

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (FY 2024-25)

SECTION A – General disclosures

SECTION B – Management and process disclosures

SECTION C – Principle-wise performance disclosures

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A – GENERAL DISCLOSURES

Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L40101DL1989GOI038121
2.	Name of the company	Power Grid Corporation of India Limited
3.	Year of incorporation	1989
4.	Registered office address	B-9, Qutab Institutional Area, Katwaria Sarai, New Delhi-110016
5.	Corporate address	"Saudamini", Plot No.2, Sector 29, Gurugram, Haryana-122001
6.	E-mail	sustainability@powergrid.in
7.	Telephone	0124-2822999 / 0124-2822000
8.	Website	www.powergrid.in
9.	Financial year for which reporting is being done	FY 2024-25 (April 1, 2024 to March 31, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE) and Bombay Stock Exchange (BSE)
11.	Paid-up Capital	₹9,300.60 Crore
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Shri Vibhay Kumar Executive Director (ESG & Net Zero) Email ID: vibhay@powergrid.in

13.	Reporting boundary	All the non-financial aspects of POWERGRID for this reporting period covers the business activities of POWERGRID on a consolidated basis. (ONLY covering the fully owned subsidiaries and excludes the Joint Ventures and Associate Companies for this reporting period) However, the financial performance wherever considered for any calculation/ reporting has been done on a consolidated basis which includes all JVs, Subsidiaries and Associates.
14.	Name of assurance provider	M/s TÜV SÜD South Asia Pvt. Ltd
15.	Type of assurance obtained	Reasonable Assurance for BRSR Core and Limited Assurance for BRSR Non-Core indicators.

Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Transmission of Power	POWERGRID primarily operates in Inter-state and Intra-state transmission of power in the country	98

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Transmission	3510	98

Operations

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

Location	Number of plants	Number of offices	Total
National	282 substations*	12	294
International	For International Locations, the company provides only consultancy services to overseas clients and does not have any plants in international locations.	2	2

*Note The data excludes Pan India network of Telecom present in more than 4000 locations, substations and transmission lines that are presently under construction and temporary offices for consultancy works.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India – Across all the States and Union Territories of India
International (No. of Countries)	7 Countries

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

0.094%

c. A brief on types of customers

The customers of the company's Transmission business are Designated Inter State Customers like state DISCOMs, generating companies, bulk consumers, railways etc. In addition, the company also provides consultancy services to domestic customers (state power utilities, DISCOMs, private entities, CPSEs, etc.) and international customers in more than 24 countries. Company provides telecom services to other telecom operators, large OTT players including global IT companies, Govt. departments, CPSEs, Internet Service Providers etc.

Employees

20. Details as of 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)
EMPLOYEES						
1.	Permanent (D)	7406	6718	90.71	688	9.29
2.	Other than Permanent (E)	642	599	93.30	43	6.70
3.	Total employees (D + E)	8048	7317	90.92	731	9.08
WORKERS						
4.	Permanent (F)	1642	1567	95.43	75	4.57
5.	Other than Permanent (G)	19219	18703	97.32	516	2.68
6.	Total workers (F + G)	20861	20270	97.17	591	2.83

Note: Permanent employees includes all personnel on rolls of POWERGRID and its wholly owned subsidiaries excluding Workmen. 'Other than permanent employees' include those on fixed term contract. Permanent workers include workmen who are on rolls of POWERGRID and its wholly owned subsidiaries. 'Other than permanent workers' are engaged through third party contractors.

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	212	190	89.62	22	10.38
2.	Other than Permanent (E)	7	7	100.00	0	0.00
3.	Total differently abled employees (D + E)	219	197	89.95	22	10.05
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	50	50	100.00	0	0.00
5.	Other than permanent (G)	6	6	100.00	0	0.00
6.	Total differently abled workers (F + G)	56	56	100.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	0	0
Key Management Personnel	8	0	0

Note: Key Management Personnel, includes whole-time directors, Company Secretary, Independent Directors as well as Government Nominated Directors

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.03%	2.46%	5.70%	5.22%	5.02%	5.20%	5.20%	3.16%	5.03%
Permanent Workers	3.64%	8.75%	3.89%	3.98%	7.65%	4.19%	6.43%	9.52%	6.61%

Holding, subsidiary and associate companies (including joint ventures)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	POWERGRID Vemagiri Transmission Limited	Subsidiary	100	Yes
2.	POWERGRID NM Transmission Limited	Subsidiary	100	Yes
3.	POWERGRID Southern Interconnector Transmission System Limited	Subsidiary	100	Yes
4.	POWERGRID Medinipur Jeerat Transmission Limited	Subsidiary	100	Yes
5.	POWERGRID Mithilanchal Transmission Limited	Subsidiary	100	Yes
6.	POWERGRID Varanasi Transmission System Limited	Subsidiary	100	Yes
7.	POWERGRID Jawaharpur Firozabad Transmission Limited	Subsidiary	100	Yes
8.	POWERGRID Khetri Transmission System Limited	Subsidiary	100	Yes
9.	POWERGRID Bhuj Transmission Limited	Subsidiary	100	Yes
10.	POWERGRID Bhind Guna Transmission Limited	Subsidiary	100	Yes
11.	POWERGRID Ajmer Phagi Transmission Limited	Subsidiary	100	Yes
12.	POWERGRID Fatehgarh Transmission Limited	Subsidiary	100	Yes
13.	POWERGRID Narela Transmission Limited	Subsidiary	100	Yes
14.	POWERGRID Energy Services Limited	Subsidiary	100	Yes
15.	POWERGRID Rampur Sambhal Transmission Limited	Subsidiary	100	Yes
16.	POWERGRID Meerut Simbhavali Transmission Limited	Subsidiary	100	Yes

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
17.	POWERGRID Sikar Transmission Limited	Subsidiary	100	Yes
18.	POWERGRID Ramgarh Transmission Limited	Subsidiary	100	Yes
19.	POWERGRID Bhadla Transmission Limited	Subsidiary	100	Yes
20.	POWERGRID Aligarh Sikar Transmission Limited	Subsidiary	100	Yes
21.	POWERGRID Bikaner Transmission System Limited	Subsidiary	100	Yes
22.	POWERGRID Gomti Yamuna Transmission Limited	Subsidiary	100	Yes
23.	POWERGRID Teleservices Limited	Subsidiary	100	Yes
24.	POWERGRID Neemuch Transmission System Limited	Subsidiary	100	Yes
25.	POWERGRID ER NER Transmission Limited	Subsidiary	100	Yes
26.	POWERGRID ERWR Power Transmission Limited	Subsidiary	100	Yes
27.	POWERGRID Khavda RE Transmission System Limited	Subsidiary	100	Yes
28.	Central Transmission Utility of India Limited	Subsidiary	100	Yes
29.	POWERGRID Khavda II-B Transmission Limited	Subsidiary	100	Yes
30.	POWERGRID Khavda II-C Transmission Limited	Subsidiary	100	Yes
31.	POWERGRID KPS2 Transmission System Limited	Subsidiary	100	Yes
32.	POWERGRID Raipur Pool Dhamtari Transmission Limited	Subsidiary	100	Yes
33.	POWERGRID Dharamjaigarh Transmission Limited	Subsidiary	100	Yes
34.	POWERGRID KPS3 Transmission Limited	Subsidiary	100	Yes
35.	POWERGRID Bhadla Sikar Transmission Limited	Subsidiary	100	Yes
36.	POWERGRID Ananthpuram Kurnool Transmission Limited	Subsidiary	100	Yes
37.	POWERGRID Bhadla III Transmission Limited	Subsidiary	100	Yes
38.	POWERGRID Beawar Dausa Transmission Limited	Subsidiary	100	Yes
39.	POWERGRID Ramgarh II Transmission Limited	Subsidiary	100	Yes
40.	POWERGRID Bikaner Neemrana Transmission Limited	Subsidiary	100	Yes

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
41.	POWERGRID Neemrana Bareilly Transmission Limited	Subsidiary	100	Yes
42.	POWERGRID Vataman Transmission Limited	Subsidiary	100	Yes
43.	POWERGRID Koppal Gadag Transmission Limited	Subsidiary	100	Yes
44.	POWERGRID Sikar Khetri Transmission Limited	Subsidiary	100	Yes
45.	POWERGRID Bidar Transmission Limited	Subsidiary	100	Yes
46.	POWERGRID Mandsaur Transmission Limited	Subsidiary	100	Yes
47.	POWERGRID Khavda IV-E2 Power Transmission Limited	Subsidiary	100	Yes
48.	POWERGRID Mewar Transmission Limited	Subsidiary	100	Yes
49.	POWERGRID Sirohi Transmission Limited	Subsidiary	100	Yes
50.	POWERGRID Beawar-Mandsaur Transmission Limited	Subsidiary	100	Yes
51.	POWERGRID Khavda PSI and 3 Transmission Limited	Subsidiary	100	Yes
52.	POWERGRID Bhadla Bikaner Transmission Limited	Subsidiary	100	Yes
53.	POWERGRID South Olpad Transmission Limited	Subsidiary	100	Yes
54.	POWERGRID Bhadla-III Power Transmission Limited	Subsidiary	100	Yes
55.	POWERGRID Kurawar Transmission Limited	Subsidiary	100	Yes
56.	POWERGRID Jam Khambhaliya Transmission Limited	Subsidiary	100	Yes
57.	POWERGRID West Central Transmission Limited	Subsidiary	100	Yes
58.	POWERGRID Barmer I Transmission Limited	Subsidiary	100	Yes
59.	POWERGRID Bikaner IV Transmission Limited	Subsidiary	100	Yes
60.	POWERGRID Siwani Transmission Limited	Subsidiary	100	Yes
61.	POWERGRID Kudankulam Transmission Limited	Subsidiary	100	Yes
62.	POWERGRID Ghior Transmission Limited	Subsidiary	100	Yes
63.	POWERGRID Koppal Gadag Augmentation Transmission Limited	Subsidiary	100	Yes
64.	POWERGRID KPS 1 and 2 Augmentation Transmission Limited	Subsidiary	100	Yes
65.	POWERGRID Bidar Augmentation Transmission Limited	Subsidiary	100	Yes

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
66.	POWERGRID Chitradurga Bellary Transmission Limited	Subsidiary	100	Yes
67.	POWERGRID Fatehgarh Barmer Augmentation Transmission Limited	Subsidiary	100	Yes
68.	POWERGRID Banaskantha Augmentation Transmission Limited	Subsidiary	100	Yes
69.	POWERGRID Sirohi Khandwa Transmission Limited	Subsidiary	100	Yes
70.	POWERGRID Kurnool-IV Transmission Limited	Subsidiary	100	Yes
71.	POWERGRID Kurnool-III Cpeta Transmission Limited	Subsidiary	100	Yes
72.	POWERGRID Himachal Transmission Limited	Subsidiary	100	Yes
73.	POWERGRID Unchahar Transmission Limited	Subsidiary	100	Yes
74.	Bihar Grid Company Limited	Joint Venture	50	Yes
75.	RINL Powergrid TLT Pvt. Limited	Joint Venture	50	Yes
76.	Butwal-Gorakhpur Cross Border Power Transmission Limited	Joint Venture	50	Yes
77.	Powerlinks Transmission Limited	Joint Venture	49	Yes
78.	Energy Efficiency Services Limited	Joint Venture	39.25	Yes
79.	Sikkim Power Transmission Ltd.	Joint Venture	30.92	Yes
80.	Torrent Power Grid Limited	Joint Venture	26	Yes
81.	Parbati Koldam Transmission Company Limited	Joint Venture	26	Yes
82.	North East Transmission Company Limited	Joint Venture	26	Yes
83.	Cross Border Power Transmission Company Limited	Joint Venture	41.94	Yes
84.	Power Transmission Company Nepal Limited	Joint Venture	26	Yes
85.	National High Power Test Laboratory Private Limited	Joint Venture	50	Yes
86.	Rajasthan Power Grid Transmission Company Limited	Joint Venture	74	Yes

CSR Details

24.

- Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- Turnover (in Rs.): 45,792.32 Crore (**Consolidated basis**)
- Net worth (in Rs.): 92,663 Crore (**Consolidated basis**)

Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025			FY 2023-2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints pending resolution at close of the year
Communities	Yes (https://www.powergrid.in/public-complaints-0)	349	0		213	0	
Investors & Shareholders	Yes (https://www.scores.gov.in/scores/Welcome.html) (https://www.powergrid.in/dispute-resolution-mechanism-stock-exchanges)	1286	0		4581	0	
Employees and workers	Yes. Grievance Redressal Mechanism is in place. The policy is only available for access of employees and workers.	120	0		66	0	
Customers	Yes (https://www.powergrid.in/public-complaints-0)	-	-		-	-	
Value Chain Partners	Yes (https://apps.powergrid.in/vendorgrievance/t/login)	0	5	Pending grievances were filed in FY23-24.	7	5	
Other (Vigilance)	Yes (https://tejas.powergrid.in/vigilance-complaints/)	80	10		73	12	

26. 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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	Risk	<ul style="list-style-type: none"> Extreme weather events such as enhanced intensity and frequency of Hurricanes, wind, floods and Rainfall caused by Climate Change may adversely impact our physical infrastructure. Increasing ambient temperature is likely to reduce the current carrying capacity of conductors. Climate Change leading to dryer weather and increased ambient temperature causes increased incidents of forest fires, which, in turn, poses additional risk to transmission lines passing through Forest area. This phenomena will also have direct or indirect impact on the health of the workforce such as working in extreme climatic conditions would be detrimental to the health and could lead to loss in productivity 	Adaptation: <ul style="list-style-type: none"> Identify and map areas/ locations vulnerable to climate risks. Safeguard our workforce from impacts of extreme climatic change by taking reasonable measures. Mitigation: <ul style="list-style-type: none"> Strengthening of existing infrastructure in vulnerable areas, in line with present climate scenario as well as future climate predictions. Proper consideration and integration of present as well as future climate scenario in planning and design of upcoming transmission projects in Climate Vulnerable area. 	Negative
2	Biodiversity/ Environment Protection	Opportunity	<ul style="list-style-type: none"> Avoidance / minimization of Forest/Biodiversity rich areas result in timely project completion. Avoidance of financial levies such as NPV, CA, Cost of medicinal plantation, payment of part project cost etc by avoiding/minimizing Forest/protected areas. Reduced legal liability. Enhanced public image and Natural Capital 		Positive
3	Water Management	Opportunity	<ul style="list-style-type: none"> Reduced financial liability in the form of cost of water supplied by third party, reduced cost of energy for water extraction and reduced cost of wastewater management. 		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<ul style="list-style-type: none"> Opportunity to achieve the status of "Net Water Positive" organization by reducing water consumption and water conservation through Rainwater Harvesting and Groundwater recharge. 		
4	Energy Management	Opportunity	<ul style="list-style-type: none"> Reduction in Energy consumption will lead to reduced financial liability. Demand side management of energy will also lead to reduction in both Scope-I and Scope-II emissions. On supply side, increased share of renewal energy will further reduce our Scope-II emissions. 		Positive
5	GHG Emissions	Opportunity	<ul style="list-style-type: none"> Achieving net-zero status by 2047 Access to funds and loans at competitive rates Sustainable sourcing Better stakeholder relations and public image 		Positive
6	Waste Management	Risk	<ul style="list-style-type: none"> Non-compliance with the applicable regulatory framework may attract penal action from regulatory bodies/Pollution control Boards. Failure to manage Hazardous waste properly pose a risk to our own establishment, property, manpower & environment. Increased financial cost towards disposal of both Hazardous and Non-hazardous waste. 	<ul style="list-style-type: none"> Ensuring complete and non-negotiable compliance with all applicable regulations. Utilizing all available opportunities for waste management through the cardinal principles of Reduce, Recycle and Reuse. Training & Sensitization of employees. Ensuring proper identification, segregation, containment and timely disposal of Hazardous waste. 	Negative
7	Freedom of Association & Collective Bargain	Opportunity	POWERGRID exercises Freedom of Association and Collective Bargain which fosters positive employee relations and leads to open and constructive engagement with the management.		Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Employee Benefit Plan	Opportunity	POWERGRID values its employees and provides various employee welfare plans giving them a sense of care and security. These plans instill a feeling of job satisfaction and motivation in our employees. This is demonstrated by low attrition rates of our employees. We believe in investing in and retaining our talent pool hence promoting positive work environment		Positive
9	Occupational Health & Safety	Risk	<ul style="list-style-type: none"> POWERGRID has large number of employees and workers working across several locations of the country. Ensuring safety of our workforce is crucial for our daily operations. In addition to the physical and financial costs, each safety incident can also have a negative impact on the health, well-being, and morale of employees, as well as the company's reputation. 	<ul style="list-style-type: none"> We take all necessary precautions to ensure a safe and secure workplace. We have a dedicated safety policy which drives our approach to assure safety of our employees. A safety cell is in place which regularly looks after and monitors these issues. Regular safety audits are being done and workforce is given trainings and made aware to ensure self safety 	Negative
10	Human Rights	Risk	<ul style="list-style-type: none"> Due to constant evolvement of Labour Laws and Relations around the world and the sensitive nature of this issue, Human Rights is an inherent risk to any business While all measures are in place to safeguard our workforce and related parties from any Human Right Violations, we understand that there still can be instances where these rights could be breached in ways not in our control and spectrum. 	<ul style="list-style-type: none"> We have adequate policies in place that clearly states that human right violation is a very critical issue and will be dealt with repercussions. There are channels provided to stakeholders to report any cases/concerns of any violations. We stay updated with the latest developments in this space and comply with all the regulations 	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Diversity, Non-discrimination & equal opportunity	Opportunity	We believe in giving an equal and fair opportunity to every band of people and hiring talent from diverse backgrounds. Due to a diverse workforce, we bring in different and fresh perspectives to solve our business cases.		Positive
12	Human Capital Development	Opportunity	Investing in upskilling our workforce, increasing knowledge and potential and fostering innovation is a fundamental part in our company. It leads to employees taking up efficient and modern-day approach to solve our business issues and being an agile workforce.		Positive
13	Ethics & integrity	Opportunity	POWERGRID's organizational culture has ethical behavior ingrained in it. Ethics and values create a trustworthy working environment.		Positive
14	Regulatory Compliance	Opportunity	Timely compliance with the regulatory and statutory requirements ensures that going concern for the business is maintained. Mindful compliance helps us to handle risks associated with legal violations, environmental damage etc.		Positive
15	Sustainable Sourcing	Opportunity	Our sustainable sourcing approach helps us in collaborating with suppliers following sustainable procurement practices. By being environmentally responsible and sourcing resources in a sustainable manner, we can avoid supply chain disruptions caused due to unsustainable practices		Positive
16	Transparency	Opportunity	Our active grievance redressal mechanism, policies around whistleblowing, sexual harassment etc. demonstrates our ability to address the concerns/queries of our stakeholders in an open and transparent way.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
17	Technology & Innovation	Opportunity	POWERGRID believes in adopting latest technology in its business operations. We strive to pioneer in adopting technology in the power sector		Positive
18	Cybersecurity	Risk	<ul style="list-style-type: none"> Lack of cybersecurity safeguards can lead to cyber-attacks which in turn lead to data breaches, disrupt operations and sometimes lead to legal liability. Cybersecurity breaches can also lead to loss of productivity and can damage the company's reputation. 	<ul style="list-style-type: none"> Company has formulated Information Security policy and ensured processes in place for Cybersecurity & data privacy. Company complies with ISO27001 and meets all the applicable legal, statutory, regulatory and contractual requirements pertaining to cybersecurity 	Negative
19	Community Relations	Opportunity	POWERGRID believes in giving back to the community and taking care of their rights and needs. As our major business involves acquiring land, we foster good relations with the locals there which ultimately leads to smooth working of our business		Positive

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.

S. No.	Principle Description
P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all their stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Requirements	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
c. Web Link of the Policies, if available	The Policies covering these principles are available on the Company's website under 'Policies' section. (https://www.powergrid.in/index.php/policies)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4. 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.	POWERGRID has framed various policies that conform to different applicable statutes/guidelines/rules/policies etc., issued by the Government of India from time to time. Some key certifications / standards adopted widely across the company are listed below: <ul style="list-style-type: none"> ISO9001:2015 – Quality Management System PAS 99:2012 – Integrated Management System ISO 45001:2018 – Occupational Health & Safety Management System SA 8000:2014 – Social Accountability Standard ISO 50001:2018 – Energy Management System ISO14001:2015 – Environment Management System ISO 27001:2022 – Information Security Management System ISO 37001:2016 – Anti-Bribery Management Systems ISO 55001:2014 – Asset Management Systems 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. 50% of electricity consumption from renewable sources by 2025 2. Strive to become a net zero emission company by 2047. 3. Goal of becoming a Net Water Positive organization by 2030 4. Aspire to achieve and maintain 'A Zero Waste to Landfill Corporate' status by 2030 5. Aim to achieve and maintain "Zero Fatality" status								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Refer to Sustainability Chapter of the Integrated Report and Principle wise section of BRSR.								



Disclosure Requirements	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight									
<p>7. 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)</p> <p>Dear Stakeholders,</p> <p>It is with immense pride and a deep sense of responsibility that I present our 3rd Business Responsibility and Sustainability Report. This document underscores our unwavering commitment to integrating environmental stewardship and social responsibility into the very core of POWERGRID's operations. As a leader in the energy sector, we recognize our critical role in powering progress sustainably, ensuring our growth benefits both the planet and communities.</p> <p>Our environmental strategy is built on meticulous planning and continuous improvement. Environmental and Social Assessments are paramount for all transmission projects.</p> <p>We target fulfilling 50% of our power needs from renewables by 2025 and achieving Net Zero by 2047. We aim for Net Water Positive status by 2030, having replenished 42.41% of our water usage through rainwater harvesting in FY 2024-25. We treat all domestic sewage on-site and generate no industrial effluents. Our goal is Zero Waste to Landfill by 2030, with over 90% of waste currently diverted through recycling and reuse. We are actively replacing diesel vehicles with electric/hybrid ones in phased manner.</p> <p>Key Environmental Achievements (FY 2024-25):</p> <ul style="list-style-type: none"> 32.25% reduction in Scope-1 emissions 7.82% reduction in Total (Scope 1 and Scope-2) emissions 41.59% increase in emission offset 41.87% reduction in SF6 leakage 90% waste diverted from disposal/landfills <p>Our responsibility extends to the communities we serve through impactful CSR initiatives, based on thorough Need Analysis. These focus on rural livelihood, education, health, environment, and skill development, with rigorous Impact Evaluation. In FY 2024-25, we spent ₹360.19 crore on various CSR themes, making a meaningful difference.</p> <p>Technological advancements are key to our sustainability. We're shifting to GIS over AIS in urban areas, initiated using eco-friendly Ester oil in transformers / reactors, developing digital substations contributing to our material conservation initiatives and innovating with tower designs (multi-circuit, pole-type, narrow-base, insulated cross arm) to minimize land use. We're also evaluating eco-friendly alternatives to SF6 gas.</p> <p>Pioneering Value Chain Transparency: A significant and pioneering step in our sustainability journey is the voluntary publishing of BRSR Core data from our upstream value chain partners. We are proud to be among the first organizations to proactively reach out to our partners for this crucial information, demonstrating our commitment to comprehensive transparency and shared responsibility across our entire value chain. This initiative allows us to gain deeper insights into the ESG performance of our suppliers, fostering a more sustainable ecosystem.</p> <p>This 3rd Business Responsibility and Sustainability Report reflects our progress and reinforces our resolve to operate responsibly and ethically. By integrating these principles into our core strategy, we are building a resilient business, contributing to a healthier planet, and fostering a more equitable society.</p> <p>Thank you for your continued trust and support.</p> <p style="text-align: right;">Naveen Srivastava Director (Operations)</p>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Director (Operations)								

Disclosure Requirements				P1	P2	P3	P4	P5	P6	P7	P8	P9							
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.				Director (Operations) Email: do@powergrid.in															
10. Details of Review of NGRBCs by the Company																			
Subject for Review		Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee								Frequency (Annually/ Half Yearly/ Quarterly/ Any other- please specify)									
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action		Y	Y	Y	Y	Y	Y	NA	Y	Y	All reviews are conducted on a need basis								
Compliance with statutory requirements of relevance to the principles and , rectification of any non-compliances		Y	Y	Y	Y	Y	Y	NA	Y	Y	All reviews are conducted on a need basis								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P1	P2		P3		P4		P5		P6		P7		P8		P9		
		Y	Y		Y		Y		Y		Y		NA		Y		Y		
Yes. Price waterhouseCoopers (PwC) has carried out independent assessment of policies																			
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																			
Questions		Principle 7- Responsible public policy advocacy																	
The entity does not consider the Principles material to its business (Yes/No)		No																	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)		No																	
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)		No																	
It is planned to be done in the next financial year (Yes/No)		No																	
Any other reason (please specify)		POWERGRID is a member of various industrial and trade bodies and participates in these forums on issues and policy matters that impact its interests. Wherever required, we give our comments on various approach papers, consultation papers, draft regulations/ rules etc. issued by CERC, CEA, MoP, TRAI , MoEFCC and other authorities in a responsible and transparent manner.																	

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

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:

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarization programs covering issues related to Safety, Health and Environment, Strategy/Industry Trends, Ethics & Governance and Legal & Regulatory matters and operations of the company.	100%
Key Managerial Personnel	2	Familiarization programs covering issues related to Safety, Health and Environment, Strategy/Industry Trends, Ethics & Governance and Legal & Regulatory matters and operations of the company.	100%
Employees other than BoD and KMPs (excluding Workmen)	611	Technical, Behavioral, Leadership, Wellbeing, Posh Act, Health & Safety etc.	82%
Workers (Workmen Employees)	197	Technical, Behavioral, Leadership, Wellbeing, Posh Act, Health & Safety etc.	76%

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

The company has established a robust governance structure to ensure compliance with all the applicable statutory regulations. There have been no fines, penalties or any other form of settlement/ punitive payment made during the year.

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case details	Name of the regulatory/enforcement agencies/judicial institutions
NA	NA

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.

POWERGRID is committed to observe transparency and consistency in all its operations. POWERGRID follows a number of policies/rules to strengthen ethical conduct at all levels including the following:

- Code of Business Ethics & Conduct:** POWERGRID has laid down two separate Code of Business Ethics & Conduct – one for Board Members and another for Senior Management Personnel (including those deputed in Subsidiaries/ Joint Ventures) in alignment with Company's Vision & Mission and aims at enhancing ethical and transparent process in managing the affairs of the Company.
- POWERGRID Conduct and Discipline Appeal rules (POWERGRID CDA Rules):** POWERGRID CDA Rules define the desirable and non-desirable acts and conduct for the employees and extend to all employees working with it (including those deputed in Subsidiaries/ Joint Ventures). The aspects of Bribery and Corruption are also covered under CDA rules. There is laid down procedure for actions in the case of non-compliance with the defined terms as well as for any misconduct.
- Whistle Blower and Fraud Prevention Policy:** Whistle Blower and Fraud Prevention policy provides a system for disclosures made by employees or complaint of any fraud or suspected fraud involving employees of POWERGRID (all full time, part-time or employees appointed on adhoc / temporary/contract basis) as well as representative of vendors, suppliers, contractors, service providers or any outside agency(ies) doing any type of business with POWERGRID.
- Anti-Bribery Management System:** POWERGRID is committed to implement Anti-Bribery Management system as per ISO 37001 in all its establishments and business functions to ensure compliance of ethical norms and transparency.

Link for the above policies is <https://www.powergrid.in/code-conductpolicies?title=&page=1>

In addition, several initiatives have been taken / are being taken by POWERGRID to strengthen integrity, transparency and fairness in its business practices which includes the following:

- Well defined “Delegation of Powers” is in place delineating the powers of the top executives and below for carrying out work in systematic manner.
- “Works & Procurement Policy and Procedure (WPPP) for Pre-award and Post award Stages” (as amended from time to time) with a view to make the policies and procedures more systematic, transparent and easy to administer uniformly throughout its business operations with major thrust on expeditious and decentralized decision making coupled with accountability and responsibility.
- “Integrity Pact Program” has been implemented which is considered as a useful tool in ensuring transparency in the procurement process. Contracts above ₹100 Crore are also monitored by a panel of “Independent External Monitors (IEMs)”. Further, Standard Operating Procedures (SOPs) pertaining to Integrity Pact Program (IPP) have been reviewed by CVC and a revised SOP (SOP 2021) has been formulated for adoption. POWERGRID has implemented the revised SOP in its business context. As per the revised SOP, the Contractor shall also sign the Integrity pact with its subcontractors before employing under the Contract.
- POWERGRID, majorly, focuses on preventive, pro-active vigilance aiming at better transparency and to inculcate good governance within the organization

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

	FY 2024-25	FY 2023-24
Directors	0 (NIL)	0 (NIL)
KMPs	0 (NIL)	0 (NIL)
Employees	1	0 (NIL)
Workers	0 (NIL)	0 (NIL)



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

No complaints were received with regard to conflict of interest against Directors/ KMPs in FY25 and FY24.

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0 (NIL)		0 (NIL)	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0 (NIL)		0 (NIL)	

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

None.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days account payable	49.06	34.44

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances& investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchase from top 10 trading houses as % of total purchases from trading house	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of the total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in*	a. Purchase (Purchases with related parties / Total Purchases)	0.20%	0.22%
	b. Sales (Sales to related parties/Total Sales)	0.07%	0.08%
	c. Loans and advances (Loans & advances given to related parties / Total loans & advances)	0.99%	3.67%
	d. Investments (Investments in related parties / Total investments made)	93.70%	81.21%

*Note: As per Consolidated Financial statements (i.e after elimination)

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 product and processes' environmental and social impacts to total R&D and capex investments made by the entity, respectively.

	Current Financial Year FY 2024-25	Previous Financial Year FY 2023-24	Details of improvements in environmental and social impacts
R&D	51.86%	45.90%	<p>Some of the major initiatives include:</p> <ol style="list-style-type: none"> 765 kV /400/220 kV GIS Navsari(N) Digital S/S This world's largest digital substation replaces copper cables with optical fibre wires leading to material conservation of copper. Indigenous ERS for transmission line POWERGRID relies on Emergency Restoration Systems (ERS) to swiftly repair damaged power lines. Previously, these ERS components, like mast sections and insulated crossarms, were entirely imported. To promote Indian manufacturing, POWERGRID launched a program to develop domestic suppliers for high-voltage ERS (up to 400 kV), aiming to create a self-sufficient supply chain for future repairs. Dynamic Line Loading Dynamic Line Loading technology allows real-time adjustment of a transmission line's current-carrying capacity based on actual environmental conditions such as ambient temperature, wind speed, and solar radiation, as opposed to conservative static ratings. This enhances the utilization of existing infrastructure, particularly during peak demand or high renewable energy injection periods, without compromising safety or reliability.
CAPEX	73.35%	45.04%	<p>POWERGRID is involved in building the infrastructure to evacuate renewable energy. These projects involve building new substations and transmission lines, particularly in areas where there is high concentration of solar and wind farms. This will strengthen the grid and allow for the smooth integration of more renewable energy into the national grid.</p>

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

POWERGRID follows a set of pre-defined processes and procedures towards sustainable sourcing for its various procurement needs. These processes and procedures are designed to ensure that POWERGRID's procurement activities are environmentally and socially responsible and that they comply with all relevant statutory requirements.

Some of the key elements of POWERGRID's sustainable procurement practices include:

- Compliance with statutory requirements:** POWERGRID requires all contractors to comply with all relevant laws and regulations related to pollution prevention, labor standards and occupational health and safety like The Environment (Protection) Act, 1986, The Air (Prevention and Control of Pollution) Act, 1981, The Water (Prevention and Control of Pollution) Act, 1974, Contract Labor (Regulation & Abolition) Act 1970, Employee's Compensation Act 1923, Equal Remuneration Act 1979, Minimum Wages Act 1948, Child Labor (Prohibition & Regulation) Act 1986 etc.
- Development of an environmental management plan:** Contractors awarded supply-and-installation contracts must prepare and implement an environmental management plan. This plan should evaluate the project's environmental impacts and detail the measures to mitigate those effects.

- **Adoption of Code of Integrity for Public Procurement and Integrity Pact Program:** POWERGRID has adopted Code of Integrity for Public Procurement, as per which POWERGRID officials and bidders/ suppliers have to submit a declaration about abiding by Code of Integrity for Public Procurement. Besides, POWERGRID has also adopted an Integrity Pact Program, as per which an Integrity Pact which is a legally binding agreement is signed between POWERGRID and its contractors. The Integrity Pact commits the contractor to observe the highest standards of business ethics, and it prohibits the contractor from engaging in corrupt or fraudulent practices.
- **Adherence to strict safety norms:** POWERGRID places a great emphasis on adoption of a safe work culture to prioritize occupational health & safety of the personnel involved and to prevent/mitigate any loss of life/property. To this effect, Fatal accident(s) in any ongoing contract(s) results in non-responsiveness of bids based on pre-defined criteria specified in the bidding documents.
- **Compliance to Social Accountability norms:** The Contractor is also required to comply with all the relevant requirements of Social Accountability Standards SA 8000 which inter-alia measures the performance of companies in eight areas important to social accountability in the workplace: child labour, forced labour, health and safety, free association and collective bargaining, discrimination, disciplinary practices, working hours and compensation.

Besides above, considering the nature of procurement for large & complex technical transmission projects required for enhancing and maintaining seamless power transmission, each procurement under the respective project in POWERGRID is critical in nature. Therefore, each supplier undergoes various levels of scrutiny for capacity & capability analysis such as package-wise qualifying requirement, pre-defined events etc.

The procurement process of POWERGRID follows sound business principles and complies to various environmental, social, and governance norms thus ensuring sustainability in its entire procurement chain.

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

The above information outlines a defined procedure for sustainable sourcing, including supplier codes of conduct for environmental standards, child labor and fundamental human rights. All contractors are required to comply with these codes, as well as with specific standards such as SA8000 and the Integrity Pact.

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.

The company derives its guidance from Waste Management Policy. The Company's waste management practices are centered towards Inventorization of the waste generated, segregation of waste generated in different categories; reduction of waste, calculation of the intensity of waste generation, recycling of the waste materials and reuse of the waste, wherever possible, for economic and environmental benefits; and at last disposal of the residual waste in the most environment-friendly manner.

Waste type	Waste management procedure in place
Plastic (including packaging)	POWERGRID, categorized as an Institutional Waste Generator, is responsible for sorting and returning packaging materials and multi-layered plastics to producers, importers, or brand owners as needed.
E-waste	POWERGRID has defined procedure for E-waste management, which includes the waste to be directed to authorized collection centers, registered dismantlers, or recyclers and the e-waste is also returned through pick-up or take-back services facilitated by the producer, ensuring responsible handling and recycling of electronic products.
Hazardous waste	Used transformer oil along with drums containing it are classified as hazardous according to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, is seldom replaced and in exceptional cases, where it turns out to be unsuitable for further use, the used oil is collected separately, labeled according to Form-8, and stored without commingling with other waste streams. Within 90 days of generation, it is either sold or sent to registered recyclers, with an annual return filed per Form-4 to the relevant State Pollution Control Board (SPCB).

Waste type	Waste management procedure in place
	Empty drums previously containing fresh Transformer oil are disposed of through online auctions hosted on the website of Metal Scrap Trading Corporation Ltd (MSTCL). POWERGRID manages its battery waste by transferring it to either the battery producers or their authorized agents for proper disposal.

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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Nos. (B)	% (B / A)	Nos. (C)	% (C / A)	Nos. (D)	% (D / A)	Nos. (E)	% (E / A)	Nos.(F)	% (F / A)
Permanent employees											
Male	6718	6718	100	6718	100	NA	NA	6718	100*	2202	32.78
Female	688	688	100	688	100	688	100*	NA	NA	391	56.83
Total	7406	7406	100	7406	100	688	100*	6718	100*	2593	35.01
Other than Permanent employees											
Male	599	599	100	599	100	NA	NA	0	NIL	10	1.67
Female	43	43	100	43	100	43	100*	NA	NA	12	27.91
Total	642	642	100	642	100	43	100*	0	NIL	22	3.43

* 100% of eligible employees.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Nos. (B)	% (B / A)	Nos. (C)	% (C / A)	Nos. (D)	% (D / A)	Nos. (E)	% (E / A)	Nos. (F)	% (F / A)
Permanent workers											
Male	1567	1567	100	1567	100	NA	NA	1567	100*	227	14.49
Female	75	75	100	75	100	75	100*	NA	NA	30	40.00
Total	1642	1642	100	1642	100	75	100*	1567	100*	257	15.65
Other than Permanent workers											
Male	18703	18703	100	18703	100	NA	NA	NA	NA	NA	NA
Female	516	516	100	516	100	516	100*	NA	NA	NA	NA
Total	19219	19219	100	19219	100	516	100*	NA	NA	NA	NA

* 100% of eligible workers.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.69	0.63

2. Details of retirement benefits.

We consider our human resources as our most crucial assets. We strive to provide them with an array of perks and benefits which include but are not limited to retirement benefits provided for all regular employees, provident fund, pension, gratuity, post-retirement medical benefits, etc.

Benefits	FY 2024-25			FY 2023-24		
	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	NA	100	100	NA
ESI	NIL*	100% of eligible workers	Y (wherever applicable)	NIL*	100% of eligible workers	Y (wherever applicable)
Medical facilities & Accident Insurance	100% of Permanent employees are provided medical facilities from the Company as well as group personal accident insurance.	100% of Permanent workers are provided medical facilities from the Company as well as group personal accident insurance.	NA	100% of Permanent employees are provided medical facilities from the Company as well as group personal accident insurance.	100% of Permanent workers are provided medical facilities from the Company as well as group personal accident insurance.	NA
	100% of Other than permanent employees are provided Group Personal Accident Insurance and Health Insurance.	100% of Other than permanent workers who are not covered under ESI are provided Employee Compensation Insurance and Health Insurance.		100% of Other than permanent employees are provided Group Personal Accident Insurance and Health Insurance.	100% of Other than permanent workers who are not covered under ESI are provided Employee Compensation Insurance and Health Insurance.	
Pension	100% of permanent employees	100% of permanent workers	Y	100% of permanent employees	100% of permanent workers	Y
Post-retirement medical benefits	100% of permanent employees	100% of permanent workers	NA	100% of permanent employees	100% of permanent workers	NA

* None of the employees (permanent or other than permanent) are eligible for ESI by virtue of their salary/ wages being over the prescribed wage limit for coverage.

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, POWERGRID fosters an inclusive culture throughout the organization and takes appropriate care to make its workplaces accessible. All the establishments of the company are accessible to differently abled employees and workers and are compliant with the requirements of the Rights of Persons with Disabilities Act, 2016.

The company further concretizes its commitment following an "Equal Opportunity Policy" framework including the aspects related to providing a conducive, barrier-free environment and systems for supporting differently employees and workers. We are also committed to conforming to the standards under Accessible India Campaign/ Sugamya Bharat Abhiyaan and thus have the facilities of ramp, disabled friendly elevators, accessible parking, accessible toilets, screen reading access on our website, etc. for *divyangjan*.

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, POWERGRID has an Equal Opportunity policy (with the requirements of the Rights of Persons with Disabilities Act, 2016), which shows the company's commitment to promote diversity and inclusion among the workforce, aiming to create a harmonious workplace for all, regardless of their gender, nativity, community, religious beliefs or person with physical and/or mental disability, such that all employees can achieve their full potential.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	99.74%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Grievance redressal has been one of the key priorities of our business setup. The company has adhered to its commitment, where it has always promptly redressed the grievances of its employees and other relevant stakeholders within the broad parameters of guidelines enumerated by the Government of India (and its agencies) and policy framework.

	(If Yes, then give details of the mechanism in brief)
Permanent workers	POWERGRID has a well-laid-out Grievance Redressal Mechanism for addressing the concerns of its permanent workers. A detailed procedure/ mechanism is in place for time bound redressal of worker grievance and to promote fair and equitable employee relations. A revised Employee Grievance Redressal Policy called समाधान-SAMADHAAN was notified in December, 2023. Grievances can be lodged online through Employee Self Service (an SAP based platform).
Other than permanent workers	In respect of other than permanent workers, they may raise their grievances in writing/ through e-mail to the concerned authority. Further, the company believes in an open-door policy towards the redressal of employee grievances, including those of other than permanent workers.
Permanent employees	The entity has a well-laid-out Grievance Redressal Mechanism for addressing the concerns of its permanent employees. A detailed procedure/ mechanism is in place for time-bound redressal of employee grievances and to promote fair and equitable employee relations. A revised Employee Grievance Redressal Policy called समाधान-SAMADHAAN was notified in December, 2023. Grievances can be lodged online through Employee Self Service (an SAP based platform).
Other than permanent employees	Other than permanent employees can also lodge their grievances under समाधान-SAMADHAAN.



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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in the respective category (A)	No. of employees/workers in the respective category, who are part of the association(s) or Union (B)	% (B / A)	Total employees/workers in the respective category (C)	No. of employees/workers in the respective category, who are part of the association(s) or Union (D)	% (D / C)
Total permanent employees	7406	1345	18.16	6733	1001	14.87
Male	6718	1268	18.87	6120	952	15.56
Female	688	77	11.19	613	49	7.99
Total permanent workers	1642	1619	98.60	1583	1583	100
Male	1567	1544	98.53	1498	1498	100
Female	75	75	100	85	85	100

Note: In addition to the above, employees belonging to SC/ ST/ OBC communities are also represented by various associations.

8. Details of training given to employees and workers:

POWERGRID conducts comprehensive occupational health and safety (OHS) training covering construction safety (transmission lines, substations), operation and maintenance, fire safety, first aid, and stress and health management. Training programs are conducted regularly and are delivered by the Corporate and Regional Safety Departments and external faculty.

POWERGRID has embedded health and safety training requirements into all contractual agreements. Contractors are mandated to follow a detailed training calendar and adhere to the company's safety policies. In FY 2024-25 alone, a total of 1,531 safety training programs were conducted for employees and workers.

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No.(F)	% (F / D)
Employees										
Male	6718	5388	80.20	5500	81.87	6120	4980	81.37	4742	77
Female	688	537	78.05	548	79.65	613	534	87.11	480	78
Total	7406	5925	80	6048	81.66	6733	5514	81.89	5222	78
Workers										
Male	1567	1391	88.77	1193	76.13	1498	1239	82.71	1269	85
Female	75	54	72	52	69.33	85	72	84.70	68	80
Total	1642	1445	88	1245	75.82	1583	1311	82.82	1337	84

Note: Data is for Permanent Employees and Permanent Workers

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	6718	6718	100	6120	6120	100
Female	688	688	100	613	613	100
Total	7406	7406	100	6733	6733	100
Workers						
Male	1567	1567	100	1498	1498	100
Female	75	75	100	85	85	100
Total	1642	1642	100	1583	1583	100

Note: Data is for Permanent Employees and Permanent Workers

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, what is the coverage of such a system?

Yes. POWERGRID has implemented a robust Occupational Health and Safety Management Systems (OHSMS), certified under ISO 45001:2018, which covers all direct employees and contract workers engaged in construction, operation, and maintenance activities. The OHSMS integrates hazard identification, incident investigation, emergency response, and continual improvement practices. Applicable compliance with national and international standards is ensured through regular audits and a structured three-tier safety governance model.

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

POWERGRID conducts comprehensive Hazard Identification and Risk Assessments (HIRA) for both routine and non-routine activities across all phases—design, construction, and O&M. High-risk activities are planned in advance using approved SOPs, Job Safety Analysis (JSA) and workers receive pre-job safety briefings. The hierarchy of controls is applied—from elimination to PPE—and execution is monitored by competent safety personnel and virtual supervision centers (RTAMC/PMC). Findings from audits and site visits feed into continuous improvement of the OHSMS.

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

Yes. POWERGRID has formal processes for workers to report hazards through toolbox talks, site meetings, and direct communication with representatives. Workers are actively encouraged to report unsafe conditions without fear of retaliation. Moreover, POWERGRID's safety policy formally grants workers the right to refuse or withdraw from unsafe work, and this is communicated through induction and regular training/awareness sessions. Any concerns raised are escalated to safety officers for prompt resolution.

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

Yes. All employees and workers of POWERGRID are covered under the Group Insurance and Mediclaim Policies that provide access to non-occupational medical and healthcare services.

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

Safety incident/number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	0	0
	Workers	0.038	0.03
Total recordable work-related injuries	Employees	0	0
	Workers	2	4
No. of fatalities	Employees	0	0
	Workers	1	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0
Number of permanent disabilities	Employees	0	0
	Workers	0	1

* Employees include all personnel on the payroll of POWERGRID. Workers include third party contractors. This definition is applicable to this table only.

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

POWERGRID prioritizes safety across its operations, for which the company has a three-tiered safety system to ensure every safety factor during the design, construction, and maintenance. Key safety measures include:

- **Dedicated Safety Cell:** Oversees performance monitoring, accident prevention strategies, and technical support across transmission lines and substations.
- **Safety Audits and Inspections:** Conducted to evaluate compliance with legal and contractual obligations, followed by implementation of corrective actions.
- **Comprehensive Safety Training:** Covering fire safety, electrical safety, working at height, confined space, stress and health management, and first aid. Over 1,500 sessions were held in FY 2024–25.
- **Mock Drills and Emergency Preparedness:** Carried out periodically to train employees and contract workers in managing emergencies.
- **Daily Toolbox Talks and Briefings:** Conducted before starting work to reinforce safety procedures, discuss job-specific hazards, and promote behavior-based safety.
- **Safety Campaigns:** Initiatives like National Safety Week involve workers and families to foster a strong safety culture.
- **Enforcement of PPE Use and SOP Compliance:** Strict implementation of PPE usage, work permits, and Standard Operating Procedures (SOPs).
- These structured measures ensure continual safety improvement, awareness, and a proactive culture across all project phases—from design to maintenance.
- **Work Permit System :** A digital permit Issuance system ensures standardization, tracking, and closure of Permit to Work (PTW) and Sanction for Test (SFT) across all substations and transmission sites.

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

	FY 2024–25			FY 2023–24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	6	0	–	5	0	
Health & safety	0	0	–	0	0	

14. Assessments for the year:

POWERGRID has adopted a structured and standards-based approach to workplace safety, quality, and social responsibility. The entity is certified under the following internationally recognized management system standards:

- **ISO 45001:2018** – Occupational Health and Safety Management System
- **ISO 14001 : 2015** – Environmental Management System
- **ISO 9001:2015** – Quality Management System
- **SA8000:2014** – Social Accountability Management System

These certifications are awarded through third-party audits and reflect POWERGRID's continued commitment to excellence in safety, quality, and ethical labour practices.

As part of the annual assessment cycle:

- **OHS assessments** are carried out under ISO 45001 through internal audits, third-party surveillance audits, and structured reviews at the site, regional, and corporate levels. These assess hazard identification, risk controls, incident investigation processes, emergency preparedness, and legal compliance.
- Regular audits are conducted to ensure compliance with environmental regulations and internal sustainability targets. These include reviews of pollution control measures, waste management practices, energy use, and resource conservation strategies.
- Quality assurance assessments under ISO 9001 are conducted to evaluate adherence to documented processes, continual improvement mechanisms, and customer satisfaction in project execution and service delivery.
- Social accountability audits under SA8000 verify compliance with International Labour Organization (ILO) conventions on child labour, forced labour, discrimination, safe working conditions, freedom of

association, and fair remuneration. POWERGRID maintains zero tolerance for human rights violations and ensures all workers are protected by policies aligned with global labour standards.

These integrated assessments strengthen POWERGRID's ability to manage risks proactively, uphold employee welfare, and ensure ethical and sustainable business practices across all operations.

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

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

POWERGRID adheres strictly to all health and safety practices as outlined in its corporate policies and in accordance with statutory regulations. In the event of any safety-related incidents or dangerous occurrences, a structured investigation process is initiated:

- A **dedicated Accident Enquiry Committee** is constituted to analyze the root causes of the incident and recommend preventive and corrective measures using the hierarchy of controls.
- The **findings and recommendations** of the committee are widely circulated across all concern / sites to ensure cross-learning and consistent implementation of safety improvements.
- All major incidents are further reviewed by the **Standing Safety Management Committee** and the Apex Safety Board, comprising board-level representatives, regional executives, and construction **agency heads**.
- These high-level bodies evaluate the safety performance, **identify systemic risks**, and recommend **safety augmentations** and structural improvements as needed.
- Additionally, recommendations from these reviews are integrated into the **Occupational Health and Safety Management System (OHSMS)** for continual improvement.

These actions ensure that safety lapses are not only addressed but also serve as learning opportunities to prevent recurrence across the organization.

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.

At POWERGRID, fostering strong collaborative relationships with stakeholders is regarded as a cornerstone of its organizational philosophy. Recognizing the significance of understanding stakeholder needs and concerns, the company actively engages in cooperative efforts aimed at reducing risks, upholding social legitimacy, enhancing credibility and earning stakeholders' unwavering confidence.

POWERGRID's stakeholder community encompasses a diverse range of key actors, including dedicated employees, trusted suppliers, valued customers, reliable business partners, vigilant regulatory agencies and the local communities situated around the operational sites. Within these local communities, Power Grid diligently identifies and prioritizes support for disadvantaged, vulnerable and marginalized sections, ensuring that no one is left behind in their pursuit of sustainable development.

Internally, POWERGRID places special emphasis on internal stakeholders, such as employees belonging to diverse backgrounds, including persons with disabilities (PwD), individuals from Scheduled Castes (SC), Scheduled Tribes (ST) and women. The company recognizes the immense value and potential these stakeholders bring, nurturing an inclusive work environment that promotes equal opportunities and encourages their active participation.

Externally, POWERGRID diligently identifies and supports project-affected persons/families (PAPs/PAFs) within the local communities. Their focus extends to particularly vulnerable groups, including widow women-headed families, individuals from SC/ST communities and persons with disabilities (PWD). By addressing their unique challenges and empowering these external stakeholders, Power Grid strives to ensure equitable development and foster sustainable progress within the communities they serve.

Through this comprehensive and compassionate approach to stakeholder engagement, POWERGRID establishes itself as a responsible corporate entity committed to making a positive impact on the lives of those directly or indirectly affected by its operations. By actively involving stakeholders, POWERGRID not only

enhances their own organizational effectiveness but also contributes to the broader goal of societal well-being and inclusive growth.

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

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
Shareholders/ Investors	Our Shareholders are of utmost importance to our business. Their value comes in the form of financial investment from owning shares. We are diligent towards increasing shareholder value over the long term to deliver them a higher value and potentially higher dividends.	No	Annual General Meeting	Once a year	Wealth Creation & Dividend Payout
			Annual Report/ Website	Once a year/ As & when required	Review of Performance & Results
			Analyst meetings	Minimum 4 times a year	Sector-specific macro-economic trends & Interest of investors
			Investor Interactions	On regular basis	Long-term Partnership
Customers	Our Customers are the foundation of our sustainability and long-term success. Customer Delight remains at the center of everything we do.	No	Physical meeting during signing of agreements and on need basis	With every project	Billing Collection & Disbursement Meetings
State Electricity Boards			Meetings/ Emails/ Calls	As and when required	High uptime
Telecom -Private firms					Immediate resumption of service in case of service breakdown
Consultancy (National & International)					Faster resolution of queries Innovative solutions
Multilateral Funding Agencies (World Bank, ADB, IFC, KfW, etc.)	Key supporters that ensure their trust with us financially, for various developmental and infrastructure projects for economies/ regions in different geographies.	No Progress Reports	Physical/ Virtual Meetings, Trainings / Workshop Emails	As and when required	Appraisals/ Discussions for the funding awards
			Implementation Support / Review Missions, Routine Assessments/ Audits/ Monitoring		Faster resolution of issues and Project feedback status
			Project Completion Report (PCR)	Quarterly and Half-yearly	Discussions w.r.t. changes in the regulatory framework time to time

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
				After Completion of project	Evaluation of project and suggest recommendations
Employees	Our employees are invaluable assets and fundamental to our sustained growth. They play a crucial role in strengthening our competitiveness and reaffirming our market leadership	Yes (Women / SC/ST) Open House Performance Review Magazines and Regional Magazines HR Conclave & Department specific meets Communique Grid Darpan (Rajbhasha) Candour (Vigilance) PNBC meetings HR meetings/ Emails/ Telephonic Calls/ Notice Boards	Employee Engagement Survey	Yearly	Employee benefits & welfare
			Open House	Quarterly	Safe working environment
			Performance Review	Twice in a year	Career progression
			Corporate Magazines and Regional Magazines	Quarterly	Equal opportunities and treatment
			HR Conclave & Department specific meets	As and when required	Upskilling Opportunities
			Communique	Weekly	Periodic Performance & Feedbacks
			Grid Darpan (Rajbhasha)	Half-yearly	Meetups/ Townhalls/ Strategy & Performance Meetings to share regular updates
			Candour (Vigilance)	Yearly	
			PNBC meetings	As per requirement	
			HR meetings/ Emails/ Telephonic Calls/ Notice Boards	As and when required	
Community / PAPs	Empowering the lives of people within the communities in which we operate remains fundamental to our business sustainability. We continue to strengthen our relationships with the communities and transform their lives through various upliftment programs and initiatives.	Yes	Public Consultation/ Newspaper	At every stage of the project from conceptualization to Operation & Maintenance	Contribution to society Compliance to Resettlement and & Rehabilitation requirements/ provisions
			Physical visits to the affected region/ Focus Group Discussions	Periodic time intervals as per the requirement of Projects	Provide opportunities for self-sustenance and empowerment
			CSR initiatives & Community Meetings	Need based (In consultation with communities)	Empower livelihoods Social Impact assessments & Project monitoring

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
Government Regulators (SEBI / CERC/ BSE / NSE) Ministry of Power Ministry of Finance Ministry of Environment, Forest and Climate Change	Constructive relationships with the government are critical to our business continuity. We monitor regulatory developments and policies closely, thereby participating in progressive discussions	No	Compliance Reports/ Forms/ Physical Meetings/ Website/ Emails	On a continuous basis	Adherence to compliance requirements under various statutory regulations
			Emails/ Meetings/ Industry Association Meetups	As & when a new legislation/ reregulation/ rules are proposed	Comments/ observations on proposed legislations
			RPC (Regional Power Committee) Meetings	Monthly	Capital allocation
			Performance monitoring Discussions/ Reports/ Assessments	As & when required	Transparent disclosure practices for them to take informed investment decisions
			Discussions & Meetings/ Emails for grants	As & when required	Adherence to environmental and other applicable laws
			CAG Audit	As per Regulations	Interest of minority shareholders
			Pre-award discussions/ Appraisal	With every award	Coordination for various entitled grants
Suppliers & Contractors	Our suppliers and contractors are the key part of our value chain. We partner with our suppliers to ensure an effective and efficient procurement process for seamless business operations.	Yes (MSME / SC/ST/ Women vendors)	Pre bid discussions / Website/ GEM Portal/ Newspaper	With every award	Call for Bids and explanation about the project and timelines etc.
			Review meeting at various management levels	Monthly	Reliable payment schedules
			Meetings/ Communication for MPR requirements	Monthly	Timely redressal of any queries
			Joint discussions on technological advancements including Research & Development institutions	On a regular basis	Long-term partnerships and capacity building
			Feedback Sessions	Once a year	Discussion for MPR of each contractor & suppliers
			Capacity Building Sessions/ Workshops/ Classroom Trainings	As & When Required	Encouragement for Make in India & Atmanirbhar Bharat Abhiyan
			CEO Meet	Once a year	

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
					Continuous engagement & Dialogue with Vendors, Suppliers etc. Development of MSMEs Suppliers & Vendors
Media	Media ensures timely and transparent communication to our key stakeholders.	No	Press Briefing/ Invitations to events	Media coverage / Press Briefings & Exhibitions	Transparent and Strategic communications for all relevant stakeholders Continuous feedback channel for stakeholders
Technological Institutions	Nurturing academia and industry relations fosters culture of innovation and technological solutions for businesses and societies.	No	MoUs/ Physical Meetings/ Collaborations/ Webinars/ Training Sessions	As & when required	Exploring and adopting emerging technologies with Leading academia Institutions for Emerging technologies Research Funding to Academia for sector- specific R&D

Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	7406	7406	100	6733	6733	100
Other than permanent	642	642	100	274	274	100
Total employees	8048	8048	100	7007	7007	100
Workers						
Permanent	1642	1642	100	1583	1583	100
Other than permanent	19219	19219	100	17177	17177	100
Total workers	20861	20861	100	18760	18760	100

2. Details of minimum wages paid to employees and workers.

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	6718	0	0	6718	100	6120	0	0	6120	100
Female	688	0	0	688	100	613	0	0	613	100
Other than permanent										
Male	599	0	0	599	100	248	0	0	248	100
Female	43	0	0	43	100	26	0	0	26	100
Total employees	8048	0	0	8048	100	7007	0	0	7007	100
Workers										
Permanent										
Male	1567	0	0	1567	100	1498	0	0	1498	100
Female	75	0	0	75	100	85	0	0	85	100
Other than permanent										
Male	18703	18703	100	0	0	16510	16510	100	0	0
Female	516	516	100	0	0	667	667	100	0	0
Total workers	20861	19219	92.13	1642	7.87	18760	18760	100	0	0

3. Details of remuneration/salary/wages.

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors(BoD)	5	88,15,813	0	0
Key managerial personnel	6	86,85,150	0	0
Employees other than BoD and KMP*	6717	22,02,632	688	21,17,210
Workers*	1567	14,51,927	75	15,27,831

Note: *Data is for Permanent Employee and Permanent Workers. Data for Board of Directors includes only Whole-time directors. Data for Key managerial personnel includes only Whole-time directors and Company Secretary.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	8.22	8.04

Note: Data is for Permanent Employees and Permanent Workers as on 31.03.2025.

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

Yes. POWERGRID believes that growth and success of business multiplies when human rights and values are respected and protected. The Company has formulated its Human Rights policy to express & institutionalize

its commitment to embrace practices that support human rights in every geography where it operates. Compliance to the human rights policy is ensured at the Offices/ Projects/ Stations/ Regions by the respective heads and at the Corporate Centre by Executive Director (HR). Executive Director (HR) is also the nodal officer for receipt of complaints/ grievances regarding human rights violation.

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

At POWERGRID, the reverence for the dignity and untapped potential of every individual lies at the core of their values. Recognizing that a steadfast commitment to human rights policy is paramount for both the growth and success of the business, POWERGRID aims to achieve the following objectives:

- Upholding the Social and Economic Dignity:** Ensuring that all employees are treated with respect, fairness and equality, regardless of gender, race, status or religion.
- Commitment to Human Rights and Labor Standards:** Adhering to Indian laws and International Human Rights Agreements, safeguarding every worker's/employee's fundamental rights.

To reinforce its commitment to human rights, POWERGRID has implemented a robust internal framework. The Executive Director (HR) serves as the nodal officer for human rights complaints and grievances. Additionally, liaison officers address discrimination-related complaints, nodal officers manage issues under the Whistle Blower & Fraud Prevention Policy, and the Internal Complaints Committee (ICC) handles sexual harassment complaints. These specialized avenues ensure individuals can voice concerns and seek resolution. Complementing these efforts, the Vigilance and HR Departments address code of conduct violations. Through this comprehensive approach, POWERGRID maintains an environment of integrity, accountability, and respect for human rights.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual harassment	04	01		3	0	
Discrimination at workplace	07	01		0	0	
Child labour	0	0		0	0	
Forced labour/ Involuntary labour	0	0		0	0	
Wages	62	0		15	0	
Other human rights-related issues	0	0		0	0	

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	4	3
Complaints on PoSH as a % of female employees/ workers*	0.30	0.43
Complaints on PoSH upheld	2	3

Note: *Female employees / workers for FY 2024-25 include both permanent and other than permanent employees and workers. Female employees / workers for FY 2023-24 includes only permanent employees and permanent workers.

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

For discrimination cases, liaison officers for different categories of employees i.e., SC/ ST/ OBC/ PwD have been identified to record and resolve their complaints as per laid down procedures. For prevention of sexual harassment at workplace, Internal Complaints Committee (ICC) has been formed at Corporate as well as regional level with responsibility of resolving harassment related complaints as well as prevent any kind of victimization of the complainant. Further, the company ensures implementation of these mechanisms under its broad set of policies on Human rights, Equal Opportunity, Prevention of Sexual Harassment, etc. as well as government guidelines. There is zero tolerance towards discrimination of any kind.

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

Yes, the company understands its larger responsibility towards its value chain partners with respect to Human rights related aspects and ensures that provisions related to it such as prohibition of child labor, prevention of forced and compulsory labor, payment of wages and other compliances related to labor laws are built into contracts with its value chain partners.

10. Assessments of the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	The company is certified under SA8000:2014, a globally recognized social accountability standard. The standard covers a range of workplace practices, including child labor, forced or compulsory labor, health and safety, discrimination and remuneration. Audits for compliance with the standard are conducted by third-party auditors on a sampling basis.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

We had a clean reporting year with respect to human rights requirements and we maintained our commitment to upholding moral working practices by complying with all applicable standards.

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) GJ	1,65,617	36,190
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C) GJ	1,65,617	36,190
From non-renewable sources		
Total electricity consumption (D) GJ	13,25,328	13,61,928
Total fuel consumption (E) GJ	1,63,887	1,51,250
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F) GJ	14,89,215	15,13,178
Total energy consumed (A+B+C+D+E+F) GJ	16,54,832	15,49,368

Parameter	FY 2024-25	FY 2023-24
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) (GJ/Rs Crore)	36.14	33.79
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed/Revenue from operations adjusted for PPP) (GJ/Rs Crore)	729.98	683.38
Energy intensity in terms of physical output	Not Applicable	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/MVA)	2.99	2.94

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

Yes. The provided data for FY 2023-24 was assured by M/s GT Bharat LLP, while data for current financial year i.e. FY 2024-25 has been assured by M/s TÜV SÜD South Asia Pvt. Ltd.

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

Not Applicable. Power Transmission projects/systems are not covered under PAT schemes of Government of India.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	55,828	68,707
(ii) Groundwater	25,30,306	23,91,200
(iii) Third-party water (municipal water supplies)	4,30,896	4,03,524
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	30,17,030	28,63,430
Total volume of water consumption (in kilolitres)	15,92,259	14,95,790
Water intensity per rupee of turnover (water consumed / turnover) (KL/Rs Crore)	34.77	32.63
Water intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Water consumption/ Revenue from operations adjusted for PPP) (KL/Rs Crore)	702.38	659.75
Water intensity in terms of physical output	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MVA)	2.88	2.84

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

Yes. The provided data for FY 2023-24 was assured by M/s GT Bharat LLP, while data for current financial year i.e. FY 2024-25 has been assured by M/s TÜV SÜD South Asia Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	11,59,050	10,98,808
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	100% wastewater discharged to Ground Water is treated through Soak pits.	100% wastewater discharged to Ground Water is treated through Soak pits.
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	1,25,585 is sent to municipal sewage	1,38,997 is sent to municipal sewage
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	1,40,136 KL Sewage treated through STPs and reused within the campus.	1,29,835 KL Sewage treated through STPs and reused within the campus.
Total water discharged (in kilolitres)	14,24,771	13,67,640

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

Yes. The provided data for FY 2023-24 was assured by M/s GT Bharat LLP, while data for current financial year i.e. FY 2024-25 has been assured by M/s TÜV SÜD South Asia Pvt. Ltd.

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

Yes, POWERGRID has a mechanism in place to ensure Zero Liquid discharge, in spite of the fact that no industrial effluents are generated in our substations. The only wastewater generated in our campuses is domestic sewage (a mixture of Black and Grey Water) from offices and residential campuses, which is treated either by soak pits or Sewage Treatment Plants (STP) and reused in the campus itself. Only a small quantity of domestic sewage generated in a few offices located in urban areas is discharged in municipal sewerage system.

6. Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	Not Applicable.		
Sox	It is pertinent to mention that in electric power substations, no chemical processes are involved, resulting in non-generation of any air pollutants in our operations/establishments. The only source of air pollution in our substations is operation of Diesel Generators, which are used only as a backup arrangement and occasionally run mainly for testing purpose for very short duration (4-5 minutes), as our substations have two very stable source of auxiliary power i.e. Dedicated feeder from Discoms and a separate reliable power source from Grid Transformers.		
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – ozone-depleting substances (HCFC – 22 or R-22)			

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

Yes. The provided data for FY 2023-24 was assured by M/s GT Bharat LLP, while data for current financial year i.e. FY 2024-25 has been assured by M/s TÜV SÜD South Asia Pvt. Ltd.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	49,785	73,497
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,67,643	2,70,872
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes CO ₂ Eq/Rs Crore	6.93	7.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ Eq/ Rs Crore	140.02	151.89
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ Eq/ MVA	0.58	0.65

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

Yes. The provided data for FY 2023-24 was assured by M/s GT Bharat LLP, while data for current financial year i.e. FY 2024-25 has been assured by M/s TÜV SÜD South Asia Pvt. Ltd.

8. Does the entity have any project related to reducing greenhouse gas emissions? If Yes, then provide details.

- Management of SF₆:** SF₆ gas, which is a highly potent Green House gas (GWP; 24300) forms the bulk of our Scope-1 emissions. Though, due to a tight inventory management and leakage management system being practiced in POWERGRID, we have been able to substantially reduce the leakage rate of SF₆ from 0.14-0.15% to 0.04%, which is well below the acceptable limits (1% for AIS and 0.5% for GIS).
- Apart from improved Inventory Management, leakage control, improved maintenance practices and digitization of data, POWERGRID is also considering replacing it with technically feasible and economically viable alternatives. We have started the trial for replacing SF₆ filled 132 KV circuit breakers with SF₆ free breakers in one of our substations on a pilot basis. Depending upon the results of these trails as well as

availability of suitable technology in the form of viable alternatives, we will plan SF6 phase out at higher voltage level substations in future.

- POWERGRID has also taken the initiative of regeneration of spoiled SF6 gas, which otherwise goes waste. This initiative will help to reduce inventory requirement of this highly potent Greenhouse gas.
- **Reducing dependence on Grid Electricity by adopting Renewable sources of Energy:** Our Scope-2 emissions, which results from purchase of Grid electricity forms around 78.66 % of our total emissions. POWERGRID is committed to derive 50% of its power requirements from renewable sources by 2025, which would reduce our Scope-2 emission by 50% and total emission by 40%. Accordingly, we are taking several efforts in this direction;
 - ♦ **Enhancing our Solar PV capacity;** Currently, total solar PV installed in our establishments is around 12.63 MW, which is fulfilling around 3.15 % of our total electricity requirements. It is expected that by the end of December 2025 and by March 2026, total installed solar PV will be around 20 MW and 36 MW respectively and will account for 6% and 10% of our total power requirement. Further, POWERGRID has installed 85 MW of solar plant at Nagda (MP), which is expected to significantly enhance the percentage of renewables in our power consumption mix, thus greatly reducing our Scope-2 emissions also.
 - ♦ **Sourcing Power through Green Tariff Mechanism;** Green Tariff Mechanism is a progressive policy instrument introduced by Govt of India to ensure easy availability of green power to bulk consumers and enhance green power capacity in the country. POWERGRID has already started utilizing this provision for sourcing of green power for its HVAC substations and offices. In FY 2024-25, 7.94% of our auxiliary power consumption needs were fulfilled by the electricity sourced through Green Tariff provision, thus further enhancing the share of Green energy in our energy mix. The share of green tariff is expected to increase to 40% by the end of FY 2025-26.
- **Focus on developing Green Cover:** POWERGRID is aware that trees/Forests play an important role in fighting climate change by absorbing atmospheric Carbon Dioxide apart from providing several other benefits such as preventing soil erosion, flooding and urban heat island phenomena. Our current green cover consists of 10.79 Lakh trees, which consists of plantation within our campuses and additional plantations done under various CSR & other schemes. This green cover accounts for offset of around 7.40% of total emission. Furthermore, POWERGRID is actively participating in the Green Credit Program of Government of India, which focuses on rejuvenation of degraded forest land of the country and has already contributed Rs 19.72 crore for the rejuvenation of 278.76 Ha of degraded forest land in the state of Gujarat.

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

Parameter	FY 2024-25	FY 2023-2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	5.831	10.088
E-waste (B)	7.476	9.766
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	6100.052	2391.369
Battery waste (E)	223.606	145.717
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	162.866 (Used Transformer oil & STP sludge)	139.439 (Used Transformer oil & STP sludge)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2833.136 Breakup of above figure: Metal Scrap - 2019.935 Insulator Waste - 700.074 Waste Wood Material - 105.634 Empty Gas Cylinders - 7.493	6609.137 Breakup of above figure: Steel Scrap - 2490.194 Aluminium Scrap - 750.166 Insulator Waste - 3221.087 Waste Wood Material - 146.940 Empty Gas Cylinders - 0.750
Total (A+B + C + D + E + F + G + H)	9332.967	9305.516

Parameter	FY 2024-25	FY 2023-2024
Waste intensity per rupee of Turnover (Total Waste generated/Revenue from operations) (Metric tons/Rs Crore)	0.204	0.203
Waste intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/ Revenue from operations adjusted for PPP) (Metric tons/Rs Crore)	4.12	4.10
Waste intensity in terms of physical output	Not Applicable	Not Applicable
Waste intensity (optional) – the relevant metric may be selected by the entity (Metric tons/MVA)	0.017	0.017
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Plastic Waste, E-Waste, Battery Waste, Other Hazardous Waste (Except STP Sludge), Metal Scrap & Insulator Waste	
(i) Recycled	3,082.413	6,692.457
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	3,082.413	6692.457
Category of waste	Construction & Demolition Waste, Waste wooden Material and Empty Gas Cylinders	
(i) Recycled	Nil	Nil
(ii) Re-used	6,213.179	2,539.059
(iii) Other recovery operations	Nil	Nil
Total	6,213.179	2,539.059
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	STP Sludge	
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	37.375 (Handed over to Authorized agencies for Environmentally sound disposal)	74 (Handed over to Authorized agencies for Environmentally sound disposal)
Total	37.375	74

Note: As mentioned in earlier section, POWERGRID's activities don't involve any chemical process. As such, no process wastes are generated in its establishments. Most of the industrial wastes consist of C&D Wastes and Scrap materials generated after their useful life during Operation & Maintenance activities. Accordingly, no clear trend in the quantity of different kinds of waste produced would be possible. Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. The provided data for FY 2023-24 was assured by M/s GT Bharat LLP, while data for current financial year i.e. FY 2024-25 has been assured by M/s TÜV SÜD South Asia Pvt. Ltd

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

POWERGRID's waste management practices are guided by the principles of Reduce, Reuse and Recycle, as defined in its "Waste Management Policy", which in turn is duly approved by its Board. Accordingly, POWERGRID ensures proper recycling and reuse of the waste material generated in its establishment either in house or through M/s MSTCL, A Mini Ratna Public Sector Enterprise or by returning the waste material to producer in line with the principle of Extended Producer Responsibility (EPR), while fully complying with all applicable regulations. A small quantity of Hazardous waste consisting of STP Sludge is handed over to Authorized Agencies for Environmentally sound disposal. Another, important feature of our approach towards waste management is responsible consumption of resources, which not only results in preservation of precious natural resources but also helps in reducing the quantity of waste materials generated.

POWERGRID's Waste Management Policy can be accessed at: <https://www.powergrid.in/policies>

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

S N	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	400 kV D/c Magrwada-Kala line involving 6.8503 Ha. of forest in the State of Gujarat.	Transmission Lines	Yes
2	400 kV D/c RIL-Jamkhambaliya line involving 0.092 Ha. of forest in the State of Gujarat	Transmission Lines	Yes
3	LILO of 765 kV D/c Meerut-Bhiwani Line at Narela involving 3.107 ha of forest in the State of Haryana	Transmission Lines	Yes
4	765 kV D/c Bhadla II-Sikar II Line I involving 0.5428 ha of forest in State of Rajasthan	Transmission Lines	Yes
5	765 kV D/c Navasari-Padghe line involving 109.1287 ha of forest in the State of Gujarat.	Transmission Lines	Yes
6	400 D/c Dulhasti-Kishenpur (for stringing of 2 circuit) line involving 1.7316 Ha. of forest in the State of J&K.	Transmission Lines	Yes
7	765 kV D/c Khetri-Narela line involving 3.6619 ha of forest in State of Rajasthan.	Transmission Lines	Yes
8	400 kV D/c Magrwada-Kala line involving 6.6581 Ha. of forest in the State of DNH.	Transmission Lines	Yes
9	Permanent restoration of Tower no 131 of 220 kV D/c Salal-Kishenpur 1&2 line involving 1.503 Ha. of forest in the State of J&K .	Transmission Lines	Yes
10	400 kV D/c Lower Subansiri-Biswanath Chariali Line 2 involving 34.32 Ha. of forest in the State of Assam.	Transmission Lines	Yes

S N	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
11	400 kV D/c Lower Subansiri-Biswanath Chariali Line 1 involving 32.78 Ha. of forest in the State of Assam.	Transmission Lines	Yes
12	400 kV D/c Banaskantha-Sankhari 2nd Line involving 0.138 ha of forest in the State of Gujarat.	Transmission Lines	Yes
13	765 kV D/c Bhadla II-Sikar II Line I involving 0.2546 ha of forest in State of Rajasthan.	Transmission Lines	Yes
14	765 kV D/c Sikar-Aligarh line involving 15.8321 ha of forest in State of Rajasthan.	Transmission Lines	Yes
15	400 kV D/c Narendra-Kudgi line involving 0.26 ha of forest in State of Karnataka.	Transmission Lines	Yes
16	400 kV D/c Sikar II-Neemrana line involving 13.0134 ha of forest in State of Rajasthan.	Transmission Lines	Yes
17	LILO of 765 kV S/c Ghatampur- Hapur line at Rampur (Loop-Out) involving 2.549 ha of forest in State of Uttar Pradesh.	Transmission Lines	Yes
18	LILO of 765 kV S/c Ghatampur- Hapur line at Rampur (Loop-In) involving 2.2937 ha of forest in State of Uttar Pradesh.	Transmission Lines	Yes
19	765 kV D/c Bhadla II-Sikar II Line-II involving 0.7772 ha of forest in State of Rajasthan	Transmission Lines	Yes
20	765 kV D/c Navasari-Padghe line involving 0.4 ha of forest in State of DNH.	Transmission Lines	Yes
21	765 kV D/c Banaskantha-Ahmedabad line involving 1.2118 ha of forest in State of Gujarat.	Transmission Lines	Yes
22	765 kV D/c Navasari-Padghe line involving 305.4766 ha of forest in State of Maharashtra.	Transmission Lines	Yes
23	400 kV D/c Magarwada-Kala line involving 24.6296 ha of forest in State of Maharashtra.	Transmission Lines	Yes
24	400 kV D/c Jeypore-Jagdalpur line involving 18.004 ha of forest in State of Odisha.	Transmission Lines	Yes
25	400 kV D/c Jeypore-Jagdalpur line involving 4.48 ha of forest in State of Chhattisgarh.	Transmission Lines	Yes

S N	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
26	765 kV D/c Ahemdabad-Navasari line involving 5.1282 Ha. of forest in the State of Gujarat	Transmission Lines	Yes
27	765 kV D/c Khetri-Narela line involving 0.9511 Ha. of forest in the State of Delhi	Transmission Lines	Yes
28	LILO of 765 kV Meerut-Bhiwani at Narela involving 0.7192 Ha. of forest in the State of Delhi	Transmission Lines	Yes
29	765 kV S/c Meerut-Agra line involving 1.25376 Ha. of forest in the State of Uttar Pradesh.	Transmission Lines	Yes
30	765 kV D/c Lakadia-Ahmedabad line involving 69.5597 Ha. of forest in the State of Gujarat.	Transmission Lines	Yes

Note: It may kindly be noted that avoidance of ecologically sensitive areas such National Parks, Wildlife Sanctuaries, Forest etc form the most important part of our route/site selection criteria. Accordingly, a mandatory Environmental and Social assessment is conducted for each of our project in line with our Corporate Environment and Social Policy & Procedure (ESPP) by studying at least three possible alternative routes/sites and the most optimum route/site having the least Environment & Social impacts is selected as Final route/site. However, in few cases, wherein, complete avoidance of forest/wildlife areas is not possible in our Transmission Lines, due to peculiarity of terrain and geographical constraint, Forest/Wildlife clearance is obtained as per the provisions of applicable regulations. The details of such transmission Lines are provided above.

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable.

Transmission Projects are not covered under the purview of the EIA Notifications of 1994 and 2006. Accordingly, Environmental Impact Assessment Study is not conducted for any of our projects. However, POWERGRID mandatorily conducts Environmental & Social Assessment of its Transmission Projects as mentioned in the previous section.

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (prevention and control of pollution) Act, Air (prevention and control of pollution) Act, Environment Protection Act and rules there under (Y/N). If not, provide details of all such non-compliances:

POWERGRID is in compliance with all applicable laws/Regulations/guidelines pertaining to the Environment and Forest.

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

ESSENTIAL INDICATORS

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

We have a total of 11 affiliations with trade and industry chambers and associations during the reporting period.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)	About the chambers
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National	A non-government, not-for-profit organization, FICCI is the voice of India's business and industry. It serves its members from the Indian private and public corporate sectors and multinational companies. FICCI provides a platform for networking and consensus building within and across sectors and is the first port of call for Indian industry, policy makers and the international business community.
2	Confederation of Indian Industry (CII)	National	CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9000 members from the private as well as public sectors, including SMEs and MNCs. The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.
3	CII PSE Council	National	Part of CII as mentioned above.
4	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National	ASSOCHAM works as a conduit between industry and the Government. With more than 100 national and regional sector councils, It is an impactful representative of the Indian industry. It is driving four strategic priorities - Sustainability, Empowerment, Entrepreneurship and Digitisation.
5	PHD Chamber of Commerce & Industry (PHDCCI)	National	PHD Chamber of Commerce and Industry (PHDCCI) has been working as a catalyst for the promotion of Indian industry, trade and entrepreneurship for the past 117 years.
6	Central Board of Irrigation & Power (CBIP)	National	CBIP has been rendering dedicated services to the professional organization, engineers and individuals in the country related to Power, Water Resources and Renewable Energy Sectors for the last 90 years.
7	World Energy Council (WEC) India	National	A country member of World Energy Council (WEC), a global and inclusive body for thought leadership and tangible engagement in the pursuit of sustainable supply and use of energy.
8	India Infrastructure Forum (IIF)	National	The India Infrastructure Forum is an initiative from India Infrastructure Publishing, a leading provider of information, analysis and insight on infrastructure sectors in India. The sectors we cover include energy, transportation, urban infrastructure and communications.
9	Power Foundation	National	The Foundation aims to be a credible think-tank and a leading policy advocacy body in the power sector and undertake pioneering efforts in commissioning independent and evidence-based studies in power sector.
10	South Asia Forum for Infrastructure Regulation (SAFIR)	International	SAFIR was established in May 1999 with the aim to provide high quality capacity building and training on infrastructure regulation and related topics in South Asia. The forum provides a platform for experience sharing amongst the regulators of the region and build regulatory decision-making and response capacity in South Asia.
11	South Asia Forum on Energy Investment (SAFEI)	International	USAID through its SAREP program has institutionalized a facilitating forum (SAFEI) for creating an investor friendly ecosystem for development of regional energy projects and enhancing private sector participation in the region.

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

No such issues regarding anti-competitive conduct by the entity were reported during the year.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

During the reporting period, none of POWERGRID's project required SIA as no land was acquired involuntarily invoking provisions of 'Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013'. It may be noted that in the reporting period POWERGRID has either selected barren government land for constructing its substation or secured land through direct purchase on "Willing Buyer Willing Seller" basis at market/negotiated rate, as per provisions under Section-46 of RFCTLARR Act, 2013.

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
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Refer to Annexure-IX to Directors' Report (Annual Report on CSR Activities for FY 2024-25) for complete list of SIA carried out

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

During the reporting period, POWERGRID reiterated its commitment to responsible land acquisition practices. Whether it be securing government-owned land for its substations or voluntarily engaging in direct land purchases on a "Willing Buyer Willing Seller" basis at fair market or negotiated rates, the company ensures that all land acquisitions are carried out with utmost transparency and mutual consent. It is important to note that there have been no instances of involuntary land acquisition, thereby eliminating the presence of Project Affected Persons (PAP) or Project Displaced Persons (PDP). Consequently, the need for extensive Resettlement and Rehabilitation (R&R) activities has not arisen.

However, POWERGRID's dedication to social progress extends beyond land acquisition. Through its robust Corporate Social Responsibility (CSR) initiatives, the company proactively supports the broader community. These initiatives focus on uplifting the well-being and prosperity of the local communities, promoting sustainable development and fostering positive social impact. By engaging in meaningful and impactful CSR endeavors, POWERGRID contributes to the holistic growth and welfare of the communities it operates in, establishing itself as a catalyst for positive change.

In summary, POWERGRID's land acquisition practices demonstrate its unwavering commitment to ethical and voluntary approaches. While ensuring the absence of involuntary displacement, the company extends its support to the community at large through impactful CSR initiatives, solidifying their role as a responsible corporate citizen dedicated to creating a sustainable and inclusive future.

S No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not Applicable						

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

In accordance with the broad principles of the policy framework and the parameters of the Government of India's stated guidelines, grievance redressal is always given top priority in the company. We have created an online interface through which employees may file grievances.

For systematic and fast settlement of grievances within predetermined time periods, the Company has established nodal officials at corporate and regional offices. To comply with GOI guidelines on reservation concerns for SC/ ST/ OBC/ Ex-servicemen/ PWD, a Reservation Cell has been established at both the corporate and regional levels.

The Company has also developed a Citizen's Charter that outlines its Vision, Mission and Objectives in a clear and precise manner. This also includes the company's principles, commitments, expectations from citizens, integrated management policy, services offered, values and standards of services, access to information and grievance redressal.

To further smoothen the relationship with community, we have developed an effective Grievance Redress Mechanism (GRM) to resolve any grievance of community/public. The GRM has two tiers, the first being Project/Substation level Grievance Redress Committee (GRC) and the second being the Corporate Level GRC chaired by the Director (Projects) of the company. All written and verbal complaints received by Project level GRC are to be resolved within 20 days of receipt of complaint. If the complainant is not satisfied with the outcome of the project level GRC, he/she can approach the Corporate Level GRC, which in turn, has to resolve the complaint/grievance within 45 days. Notice regarding Corporate Level GRC is publicly available and can be accessed at:

<https://www.powergrid.in/sites/default/files/inline-files/Notice-regarding-Corporate-Level-GRC.pdf>

Moreover, members of public can also directly raise their queries/questions/concerns with POWERGRID at:

<https://www.powergrid.in/public-complaints-0>

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers *	73.51%	57.52%
Directly from within India	100%	100%

*Of the Total Eligible Procurement

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	45.96%	47.54%
Semi-Urban	7.83%	8.07%
Urban	31.09%	30.16%
Metropolitan	14.76%	13.91%

(Place to be categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan)

Note: Data is for permanent employees and permanent workers. Wages paid to persons employed outside India has been taken in account to calculate total wage cost.

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

ESSENTIAL INDICATORS

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

The company has set up Unified Compliant Portal as one-stop solution for all consumer complaints. It receives and categorizes the complaints based on the departments/ locations concerned and expedites resolution.

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

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Receive during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	NA	NA		NA	NA	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive trade practices	0	0		0	0	
Unfair trade practices	0	0		0	0	
Other	0	0		0	0	

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

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

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

Yes, we have an Information Security Policy, of which, key pointers are publicly available at our corporate website, that focuses on protecting Critical Information & Critical Information infrastructure from unauthorized access, use, disclosure, modification and disposal, whether intentional or unintentional. The policy helps in maintaining Confidentiality, Integrity and Availability of Information related to organization's critical processes & systems together with sensitive / personal information of employees and other related third parties. The company ensure business continuity through systemic reduction of information security risks in all spheres of its business operations. Additionally, the company is ISO 27001 Information Security Management Systems certified, which means POWERGRID complies and meets with all applicable legal, statutory, regulatory, and contractual requirements, thereby fulfilling the requirements of internal and external auditing of the system.

The company has also appointed a Chief Information Security Officer (CISO) to govern Information Security Department in the Company and to lead all of our cybersecurity initiatives. Information Security Management System ISO: 27001 certifications have been granted to the corporate offices of the company, all regional offices and 275 substations.

In addition, the Company works closely with designated statutory bodies: CERT-In and the NCIIIPC. We follow the recommendations issued by these agencies from time to time and share them with other utilities in the transmission sector.

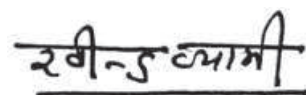
6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

No such instances related to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services have been reported during FY 2024-25.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - NIL
- Percentage of data breaches involving personally identifiable information of customers - NIL
- Impact, if any, of the data breaches - NIL

For and on behalf of the Board of Directors



(Ravindra Kumar Tyagi)
Chairman & Managing Director
DIN: 09632316

Date: 03rd August, 2025
Place: Gurugram

Annexure-III to the Directors' Report

Particulars required under Section 134(3)(m) of the Companies Act, 2013 read with Rule 8 (3) of the Companies (Accounts) Rules, 2014

A. Conservation of Energy

Various Energy Conservation Measures Taken by POWERGRID:

• Development of efficient and low-loss transmission system

POWERGRID designs its transmission systems to be energy efficient with low losses. Right from planning to execution stage and throughout the Operations & Maintenance (O&M) period of the transmission schemes, various alternatives/ technologies for power transmission are examined with the major criteria for selection of transmission system/ technology being to reduce losses.

Some of the measures taken by POWERGRID to develop an efficient and low-loss transmission network includes:

- Optimization of various parameters at the design stage, such as selecting conductors after detailed optimization studies, which considers reduction of line losses as one of the primary criteria.
- Selection of bus bar materials and the clamps and connectors after meeting stringent quality requirements so that losses are optimized. In case of Transformer & Reactor packages, the limit on losses is specified for manufacturers encouraging them to adopt best manufacturing practices. In the case of HVDC system, the selection of parameters is done in such a way that overall losses are minimized under various system operating conditions meeting the CEA construction standards and BPC RFP requirement.
- In case of transmission hardware, the material with lower losses is specified. Parameters and various other types of equipment are also chosen in a manner that the losses are optimized.

• Reduction of lighting load & adoption of LED based lighting

Besides optimization of lighting lux requirements of outdoor switchyard, roads and indoor spaces, all new substations and offices are being equipped with LED based lighting only. Further, in older establishments also the existing sources of lighting are being replaced with LED based lighting.

• Use of energy efficient electrical appliances

Considering the role of electrical appliances in reducing energy consumption, only energy efficient air conditioners and other electrical appliances are used in our new substations. In existing substations also, older appliances are being replaced with better and efficient appliances in line with our resolve towards promoting sustainability.

• Renewable energy adoption

Roof top solar plants are installed/ being installed in mission mode in our substations/offices to reduce the dependency of auxiliary power requirements on conventional/fossil fuel sources. Further, POWERGRID is also sourcing electricity through green tariff mechanism from respective DISCOM at various substations/offices as per the provisions of states. This is in accordance with POWERGRID's commitment to have 50% of its auxiliary power consumption by 2025 through renewable sources and to achieve solar saturation of all our building as envisaged under PM Surya Ghar Yojana.

In addition to the aforesaid, other interventions such as process optimization, power factor improvement, installation of occupancy sensors etc. are also helping your company to contribute to its Energy conservation goals and to National Goals as well.

B. Technology Absorption

Efforts made towards Research & Development and Technology absorption:

- Your Company continues to take up research and development activities for new technologies in the field of power transmission systems. POWERGRID, by virtue of its research initiatives is a part of International and National bodies like CIGRE, IEC, IEEE, BIS etc. for various technologies and is contributing significantly in its standardization efforts. Your Company has also entered into a Master Agreement with the Electric Power Research Institute, USA towards collaborative technical research internationally.