

our goals with our customer's decarbonization commitments.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Board of the Company has constituted a Corporate Responsibility Committee comprising solely of the Independent Directors to oversee strategies, activities and policies including environment, social, sustainability, governance, health and safety, human talent management and

related material issue and indicators in the global context and evolving statutory framework.

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Corporate Responsibility Committee (a sub-committee of the Board) with 100% Independent Directors). The Committee meets on a quarterly basis.

10 Details of Review of each NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other - pls specify)
Performance against above policies and follow up action	Yes. By Corporate Responsibility Committee of the Board	Quarterly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances.	Yes	-
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes. The assessment / evaluation of working is carried out by TUV NORD India.	

Section C: Principle Wise Performance

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

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

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	2	ESG, Regulatory, Governance, General Induction to various departments	80% (50% of which were Independent Directors)
Key Managerial Personnel	2	ESG, Regulatory, Governance, General Induction to various departments, Cyber security awareness, IMS Energy management	100%
Employees other than BoD and KMPs	53	Technical, Behavioral, Functional including ESG, Safety, POSH, Code of Conduct & Values.	79% All new joinees are 100% covered
Workers	0	0	0

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:

Monetary

	Penalty/Fine	Settlement	Compounding Fee
NGRBC principle	Nil	Nil	Nil
Name of regulatory/ enforcement agencies/ judicial institutions	Nil	Nil	Nil
Amount (INR)	Nil	Nil	Nil
Brief of case	Nil	Nil	Nil
Has an appeal been preferred (Yes/No)	Nil	Nil	Nil

Non- Monetary

	Imprisonment	Punishment	Compounding Fee
NGRBC principle	Nil	Nil	Nil
Name of regulatory/ enforcement agencies/ judicial institutions	Nil	Nil	Nil
Brief of case	Nil	Nil	Nil
Has an appeal been preferred (Yes/No)	Nil	Nil	Nil

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.

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	Not Applicable

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

Yes. The Company has an Anti-Corruption and Anti-Bribery policy (ABAC) in place.

The Company is committed to upholding the utmost standards for transparency and accountability in all its operations and strives to attain its purpose through compliance with national and international legal and ethical requirements. The Company does not tolerate any form of bribery, embezzlement, or corruption, and will uphold all applicable laws countering these unethical practices. The policy include the followings:

- Risk Assessment procedures & Internal Controls
- Mechanism to deal with bribery/corruption
- Coverage of trainings on Anti-corruption issues

<https://www.adanigreenenergy.com/-/media/Project/GreenEnergy/Corporate-Governance/Policy/ESG-DisclosuresRev1.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:

	Current FY	Previous FY
Board of Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees other than BoD and KMPs	Nil	Nil
Workers	Nil	Nil

6 Details of complaints with regard to conflict of interest:

	Current FY	Previous FY	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Not Applicable

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.**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.**

	Current FY	Previous FY	Details of improvements in environmental and social impacts
R&D	0%	0%	
Capex	26.09%	3.03%	Capax done on purchase of 430 Wp solar modules and 540 Wp solar modules, which are more efficient and reduces the land requirement for the project. Capex done on changing Solar Module cleaning from Manual to Semi-automatic machine cleaning at O&M plants

As a % to Revenue from operations

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

Yes, The Company has a Suppliers' Code of Conduct stating specific expectations for engaging with suppliers. Here, "supplier" refers to material suppliers/service providers/vendors/traders/agents/ consultants/ contractors/third parties including their employees, agents, and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to the Company or any of its subsidiaries and associated entities.

The Suppliers' Code of Conduct facilitates collaboration with our suppliers in the promotion of professional and fair business practices that integrates respect of human rights, business ethics and environment. Our objective is to ensure that we minimize our potential impacts on people and on the environment, and that we manage business and reputation risks while capitalizing on opportunities. For example, we make efforts to source supplies and services from local sources where possible. We also organize various capacity building programs for our value chain partners.

Typical sustainability assessment of critical suppliers includes questions and performance on the following:

Environment

Environment Management certification; Energy Management certification; Scope 1 and Scope 2 GHG emissions; notice / penalties; pollution; energy consumption; water conservation; packaging; land conservation; air emission; hazardous waste and other certifications

Social

Human Rights Policy; POSH provisions; Child Labor Policy; social accountability certification; medical fitness checks; compensation laws; Employee Policies; CSR Policy; Health & Safety Policy; external certifications; safety performance

Governance

Board Diversity Policy; code of conduct; Whistle Blower Policy; information security certification; ESG reporting; other policies; licenses; women representation; notice / penalty; financial strength – auditing and reporting

We have identified the following ESG and Sustainability risks in the supply chain and are working on the risk mitigation measures:

- High risk-based on Geo-political Risk and possible increase in import duties
- Human Rights Violations controversies in media

Availability of Raw Materials in the long-term:

We have identified five tier-1 suppliers as critical suppliers based on the critical components (solar panels, wind turbine generators etc.). They contribute to 75% of the total procurement spend. We have initiated engagement with these critical suppliers. As a mitigation measure, they are required to share their management system (ISO 9001, 140001, 45001) and human rights policy and initiatives (UNGC, SA 8000). Further, we have also initiated requesting sustainability and CSR reports, their climate initiatives like SBTi; RE100, Net Zero etc. Most of the critical suppliers have many of these initiatives, as they are globally reputed large original equipment manufacturers (OEM).

- Supplier name/ address
- Goods/ service supplied
- Sustainability reporter
- CDP Responder/ climate initiatives
- IMS certificates • UNGC / Human Rights practices

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

100%

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.

- All our plants are Single Use Plastic (SUP) free. Other plastic waste are be disposed through scrap vendors.
- Batteries** - are returned to battery OEM, as its covered in ERP – take back mechanism, Damaged solar panels - are returned to respective OEM for repair / material recovery.
- Used Oil, Oil soaked cotton waste, Empty oil drum** - are sent to authorized recyclers/Treatment, Storage and Disposal Facility (TSDF)

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.

Owing to the nature of the Company's product/ service offerings, EPR is not applicable to the Company.

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

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

Our people form an integral part of our journey towards transformational, responsible and sustainable change. Our people policies are designed to provide an excellent work environment which is safe, conducive, harmonious and support all round development of our employees. Our efforts to nurture our Human Capital are in alignment with our ESG commitment.

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

In order to ensure safety and well-being at workplace, we conduct various trainings for all our employees as well as contractual workers. We focus on making the trainings relevant and practical by engaging our workforce in different modules. We also conduct various awareness and health promotion activities for our employees and contractual workers.

We also have specific health standards and undertake first aid and health emergency management and have employed qualified medical practitioner at each of our business locations. To protect our employees and contractual workers, appropriate personal protective equipment's (PPEs) are also provided.

% of Employees & Workers (Permanent and Other employees) covered by :

	Male	Female	Total	Information available (Y/N)
Total (A)	2,349	6	2,355	Yes
Health insurance nos (B)	2,349	6	2,355	Yes
Health insurance % (B/A)	100%	100%	100%	Yes
Accident insurance nos (C)	2,349	6	2,355	Yes
Accident insurance % (C/A)	100%	100%	100%	Yes
Maternity benefits nos (D)	0	6	6	Yes
Maternity benefits % (D/A)	0%	100%	100%	Yes
Paternity benefits nos (E)	2,349	0	2,355	Yes
Paternity benefits % (E/A)	100%	0	100%	Yes
Day care medical facilities nos (F)	2,349	6	2,355	Yes
Day care medical facilities % (F/A)	100%	100%	100%	Yes

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

Benefits	FY 2021-22			FY 2020-21		
	Current Financial Year			Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	100%	100%	Yes	100%	100%	Yes
Others – Pls specify	NIL	NIL	NIL	NIL	NIL	NIL

All eligible employees and workers are covered under ESI. For the business locations which don't come under the purview of ESI, the workforce is covered under the Workmen's Compensation Act, 1923.

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.

At all our corporate offices, we have made special provisions for differently abled employees and workers in accordance with Rights of Persons with Disabilities Act, 2016. We strongly promote equal opportunities for everyone, and we acknowledge the importance of having diverse and equitable work environment. We have designed workplaces for providing assistance or making changes to a position or workplace to enable employees with disabilities for carrying out their jobs.

All our Corporate offices have ramps at entry locations and lobbies to facilitate wheelchairs. We have dedicated toilets for differently abled employees. We have elevators with Braille signs, designed for blind people or visually impaired people. Our other locations also comply with all the national/local requirements to accommodate differently abled person and their needs.

All the Company's existing and new infrastructure has implemented comprehensive plan to address accessibility of workplaces for differently abled employees. Work areas, rest rooms, common areas and areas for movement in and around facilities have been designed with all accessibility aspects in mind.

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.

Yes. The Company is committed to delivering value through equality and to nurture and promote human diversity across its operations.

We promote an inclusive work culture of creating a supportive professional environment that

promotes trust, empathy, and mutual respect. Our policy on Diversity, Equality, and Inclusion has been developed in line with our commitment.

<https://www.adanigreenenergy.com/-/media/Project/GreenEnergy/Corporate-Governance/Policy/BRR-Policies.pdf>

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

	Male	Female	Total	Information available (Y/N)
Permanent employees - Return to work rate	100%	N.A	100%	Y
Permanent employees - Retention rate	100%	N.A	100%	Y
Permanent workers - Return to work rate	N.A	N.A	N.A	N.A
Permanent workers - Retention rate	N.A	N.A	N.A	N.A

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.

Employee Grievance Management Policy is made available on the website of AGEL, at following link:

<https://www.adanigreenenergy.com/-/media/Project/GreenEnergy/Corporate-Governance/Policy/Employee-Grievance-Management-Policy.pdf>

	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	Online grievance portal through oracle
Other than Permanent Workers	Yes	Online grievance portal through oracle
Permanent Employees	Yes	Online grievance portal through oracle
Other than Permanent Employees	Yes	Grievance Register & Grievance Box are provided at every Project & O&M Site.

7 Membership of employees and worker in association(s) or Unions recognized by the listed entity, for Permanent Employees & Permanent Workers, for Current FY and Previous FY:

	FY 2021-22			FY 2020-21		
	Current Financial Year			Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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.)
Male	1,176	NIL	NIL	861	NIL	NIL
Female	6	NIL	NIL	1	NIL	NIL

8 Details of training given to employees and workers for Current FY and Previous FY:

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	On Health & safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	1,176	748	63%	658	56%	861	754	87%	499	58%
Female	6	1	17%	5	83%	1	1	100%	1	100%
Total	1,182	749	63%	663	56%	862	755	88%	500	58%
Other than permanent employees										
Male	1,173	1,173	100%	AGEL shall start monitoring and reporting this data in future		774	774	100%	AGEL shall start monitoring and reporting this data in future	
Female	0	0	0			0	0	0		
Total	1,173	1,173	0			774	774	100%		

9 Details of performance and career development reviews of employees and worker for Current FY and Previous FY:

We have a robust Performance Management process with an objective to establish utmost clarity in terms of the process to be followed at each step and what is expected from all the stakeholders involved. The process covers activities related to measuring performance of all employees as part of the year-end review, rating & promotion recommendation, moderation, and individual feedback. We also have a performance review group (PRG) consisting of a group of people who discuss the performance and behavioral aspects of an individual.

	Financial Year 2021-22 Current Financial Year			Financial Year 2020-21 Previous Financial Year		
	Male Employees	Female Employees	Total	Male Employees	Female Employees	Total
Total (A)	1176	6	1182	861	1	862
Nos (B)	1026	3	1029	700	1	701
% (B/A)*	91%	50%	87%	81%	100%	81%

Rest of the employees were not eligible for performance appraisal as per applicable service rules of the Company.

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, The Company has adopted and implemented the IMS framework by integrating all critical business activities and applying principles, processes in order to provide safe and healthy workplaces across all Company's establishments, prevent work related injury and ill health, minimize risks and continuously improve safety performance. AGEL is certified with OHSAS 45001 & ISO 14001.

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

AGEL has established and aligned globally recognized high level Safety Intervention and Risk Assessment programs such as Safety Interaction (SI), Vulnerability Safety Risks (VSR), Site Risk Field Audits (SRFA), Process Hazard Analysis (PHA), and Pre-Startup Safety Review (PSSR) with Business specific Integrated Management System based Hazard Identification and Risk Assessment (HIRA) Process, e.g., HIRA and Job Safety Analysis (JSA). The Company has adopted this framework and the reporting businesses have developed an ecosystem of participative and