

## IV. Employees

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

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

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	19,495	18,009	92.38	1,486	7.62
2.	Other than Permanent (E)	2,141	1,875	87.58	266	12.42
3.	Total Employees (D + E)	21,636	19,884	91.90	1,752	8.10
<b>WORKERS</b>						
4.	Permanent (F)	Nil	Nil	NA	Nil	NA
5.	Other than Permanent (G)	44,311	43,408	97.96	903	2.04
6.	Total Employees (F + G)	44,311	43,408	97.96	903	2.04

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

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent	34	31	91.18	3	8.82

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20
Key Management Personnel	3	Nil	Nil

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

	FY22			FY21			FY20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.89%	5.92%	2.20%	1.82%	3.59%	1.95%	4.26%	10.12%	4.82%

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

21. **Names of holding / subsidiary / associate companies / joint ventures:** As on March 31, 2022, the Company had 61 subsidiaries, 32 Joint Ventures (JVs) and 5 Associates. Of the subsidiaries, 3 companies have been classified as JVs under Indian Accounting Standards (Ind AS). Please refer page nos. 350 and 437 of the Integrated Report FY22.

## VI. CSR Details

22. Tata Power, in alignment to its CSR policy, Schedule VII to the Companies Act, 2013 and the 5 prioritised CSR SDGs undertakes initiatives across three themes viz. Education (including Financial and Digital Literacy), Employability and Employment (Skilling for Livelihoods) and Entrepreneurship. Tata Power has covered 13.67 lakh beneficiaries in 65+ operating sites across 15 states utilizing ₹ 32.8 crore CSR funds.

(i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

(ii) **Turnover (in ₹):** ₹ 42,576 crore

(iii) **Net worth (in ₹):** ₹ 26,028 crore

The highlights of Tata Power Group entities' CSR interventions are reported in the Integrated Report FY22 (Pages 62-67).

## Business Responsibility & Sustainability Report

### VII. Transparency and Disclosures Compliances

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

Being a Tata Group company, Tata Power abides by the Tata Code of Conduct (TCoC), which is a comprehensive document for ethical conduct for all internal and external stakeholders of the Company, thus, covering 100% of its operations. TCoC consists 10 sections with sub-clauses that cover employees, customers, communities and the environment, value chain partners, financial stakeholders, governments and group companies. The TCoC extends to Group JVs/Subsidiaries/Suppliers/Contractors. There are defined channels for receiving complaints/grievances from stakeholders and these are addressed with expediency in upholding the ethical standards practiced in the Group.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY22		Remarks	FY21		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes <a href="https://www.tatapower.com/contact/community-relations.aspx">https://www.tatapower.com/contact/community-relations.aspx</a>	2	Nil	NA	Nil	Nil	NA
Investors (other than Shareholders)	Yes <a href="https://www.tatapower.com/contact/registered-office.aspx">https://www.tatapower.com/contact/registered-office.aspx</a>	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes <a href="https://www.tcplindia.co.in/InvestorCharter.html">https://www.tcplindia.co.in/InvestorCharter.html</a>	39	1	Complaint of Mr. J. P. Balasubramanian, received through SEBI and brought forward from last year, remains pending for closure at SEBI's end.	13	Nil	NA
Employees and workers	Yes <a href="https://www.tatapower.com/pdf/aboutus/whistle-blower-policy-and-vigil-mechanism.pdf">https://www.tatapower.com/pdf/aboutus/whistle-blower-policy-and-vigil-mechanism.pdf</a>	85	Nil	NA	63	2	The complaints pending have been duly resolved.
Customers		13	Nil	NA	1	Nil	NA
Value Chain Partners		28	Nil	NA	15	Nil	NA
Other (including contract workers, anonymous, trainees, etc)		1	Nil	NA	Nil	Nil	NA

Above complaints of various stakeholders are only relating to concerns raised through the TCoC channel.

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

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

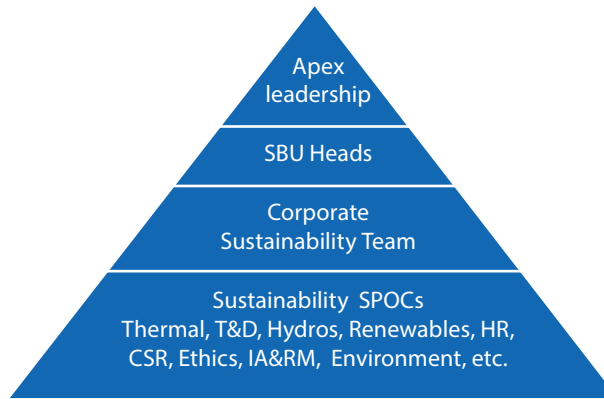
Materiality Assessment is a foundational aspect of Integrated Reporting at Tata Power given the influence material issues have on the business activities, stakeholders and their ability to create sustainable value. In FY20, the Company undertook a new materiality assessment methodology in accordance with the IIRC framework to gain a detailed understanding of the most

relevant matters that could impact the Company's business in the short, medium and long term and the Company re-visits the material issues annually to factor in any realignment due to evolving business environment. Please refer section on Materiality assessment in Integrated Report FY22 (Pages 44-45).

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Tata Power has a well-established Sustainability Governance Structure to benchmark, implement and monitor sustainability aligned decisions and actions. The sustainability performance funnels into the Apex Leadership team and the CSR Committee at Board for guidance.



SUSTAINABILITY GOVERNANCE STRUCTURE

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. <b>Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. <b>Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. <b>Web Link of the Policies, if available</b>	<a href="https://www.tatapower.com/corporate/policies.aspx">https://www.tatapower.com/corporate/policies.aspx</a>								
2. <b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. <b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. <b>Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	Tata Power policies are based on the NVG principles and conform to the International standards like ISO 9000, 14000, and 45001, UNGC principles, ILO principles and United Nations SDGs. Tata Power follows GRI standards for measuring and reporting its sustainability performance, reports to Carbon Disclosure Project (CDP) on Climate Change and Water and has also committed to Science Based Targets initiative (SBTi)								
5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	Please refer 'Embedding ESG factors in business' section on Page 23 of the Integrated Report FY22								
6. <b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	Please refer 'Strategy' section on Pages 20-22 of the Integrated Report FY22								
<b>Governance, leadership and oversight</b>									
7. <b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>	Please refer 'Message from the CEO & MD' on Pages 8-9 of the Integrated Report FY22								

## Business Responsibility & Sustainability Report

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Dr. Praveer Sinha, CEO & Managing Director (DIN: 01785164)								
9. <b>Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>	Corporate Social Responsibility Committee (CSR Committee). For composition of CSR Committee, please refer Page 169 of the Integrated Report FY22.								
10. <b>Details of Review of NGRBCs by the Company*</b>									
<b>Performance against above policies and follow up action</b>									
- Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
- Frequency **	A	A	A	A	A	A	A	Q	A
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>									
- Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
- Frequency**	A	A	A	A	A	A	A	Q	A
11. <b>Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.***</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

\* Reviews are conducted periodically, however specific issues on NGRBCs are also addressed on a need to need basis.

\*\* A - Annually, Q - Quarterly

\*\*\* The policies and performance on its working is part of the Tata Business Excellence Model (TBEM) assessments of Tata Power. Any opportunities for improvement are addressed through implementation of TBEM action plan.

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

Not Applicable since the policies of the Company cover all Principles on NGRBCs.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators

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

Tata Power is guided by the principles of the TCoC and TBEM. The Company requires its employees to be aware of the TCoC and conduct themselves in line with the principles outlined therein. There are regular training sessions for new inductees and annual online certification/re-certification on the learning platform which are required to be completed to ensure thorough dissemination of what is considered ethical conduct and the repercussions of non-adherence.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors		During the year, the Board engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.	100
Key Managerial Personnel	2	TCoC, ESG	100
Employees other than BoD and KMPs	254	TCoC, Business Ethics and values	100
Workers	195	TCoC, Business Ethics and values	100

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

For FY22, there were no cases pending pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behavior. Additionally, there were no cases of corruption, with reference to the employees or the business partners.

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

Not Applicable

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

In the TCoC, clause 10, section D: Our Employees, the guidance on Bribery and Corruption is outlined as: Our employees and those representing us, including agents and intermediaries, shall not, directly or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favours for the conduct of our business.

Emphasis is laid on violation by even a single employee of any law relating to anti-bribery, anti-corruption, anti-competition, data privacy, etc. resulting in severe financial penalties and irreparable reputational damage to the Company.

<https://www.tatapower.com/pdf/aboutus/Tata-Code-of-Conduct.pdf>

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

No Directors/KMPs/employees/workers were involved in bribery/corruption both in FY22 and FY21. On above grounds, no action was taken by any law enforcement agency.

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

No complaints were received with regard to conflict of interest against Directors/KMPs in FY22 and FY21.

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

Not applicable

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

**Essential Indicators**

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

	FY22 (%)	FY21 (%)	Details of improvements in environmental and social impacts
R&D	100	100	Please refer section on Research and Development in Annexure III to the Board's Report (Page no. 133 of the Integrated Report FY22)
Capex	63	41	Capex represents spend on clean and green business

## Business Responsibility & Sustainability Report

2. a. **Does the entity have procedures in place for sustainable sourcing?**

Yes

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

Tata Power has policies and robust process to ensure sustainable sourcing from Business Associates. The Company's Responsible Supply Chain Management Policy (RSCM) governs all the engagements with Business Associates. The Company also evaluates Business Associates commitment to the Company's RSCM policy during selection / award of any material contracts. The Business Associates share same commitment as enunciated in Tata Power Corporate Environment policy, Energy Conservation and Corporate Sustainability Policy. The terms and conditions of business are structured and uniform across divisions to ensure business process standardization and governance.

Tata Power practices responsible sourcing with respect to environment, safety, human rights and ethics, apart from economic considerations. Strict conformation to labour principles and related laws are mandatory requirements for all suppliers to qualify. Work method and standards, along with performance of supply and services, form a critical part of technical evaluation. In addition, safety evaluation and qualification are an integral part for the award and online vendor registration process. Please refer page nos. 60 and 61 of the Integrated Report FY22.

100% of the non-fuel inputs sourced from Corporate Contracts are sourced sustainably.

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

Tata Power believes in going beyond compliance and has taken numerous steps to improve waste management practices across its operations. All businesses are optimized to minimise waste generation through evaluation of various options of resources, technologies and processes. These processes are also continuously reviewed and improvement initiatives are suitably undertaken and monitored for effectiveness. There are policies in place to ensure effective waste management including:

<https://www.tatapower.com/pdf/aboutus/ash-policy.pdf>

<https://www.tatapower.com/pdf/aboutus/e-waste-mgmt-policy.pdf>

The major waste for Tata Power is the Fly Ash generated from thermal power stations. This is redirected towards construction (Ready Mix Concrete as per Fly Ash Notification) and Quarry filling (as per SPCB No Objection Certificate). Tata Power's endeavour is to utilize the bottom ash as well in line with MoEFCC guidelines. For the renewable operations, Tata Power conducted a study on end-of-life considerations for photovoltaic solar panels. The study portrays future projections with respect to PV panel waste quantum, disposal problems and how to address them through technology and advocacy. Please refer page no. 81 of the Integrated Report FY22.

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

Extended Producer Responsibility is currently not applicable to Tata Power's activities. However, waste management plan of the Company considers the evolving regulations both from a waste minimization and recycling/reuse perspective. Tata Power also engages its communities to propagate plastic reuse through its energy and resource conservation programs.

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	18,009	18,009	100	18,009	100	18,009	100	18,009	100	18,009	100
Female	1,486	1,486	100	1,486	100	1,486	100	1,486	100	1,486	100
<b>Total</b>	<b>19,495</b>	<b>19,495</b>	<b>100</b>	<b>19,495</b>	<b>100</b>	<b>19,495</b>	<b>100</b>	<b>19,495</b>	<b>100</b>	<b>19,495</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	1,875	1,875	100	1,875	100	1,875	100	Nil	NA	1,875	100
Female	266	266	100	266	100	266	100	Nil	NA	266	100
<b>Total</b>	<b>2,141</b>	<b>2,141</b>	<b>100</b>	<b>2,141</b>	<b>100</b>	<b>2,141</b>	<b>100</b>	<b>Nil</b>	<b>NA</b>	<b>2,141</b>	<b>100</b>

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

The Company ensures that all statutory benefits are extended to contract workforce.

##### 2. Details of retirement benefits, for Current FY and Previous Financial Year:

Benefits	FY22			FY21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y

##### 3. Accessibility of workplaces

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

Yes

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

In line with Tata Power's philosophy of holistic and inclusive development, TPCDT, partnered with the Center for Autism and other Disabilities Rehabilitation Research and Education (CADRRE) to launch 'PAY AUTENTION - A different mind is a gifted mind', India's first bridgital Autism support network:

<https://www.tatapower.com/sustainability/social-capital/pay-autention.aspx>

<https://www.tatapower.com/pdf/aboutus/Tata-Code-of-Conduct.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	93.39	91.00	There are no permanent workers in the Company.	
Female	48.33	92.00		
<b>Total</b>	<b>84.44</b>	<b>91.00</b>		

## Business Responsibility & Sustainability Report

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

	If yes, give details of the mechanism in brief
Permanent Workers	Yes, the Company has multiple mechanisms to redress grievances such as Suraksha (safety), TCoC (ethics) and Connect to Solve (HR and admin) platforms on Sangam, an internal portal.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY22			FY21		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>						
Male	18,009	9,911	55.03	15,584	9,273	59.50
Female	1,486	401	26.99	1,227	377	30.73

### 8. Details of training given to employees and workers\*:

Category	Total (A)	FY22				Total (D)	FY21			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Permanent employees</b>										
Male	4,437	3,286	74.06	3,583	80.75	4,247	2,205	51.92	3,025	71.23
Female	538	443	82.34	481	89.41	425	266	62.59	369	86.82
<b>Total</b>	<b>4,975</b>	<b>3,729</b>	<b>74.95</b>	<b>4,064</b>	<b>81.69</b>	<b>4,672</b>	<b>2,471</b>	<b>52.89</b>	<b>3,394</b>	<b>72.65</b>

\*Includes Tata Power, Mundra, TPTCL, IEL, MPL, TPREL, TPRMG, PTL, TPCDT, TPSSL, TPADL, WREL, TERPL, TPIPL and FENR

All the employees have access to relevant learning and development opportunities. The Company has a robust e-learning platform which is coupled with other online and offline interventions. The learning needs are identified by a combination of self, manager and department head and classified under functional, behavioral and organizational needs.

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

Category	FY22			FY21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	19,884	19,884	100	17,134	17,134	100
Female	1,752	1,752	100	1,492	1,492	100
<b>Total</b>	<b>21,636</b>	<b>21,636</b>	<b>100</b>	<b>18,626</b>	<b>18,626</b>	<b>100</b>

All the employees undergo Performance and Career Development Reviews. The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback for development is provided.

Performance review of workers are determined on the basis of Productivity Linked Performance Based Contract (PLPBC).



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

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

Yes, safety is a core value over which no business objective can have a higher priority. Tata Power Safety Management Framework covers all the business activities and the same are aligned with the Tata Group Health and Safety Management System as well as ISO 45001:2018 requirements. The coverage is 100% and includes all employees and workers.

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

Tata Power Safety Management System (TPSMS) comprises followings safety processes for identifying Work related hazards and assess risks on routine and non-routine basis-

- i. Safety Leadership and accountability with OH&S Objective Planning
- ii. Hazard Identification Risk Assessment and Risk Management
- iii. Design, Construction, Operational planning and control
- iv. People Competency Behaviours
- v. Communication, Consultation and Participation
- vi. Observation Incident Nonconformity reporting, Investigation and Learning
- vii. Change Management Process
- viii. Contractor Safety Management
- ix. Measurement, monitoring and review
- x. Fire Detection Protection System Management

**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.**

Yes, the Company has an established Hazard Identification and Risk Assessment (HIRA) process for both routine and non-routine jobs and routinely provides HIRA and Job Safety Assessment (JSA) trainings to operation, maintenance and service engineers. The process of incident reporting and investigation is digitalized through the SAP-EHSM platform and through the Suraksha mobile application.

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in close proximity. In addition, personnel are being trained to respond appropriately to medical emergencies on-site.

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

Safety Incident/Number	Category	FY22	FY21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	0.14
	Workers	0.15	0.14
Total recordable work-related injuries	Employees	Nil	4
	Workers	4	4
No. of fatalities	Employees	Nil	Nil
	Workers	1	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	2
	Workers	8	7

## Business Responsibility & Sustainability Report

### 12. Describe the measures taken by the entity to ensure a safe and healthy work place:

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

### 13. Number of Complaints on the Working Conditions and Health and Safety made by employees and workers:

Tata Power has not received any complaint on "Health & Safety" and "Working Conditions" in FY22 and FY21. However, the Company encourages its employees and contractor workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action.

### 14. Assessments for the year:

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

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

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

## Leadership Indicators

### 1. Does the entity extend any life insurance or any compensatory package in the event of death of

- (A) Employees: Yes  
(B) Workers: Yes

### 2. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
Working Conditions	100

### 3. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

- i. ISO 45001 /OHSAS 18001 certification is mandatory for all Value chain partners involved with High-Risk jobs execution with organization
- ii. Ensured 100% Safety Training of Workforce of Service providers by approved Training Institute
- iii. Periodic safety performance Evaluation of Service providers.
- iv. Safety performance linked incentive schemes for service providers.

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

### Essential Indicators

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

Tata Power identifies its stakeholder groups through the Stakeholder Engagement and Materiality Assessment (SEMA) process.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes (Affirmative Action)	On site community meetings, sms	Regular	CSR interventions
Investors (other than Shareholders)	No	Investor meet, email	Annual, periodic	Tata Power performance
Shareholders	No	Annual General Meeting, email	Annual, periodic	Tata Power performance
Employees and workers	No	Sangam portal, Yammer, email, MD communication meet, Business wise town halls	Regular	Employee engagement
Customers	No	Email, sms, advertisement, website, social media	Regular	Offers
Value Chain Partners	No	Email, vendor meet	Annual, periodic	Process refresh, engagement

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY22			FY21		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	4,424	1,985	44.87	4,402	2,949	66.99
Other than Permanent	551	14	2.54	270	Nil	Nil
<b>Total Employees</b>	<b>4,975</b>	<b>1,999</b>	<b>40.18</b>	<b>4,672</b>	<b>2,949</b>	<b>63.12</b>

\*Includes Tata Power, Mundra, TPCL, IEL, MPL, TPREL, TPRMG, PTL, TPCDT, TPSSL, TPADL, WREL, TERPL, TPIPL and FENR

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

Category	FY22					FY21				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	No. (C)	% (C / A)		Number (E)	% (E/D)	Number (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	18,009	Nil	NA	18,009	100	15,584	Nil	NA	15,584	100
Female	1,486	Nil	NA	1,486	100	1,227	Nil	NA	1,227	100
<b>Other than Permanent</b>										
Male	1,875	Nil	NA	1,875	100	1,550	Nil	NA	1,550	100
Female	266	Nil	NA	266	100	265	Nil	NA	265	100
<b>Workers</b>										
<b>Permanent</b>										
Male	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
<b>Other than Permanent</b>										
Male	43,408	Nil	NA	43,408	100	40,025	Nil	NA	40,025	100
Female	903	Nil	NA	903	100	1,792	Nil	NA	1,792	100

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)**	8	67,00,000	2	75,85,000
Key Managerial Personnel	2	2,45,32,310	Nil	Nil
Employees other than BoD and KMP (including Workmen)	3,969	10,97,718	452	8,49,390

\*Includes Tata Power, Mundra, TPTCL, IEL, MPL, TPREL, TPRMG, PTL, TPCDT, TPSSL, TPADL, WREL, TERPL, TPIPL and FENR

\*\*Includes commission and sitting fees

### 4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Human rights is the basic tenet at Tata Power and is guided by Human Rights Policy. Focal points of contacts are:

Dr. Praveer Sinha - CEO & Managing Director

Mr. Himal Tewari - CHRO

Ms. Jyoti Kumar Bansal - Chief-Branding, Corporate Communications, CSR, Sustainability

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

The Human Rights Policy elaborated on the grievance mechanism. Refer link - <https://www.tatapower.com/pdf/sustainability/human-rights-policy.pdf>

### 6. Number of Complaints on the Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues made by employees and workers:

Please refer Employee and Worker section in response 23 on Section A.

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

Refer TCoC at <https://www.tatapower.com/pdf/aboutus/Tata-Code-of-Conduct.pdf>