catchment villages

20,000
beneficiaries



School infrastructure development at Seoni Malwa

Improving school infrastructure and facilities across eight schools in five villages included provision of clean drinking water facilities, upgrading washroom facilities, wash stations, installing benches and developing playground

413
beneficiaries

Integrated Village development project at Sakri

Water harvesting, conservation and improving drinking water infrastructure along with empowering women through self-help groups and farm-based livelihood opportunities across five villages

4,000
beneficiaries

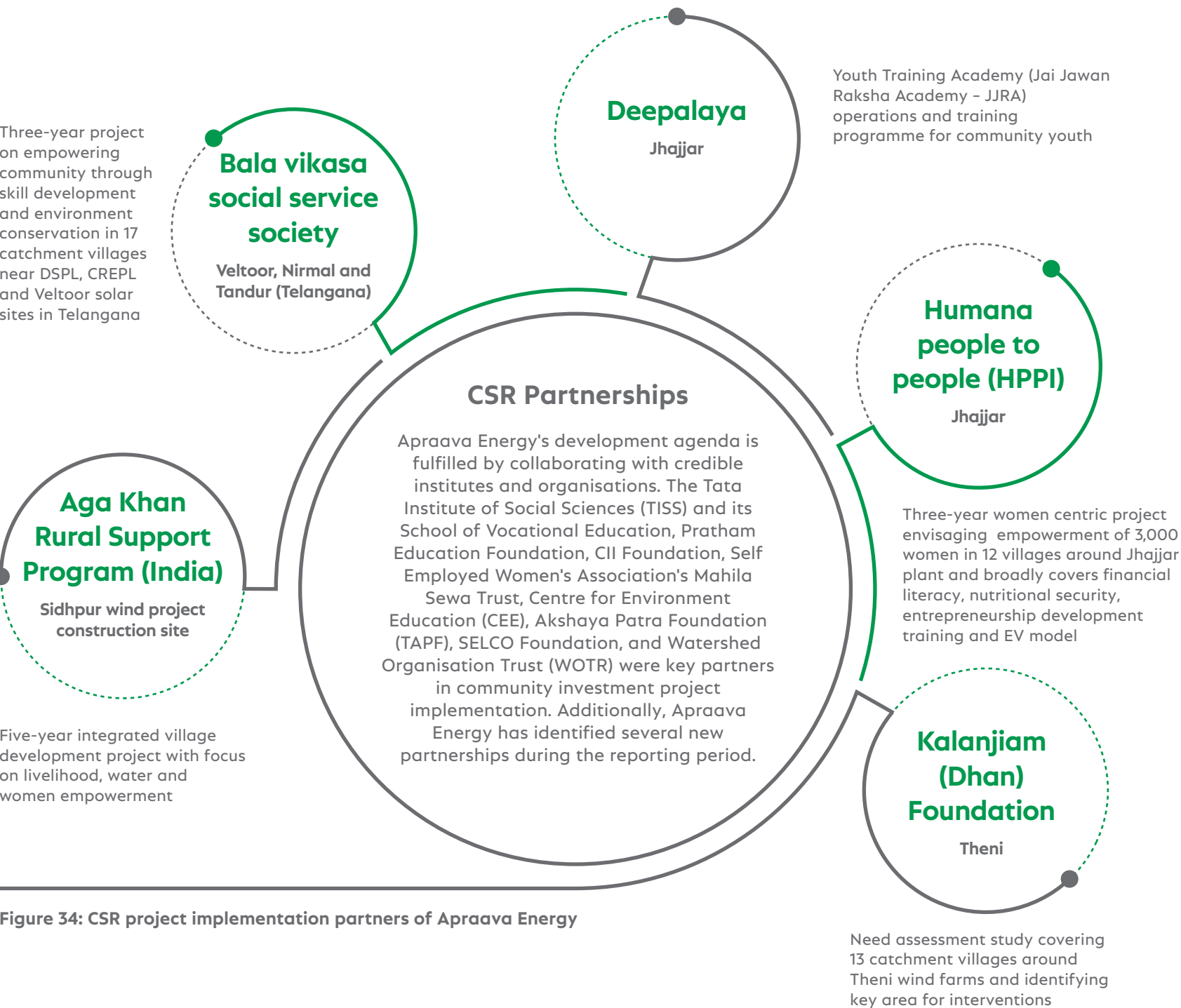


Figure 34: CSR project implementation partners of Apraava Energy

Chai pe Charcha

During FY 2020-21, Chai pe Charcha remained a strong platform for discussions on development related issues. Six sessions were planned on variety of topics of interest to the larger team members. In addition to learning and development, the 'Tuesday Talks' series assisted Apraava Energy's CSR team in staying up to date and being future ready to efficiently deploy the company's CSR funds and successfully implement community investment programmes for the sustainable development of catchment communities..

The Chai Pe Charcha initiative of Apraava energy is depicted in Figure 35.

Figure 35: Chai Pe Charcha initiative

Social audit, monitoring and evaluation of social projects

M&E best practices and result-based framework in social audit, monitoring and evaluation

The new business of business: Corporate Social Innovation

Defining Corporate Social Innovation, roadmap for companies, strategic intent, partnerships and measuring results

Analysing UNDP report on women's economic empowerment

Micro-analysis of CSR activities of companies listed on India's BSE 100 index, measures for gender inclusivity and sensitivity in business practices

Application of design thinking fundamentals to our business function

Human centric approach to innovation and design thinking tools

Highlights of the New Education Policy (NEP)

NEP and how it will positively impact the sector

Companies (CSR Policy) Amendment Rules, 2020

Historic perspective of CSR legislation with key amendments and clarifications

Despite the limitations of the pandemic, Apraava Energy focused its energy in the action of delivering relevant programmes and benefits to beneficiaries in and around operational areas. Through a combination of short-, medium- and long-term initiatives that make a difference to multiple facets of beneficiaries' lives, Apraava Energy is committed to deeply impacting their lives. Need assessment surveys, periodic reviews and beneficiary interactions help us to constantly tweak our programmes to stay pertinent to the communities we serve.

Mapping with UN Global Compact Principles

UN Global Compact Principles	Chapter Name
Principle 1: Human Rights	
Businesses should support and respect the protection of internationally proclaimed human rights	Creating a Conscious Workplace Culture
Principle 2: Human Rights	
Business should make sure they are not complicit in human rights abuses	Creating a Conscious Workplace Culture
Principle 3: Labour	
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Creating a Conscious Workplace Culture
Principle 4: Labour	
Businesses should uphold the elimination of all forms of forced and compulsory labour	Creating a Conscious Workplace Culture
Principle 5: Labour	
Businesses should uphold the effective abolition of child labour	Creating a Conscious Workplace Culture
Principle 6: Labour	
Businesses should uphold the elimination of discrimination in respect of employment and occupation	Creating a Conscious Workplace Culture
Principle 7: Environment	
Businesses should support a precautionary approach to environmental challenges	Improving Our Environmental Footprint
Principle 8: Environment	
Businesses should undertake initiatives to promote greater environmental responsibility	Improving Our Environmental Footprint
Principle 9: Environment	
Businesses should encourage the development and diffusion of environmentally friendly technologies	Improving Our Environmental Footprint
Principle 10: Anti-corruption	
Businesses should work against corruption in all its forms, including extortion and bribery	Governance & Leadership

Mapping With SDGs

SDG Impacted	Section in the Report	Page No.
  	Attaining Operational Excellence	40 to 56
	Responsible Supply Chain Management	50 to 52
	Digital Transformation	53 to 56
     	Improving Our Environmental Footprint	57 to 73
      	Engaging Communities: Enabling Equitable Growth	98 to 113
   	Creating a Conscious Workplace Culture	74 to 97
	Building a Culture of Health and Safety	90 to 95

Abbreviations

2FA	2 Factor Authentication
3Rs	Reduce, Reuse and Recycle
AHP	Ash Handling Plant
ALB	Asian Legal Business
APC	Auxiliary Power Consumption
APP	Association of Power Producers
ATC	Automatic Turbine Control
AVPN	Asian Venture Philanthropy Network
BBS	Behaviour-based safety
BPR	Business Practice Review
CCPL	Combined Cycle Power Plant
CDM	Clean Development Mechanism
CDPQ	Caisse de dépôt et placement du Québec
CEE	Centre for Environment Education
CFO	Chief Financial Officer
CFT	Cross Function team
CHP	Coal Handling Plant
CII	Confederation of Indian Industry
CLPI	CLP India Private Limited
CLS	Central Lubrication System
CMAM	Company Management Authority Manuals
CMF	Central Monitoring Facility
CMS	Compliance Management System
CO ₂	Carbon Dioxide
CO ₂ e	Carbon Dioxide equivalent
CoC	Code of Conduct
COC	Cycles of Concentration
CREPL	Clean Solar Renewable Energy Private Limited
CS	Company Secretary
CSR	Corporate Social Responsibility
DE&I	Diversity, Equity and Inclusion
DC	Direct Current
DMS	Document Management System
DSPL	Divine Solren Private Limited
EIA	Environmental Impact Assessment
EMP	Environmental Management Programmes
EMS	Environmental Management System

ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESG	Environmental Social and Governance
ESIA	Environmental and Social Impact Assessment
ESP	Electrostatic Precipitator
EV	Electric Vehicle
EVs	Extension Volunteers
EWGs	Employee Work Groups
EY	Ernst & Young Associates LLP
FA	Factor Authentication
FF	Fabric Filter
FGD	Flue Gas Desulphurisation
FY	Financial Year
GHG	Greenhouse Gas Emissions
GIA	Group Internal Audit
GPEC	Gujarat Paguthan Energy Corporation
GRI	Global Reporting Initiative
GTAM	Green Term Ahead Market
GWh	GigaWatt hour
HP	Horse Power
HPPI	Humana People to People
HQ	Head Quarter
HR	Human Resources
HSPCB	Haryana State Pollution Control Board
HSSE	Health, Safety, Security & Environment
IBBI	India Business & Biodiversity Initiative
IE	Independent Engineer
IESA	Indian Energy Storage Alliance
IEX	India Executive Committee
IMA	Institute of Management Accountants
INR	Indian Rupee
IPPs	Independent Power Producers
ISA	International Solar Alliance
ISAE	International Standard on Assurance Engagements
ISO	International Organisation for Standardisation
IT	Information Technology
IUCN	International Union for Conservation of Nature

IWPA	Indian Wind Power Association
IWPP	Independent Wind Power Producer
JJRA	Jai Jawan Raksha Academy
JPL	Jhajjar Power Limited
JVs	Joint Ventures
KPIs	Key Performance Indicators
KV	Kilo Volt
kWh	KiloWatt hour
LA	Lightening Arrestor
MCPs	Management Control Procedures
MD	Managing Director
MDMs	Mid-Day Meals
MMV	Mobile Medical Van
MNRE	Ministry of New and Renewable Energy
MW	Megawatt
MWh	MegaWatt hour
NDT	Non-Destructive Testing
NEP	New Education Policy
NH	National Highway
NHAI	National Highway Authority of India
NOx	Nitrogen Oxides
NSCI	National Safety Council of India
NSEFI	National Solar Energy Federation of India
O&M	Operations and Maintenance
OEM	Original Equipment Manufacturers
OT	Operational Technology
PCB	Printed Circuit Board
PF	Power Factor
PLF	Plant Load Factor
PM	Particulate Matter
POG	Performance Optimisation Group
PPAs	Power Purchase Agreements
PR	Purchase Requisition
PV	Photovoltaic
PWD	Public Works Department
PwDa	Persons with Disabilities
R2R	Record to report
RCA	Root Cause Analysis
RE	Renewable Energy
RePPS	Responsible Procurement Policy Statement

RM	Risk Management
RMC	Risk Management Committee
RoE	Return on Equity
RoSPA	The Royal Society for Prevention of Accidents
RPA	Robotics Process Automation
RTM	Real Time Market
RU	Renewable University
S2P	Source to pay
SBTi	Science Based Target Initiative
SCADA	Supervisory control and data acquisition
SCM	Supply Chain Management
SDGs	Sustainable Development Goals
SECI	Solar Energy Corporation of India Limited
SELCO	Solar Electric Light Company
SEWA	Self-Employed Women's Association
SHGs	Self-Help Groups
SO2	Sulphur Dioxide
SOFA	Separated over Fire Air
SOPs	Standard Operating Procedures
STF	Special Task Force
STPL	Satpura Transco Private Limited
TAPF	Akshaya Patra Foundation
TERI	The Energy and Resources Institute
UN	United Nations
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
USB	Universal Serial Bus
VCB	Vacuum Circuit Breaker
VCS	Voluntary Carbon Standards
VG	Vortex Generator
WACC	Weighted Average Cost of Capital
WASH	Water, sanitation and hygiene
WIPPA	Wind Independent Power Producers Association
WOTR	Watershed Organisation Trust
WTG	Wind Turbine Generators
WVD	Windows Virtual Desktop
ZLD	Zero Liquid Discharge

GRI Standards Index

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
General Disclosures (GRI 102)				
Organisational profile	102-1 Name of the organisation	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-2 Activities, brands, products, and services	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-3 Location of headquarters	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-4 Location of operations	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-5 Ownership and legal form	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-6 Markets served	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-7 Scale of the organisation	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-8 Information on employees and other workers	✓	74 to 97	Creating a Conscious Workplace Culture
	102-9 Supply chain	✓	50 to 52	Responsible Supply Chain Management
	102-10 Significant changes to the organisation and its supply chain	✓	10	Key Changes in Apraava Energy's Portfolio
	102-11 Precautionary Principle or approach	✓	35 to 37	Enterprise Risk Management
	102-12 External initiatives	✓	6 to 15	Rooted Beginnings, Inclining Ambitions
	102-13 Membership of associations	✓	29	Policy and Advocacy
Strategy	102-14 Statement from senior decision-maker	✓	4 to 5	Managing Director's Message
	102-15 Key impacts, risks, and opportunities	✓	35 to 37	Enterprise Risk Management
Ethics & integrity	102-16 Values, principles, standards, and norms of behaviour	✓	8	Rooted Beginnings, Inclining Ambitions
	102-17 Mechanisms for advice and concerns about ethics	✓	27 to 29	Corporate Policies

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
Governance	102-18 Governance structure	✓	25 to 39	Governance & Leadership
	102-22 Composition of the highest governance body and its committees	✓	30 to 34	Board Demographics
	102-23 Chair of the highest governance body	✓	30 to 34	Board Demographics
Stakeholder engagement	102-40 List of stakeholder groups	✓	21 to 23	Engaging with Stakeholders
	102-41 Collective bargaining agreements	✓	86	Equal Opportunity Employer
	102-42 Identifying and selecting stakeholders	✓	21 to 23	Engaging with Stakeholders
	102-43 Approach to stakeholder engagement	✓	21 to 23	Engaging with Stakeholders
	102-44 Key topics and concerns raised	✓	24	Material Matters
Reporting practice	102-45 Entities included in the consolidated financial statements	✓	6 to 17	Rooted Beginnings, Inclining Ambitions
	102-46 Defining report content and topic Boundaries	✓	21 to 24	Engaging with Stakeholders and Material Matters
	102-47 List of material topics	✓	24	Material Matters
	102-48 Restatements of information	✓	6 to 17	Rooted Beginnings, Inclining Ambitions
	102-49 Changes in reporting	✓	6 to 17	Rooted Beginnings, Inclining Ambitions
	102-50 Reporting period	✓	13 to 14	About this Report
	102-51 Date of most recent report	✓	13 to 14	About this Report
	102-52 Reporting cycle	✓	13 to 14	About this Report
	102-53 Contact point for questions regarding the report	✓	130	Feedback Form
	102-54 Claims of reporting in accordance with the GRI Standards	✓	13 to 14	About this Report
	102-55 GRI content index	✓	118 to 129	GRI Standards Index
	102-56 External assurance	✓	13 to 14, 131 to 133	About this Report, Independent Assurance Statement

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
Economic (GRI 200)				
Economic Performance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	16 to 17	Economic Performance
	103-2 The management approach and its components	✓	16 to 17	Economic Performance
	103-3 Evaluation of the management approach	✓	28, 35 to 37	Compliance, Enterprise Risk Management
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	✓	16 to 17	Economic Performance
	201-2 Financial implications and other risks and opportunities due to climate change	✓	16 to 17, 35 to 37	Economic Performance, Enterprise Risk Management
Indirect Economic Impact				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 74 to 97, 90 to 97, 98 to 113	Material Matters, Creating a Conscious Workplace Culture, Building a Culture of Health and Safety, Engaging Communities: Enabling Equitable Growth
	103-2 The management approach and its components	✓	90 to 97, 98 to 113	Building a Culture of Health & Safety, Engaging Communities: Enabling Equitable Growth
	103-3 Evaluation of the management approach	✓	28, 35 to 37	Compliance, Enterprise Risk Management
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	✓	90 to 77, 98 to 97	Building a Culture of Health & Safety, Engaging Communities: Engaging Equitable Growth
	203-2 Significant indirect economic impacts	✓	98 to 113, 90 to 97	Engaging Communities: Enabling Equitable Growth, Building a Culture of Health and Safety

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
Procurement Practices				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	50 to 52	Responsible Supply Chain Management
	103-2 The management approach and its components	✓	50 to 52	Responsible Supply Chain Management
	103-3 Evaluation of the management approach	✓	50 to 52	Responsible Supply Chain Management
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	✓	50 to 52	Responsible Supply Chain Management
Environmental (GRI 300)				
Materials				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	40 to 56, 24	Attaining Operational Excellence, Material Matters
	103-2 The management approach and its components	✓	40 to 56	Attaining Operational Excellence
	103-3 Evaluation of the management approach	✓	28, 35 to 37	Compliance, Enterprise Risk Management
GRI 301: Materials 2016	301-1 Materials used by weight or volume	✓	40 to 56	Attaining Operational Excellence
Energy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	40 to 56, 24 57 to 73	Attaining Operational Excellence, Material Matters, Improving Our Environmental Footprint
	103-2 The management approach and its components	✓	40 to 56, 57 to 73	Attaining Operational Excellence, Improving Our Environmental Footprint
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 43 to 49	Compliance, Enterprise Risk Management, How we Leverage Operational Efficiency?

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	✓	43 to 49	How we leverage Operational Efficiency?
	302-3 Energy intensity	✓	40 to 56	Attaining Operational Excellence
	302-4 Reduction of energy consumption	✓	40 to 56, 59 to 61, 43 to 49	Excellence, Environment Management, How we leverage Operational Efficiency?
	302- 5 Reductions in energy requirements of products and services	✓	40 to 56, 43 to 49	Attaining Operational Excellence, How we leverage Operational Efficiency?
Water and Effluents				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24 to 64, 65	Material Matters, Water as a Resource
	103-2 The management approach and its components	✓	64 to 65	Water as a Resource
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 64 to 65	Compliance, Enterprise Risk Management, Water as a Resource
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	✓	64 to 65	Water as a Resource
	303-2 Management of water discharge-related impacts	✓	64 to 65	Water as a Resource
	303-3 Water Withdrawal	✓	64 to 65	Water as a Resource
	303-4 Water Discharge	✓	64 to 65	Water as a Resource
	303-5 Water Consumption	✓	64 to 65	Water as a Resource
Biodiversity				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24 to 72, 73	Material Matters, Protecting Biodiversity
	103-2 The management approach and its components	✓	72 to 73	Protecting Biodiversity
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 72 to 73	Compliance, Enterprise Risk Management, Protecting Biodiversity

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	✓	72 to 73	Protecting Biodiversity
	304-2 Significant impacts of activities, products, and services on biodiversity	✓	72 to 73	Protecting Biodiversity
	304-3 Habitats protected or restored	✓	72 to 73	Protecting Biodiversity
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	✓	72 to 73	Protecting Biodiversity
Emissions				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 59 to 61, 63	Material Matters, Environment Management, Health of our Atmosphere
	103-2 The management approach and its components	✓	59 to 61, 63	Environment Management, Health of our Atmosphere
	103-3 Evaluation of the management approach	✓	59 to 61, 63	Compliance, Enterprise Risk Management, Health of our Atmosphere
GRI 305: Emission 2016	305-1 Direct (Scope 1) GHG emissions	✓	62	GHG Emissions
	305-2 Indirect (Scope 2) GHG emissions	✓	62	GHG Emissions
	305-4 GHG emissions intensity	✓	62	GHG Emissions
	305-5 Reduction of GHG emissions	✓	59 to 61	Environment Management
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	✓	63	Health of our Atmosphere

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
Waste				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 59 to 61, 66 to 70	Material Matters, Environment Management, Waste and by-product Recycling and Reuse
	103-2 The management approach and its components	✓	59 to 61 66 to 70	Environment Management, Waste and by-product Recycling and Reuse
	103-3 Evaluation of the management approach	✓	28, 35 to 37 66 to 70	Compliance, Enterprise Risk Management, Waste and by-product Recycling and Reuse
GRI 306: Waste 2020	306-1 Water discharge by quality and destination	✓	66 to 70	Waste and by-product Recycling and Reuse
	306-2 Waste by type and disposal method	✓	66 to 70	Waste and by-product recycling and reuse
	306- 3 Significant spills	✓	66 to 70	Waste and by-product Recycling and Reuse
	306- 4 Transport of hazardous waste	✓	66 to 70	Waste and by-product Recycling and Reuse
	306- 5 Water bodies affected by water discharges and/ or runoff	✓	64 to 65	Water as a Resource
Environmental Compliance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	71	Environmental Compliance
	103-2 The management approach and its components	✓	50 to 52, 71	Responsible Supply Chain Management, Environmental Compliance
	103-3 Evaluation of the management approach	✓	71	Environmental Compliance
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	✓	71	Environmental Compliance
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	✓	50 to 52	Responsible Supply Chain Management

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
Social (GRI 400)				
Employment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 74 to 97	Material Matters, Creating a Conscious Workplace Culture
	103-2 The management approach and its components	✓	74 to 97	Creating a Conscious Workplace Culture
	103-3 Evaluation of the management approach	✓	28, 35 to 37 74 to 97	Compliance, Enterprise Risk Management, Creating a Conscious Workplace Culture
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	✓	74 to 97	Creating a Conscious Workplace Culture
Occupational Health and Safety				
GRI 403: Management approach disclosures	103-1 Explanation of the material topic and its boundaries	✓	24, 90 to 97	Material Matters, Building a Culture of Health & Safety
	103-2 The management approach and its components	✓	90 to 97	Building a Culture of Health & Safety
	103-3 Evaluation of the management approach	✓	31, 35 to 37 90 to 97	Compliance, Enterprise Risk Management, Building a Culture of Health & Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	✓	90 to 97	Building a Culture of Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	✓	90 to 97	Building a Culture of Health & Safety
	403-3 Occupational Health services	✓	90 to 97	Building a Culture of Health & Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	✓	90 to 97	Building a Culture of Health & Safety
	403-5 Worker training on occupational health and safety	✓	90 to 97	Building a Culture of Health & Safety

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
	403-6 Promotion of worker health	✓	90 to 97	Building a Culture of Health & Safety
	403-7 Prevention and mitigation of occupational health and safety	✓	90 to 97	Building a Culture of Health & Safety
	403-8 Workers covered by an occupational health and safety management system	✓	90 to 97	Building a Culture of Health & Safety
	403-9 Work-related injuries	✓	12	Apraava Energy's Factsheet
	403-10 Work-related ill health	✓	12	Apraava Energy's Factsheet
Training and Development				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 74 to 97	Material Matters, Creating a Conscious Workplace Culture
	103-2 The management approach and its components	✓	74 to 97	Creating a Conscious Workplace Culture
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 74 to 97	Compliance, Enterprise Risk Management, Creating a Conscious Workplace Culture
GRI 404: Training and development	404-1 Average hours of training per year per employee	✓	74 to 77	Creating a Conscious Workplace Culture
	404-2 Programs for upgrading employee skills and transition assistance programs	✓	24, 74 to 97	Material Matters, Creating a Conscious Workplace Culture
	404-3 Percentage of employees receiving regular performance and career development reviews	✓	74 to 97	Creating a Conscious Workplace Culture
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 74 to 97	Material Matters, Creating a Conscious Workplace Culture
	103-2 The management approach and its components	✓	74 to 97	Creating a Conscious Workplace Culture
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 74 to 97	Compliance, Enterprise Risk Management, Creating a Conscious Workplace Culture

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	✓	74 to 97	Creating a Conscious Workplace Culture
Non-discrimination				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 74 to 97	Material Matters, Creating a Conscious Workplace Culture
	103-2 The management approach and its components	✓	74 to 97	Creating a Conscious Workplace Culture
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 74 to 97	Compliance, Enterprise Risk Management, Creating a Conscious Workplace Culture
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	✓	74 to 97	Creating a Conscious Workplace Culture
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	✓	86	Equal Opportunity Employer
Child Labour				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 74 to 97	Material Matters, Creating a Conscious Workplace Culture
	103-2 The management approach and its components	✓	74 to 97	Creating a Conscious Workplace Culture
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 74 to 97	Compliance, Enterprise Risk Management, Creating a Conscious Workplace Culture
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	✓	74 to 97	Creating a Conscious Workplace Culture

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
Forced or Compulsory Labour				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	28, 74 97	Material Matters, Creating a Conscious Workplace Culture
	103-2 The management approach and its components	✓	74 to 97	Creating a Conscious Workplace Culture
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 74to 97	Compliance, Enterprise Risk Management, Creating a Conscious Workplace Culture
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	✓	74 to 97	Creating a Conscious Workplace Culture
Security Practices				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 90 to 97	Material Matters, Building a Culture of Health & Safety
	103-2 The management approach and its components	✓	90 to 97	Building a Culture of Health & Safety
	103-3 Evaluation of the management approach	✓	28, 35 to 37	Compliance, Enterprise Risk Management
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	✓	90 to 97	Building a Culture of Health & Safety
Local Communities				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 98 to 113	Material Matters, Engaging Communities: Enabling Equitable Growth
	103-2 The management approach and its components	✓	98 to 113	Engaging Communities: Enabling Equitable Growth
	103-3 Evaluation of the management approach	✓	28, 35 to 37, 98 to 113	Compliance, Enterprise Risk Management, Engaging Communities: Enabling Equitable Growth

GRI Indicators	Disclosures	Apraava SR 2020-21	Page No.	Report Section
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	✓	98 to 113	Engaging Communities: Enabling Equitable growth
	413-2 Operations with significant actual and potential negative impacts on local communities	✓	98 to 113	Engaging Communities: Enabling Equitable growth
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	✓	50 to 52	Responsible Supply Chain Management
Public Policy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	27 to 29, 35 to 37	Corporate Policies, Compliance, Enterprise Risk Management
	103-2 The management approach and its components	✓	27 to 29, 35 to 37	Corporate Policies, Compliance, Enterprise Risk Management
	103-3 Evaluation of the management approach	✓	27 to 29, 35 to 37	Corporate Policies, Compliance, Enterprise Risk Management
GRI 415: Public Policy 2016	415-1 Political contributions	✓	27 to 29	Corporate Policies
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	✓	56	Boosting Cybersecurity
Socioeconomic Compliance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	✓	24, 28, 74 to 97, 90 to 97, 98 to 113	Material Matters, Compliance, Creating a Conscious Workplace Culture, Building a Culture of Health & Safety, Engaging Communities: Enabling Equitable Growth
	103-2 The management approach and its components	✓	24, 28, 74 to 97, 90 to 97, 98 to 113	Material Matters, Compliance, Creating a Conscious Workplace Culture, Building a Culture of Health & Safety, Engaging Communities: Enabling Equitable Growth
	103-3 Evaluation of the management approach	✓	28, 35 to 37	Compliance, Enterprise Risk Management
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	✓	28, 35 to 37	Compliance, Enterprise Risk Management

Feedback Form

As part of our continued engagement with stakeholders and to facilitate continuous improvement, we invite valuable feedback and look forward to comments on this report or any aspect of our approach towards reporting on sustainability, to be sent via:

For online submission of feedback, click here	 Send us your feedback and help us in making surroundings greener!	Writing to: Dr. Santanu Satapathy Head - Environment & Sustainability Apraava Energy Private Limited 7th Floor, Fulcrum Building, Sahar Road, Andheri (East), Mumbai - 400 099. India. Email: sustainability@apraava.com Phone: +91 22 6758 8888 Fax: +91 22 6758 8811 W: www.apraava.com
--	--	---

As a token of appreciation, Apraava Energy will plant two trees on behalf of each stakeholder who provides feedback on our FY 2020-21 sustainability report before June 30, 2022.



eTree Certificate

During the reporting period, Apraava Energy received feedback from 28 stakeholders on the FY 2019-20 Sustainability Report and a total of 56 trees were planted. The stakeholders were each provided with eTree certificates for the trees planted in their name.

Independent Assurance Statement



Ernst & Young Associates LLP
Golf View Corporate Tower-B
Sector-42, Sector Road
Gurgaon-122002
Haryana, India

Tel: +91 124 464 4000
Fax: +91 124 464 4050
ey.com

Independent Assurance Statement

The Management and Board of Directors

Apraava Energy Private Limited (earlier known as CLP India Pvt. Ltd.)
7th Floor, Fulcrum, Sahar Road
Andheri (E),
Mumbai - 400 099

Scope

We have been engaged by Apraava Energy Private Limited (earlier known as CLP India Pvt. Ltd.) (hereafter "Apraava Energy") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Apraava Energy's sustainability report (the "Subject Matter") for the period from 01st April 2020 to 31st March 2021.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Apraava Energy

In preparing the sustainability report, Apraava Energy applied the Global Reporting Initiative (GRI) Standards, in accordance with Core (Criteria). GRI Standards - Core Criteria were specifically designed for Sustainability report; As a result, the subject matter information may not be suitable for another purpose.

Apraava Energy's responsibilities

Apraava Energy's management is responsible for selecting the Criteria, and for presenting the sustainability report in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000'), and the terms of reference for this engagement as agreed with Apraava Energy Private Limited on 18th August 2021. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement

EY also applies International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the sustainability report and related information and applying analytical and other appropriate procedures

Our procedures included:

- Conducted interviews with select personnel at manufacturing units and corporate teams to understand the process for collecting, collating and reporting the subject matter as per Global Reporting Initiative (GRI) Standards;
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria;
- Undertook analytical review procedures to support the reasonableness of the data
- Remote verification of data, on a selective test basis, for the following units/ locations, through consultations with the site team and sustainability team;
 - Jhajjar Power Plant (Haryana)
 - Gale Solar Farm (Maharashtra)
 - Tornado Solar Farm (Maharashtra)
 - Andhra Lake Wind Farm (Maharashtra)
 - Hara Wind Farm (Karnataka)
 - Mahidad Wind Farm (Gujarat)
 - Sipla Wind Farm (Rajasthan)
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of sustainability reporting;
- Review of the Company's approach towards materiality assessment disclosed in the Report to identify relevant issues;
- Review of select qualitative statements in various sections of the sustainability report;

We also performed such other procedures as we considered necessary in the circumstances

Emphasis of matter

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2020 to 31st March 2021)
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Annual Report, Sustainability Report, or other sources available in the public domain
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters

Conclusion

- Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the sustainability report for the period from 01st April 2020 to 31st March 2021, in order for it to be in accordance with the Criteria.

Restricted use

- This report is intended solely for the information and use of Apraava Energy Private Limited and is not intended to be and should not be used by anyone other than Apraava Energy Private Limited.

For and on behalf of Ernst & Young Associates LLP



Chaitanya Kalia
18 April 2022
Mumbai, India

