

Human Capital

(SDG 10)

Fostering a purpose-driven and inclusive workplace culture to empower employees

Employees are the most valuable asset of Apraava Energy and there is an ongoing effort to build a conducive environment that supports their growth and aspirations. In order to create a resilient and sustainable organisation, we focus on the health and safety of our employees, and their holistic development, so that they can realise their true potential. Through facilitating regular training and development programs, we aim to upskill our employees to enable them to undertake greater responsibilities with ease as they progress in the organisation. The principles of Diversity, Equity and Inclusion (DE&I) are taken on board at the time of recruitment and other phases of the employee journey.



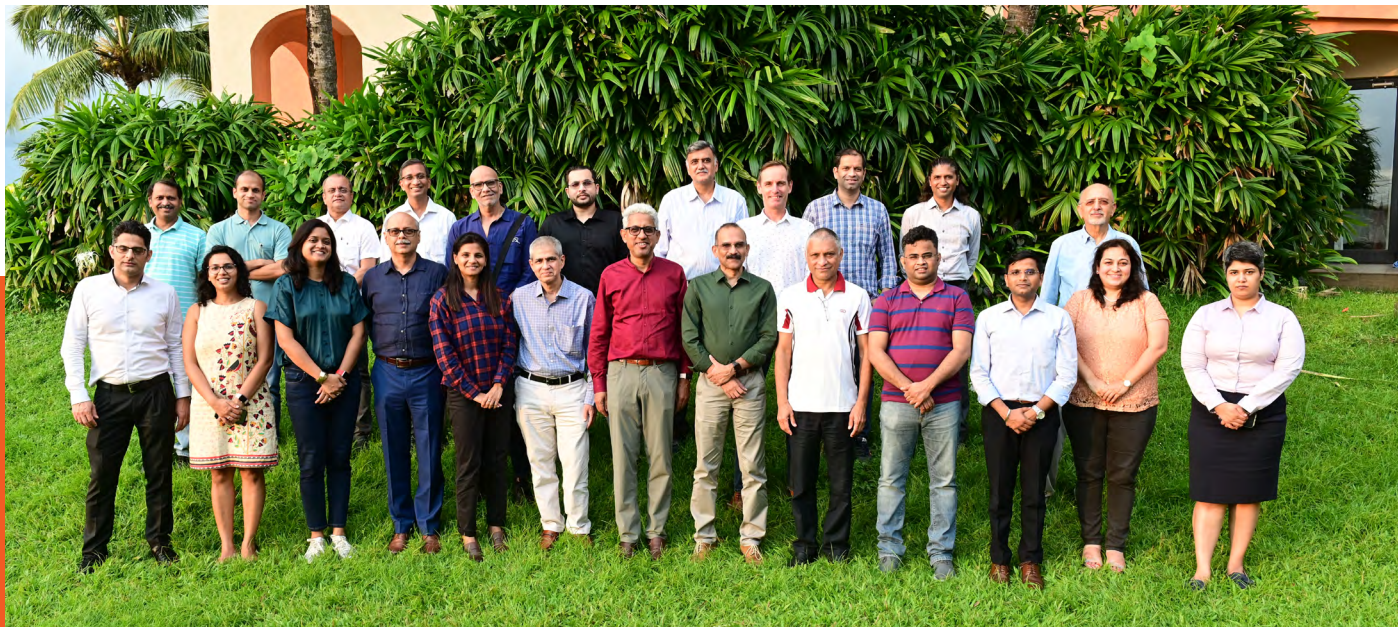
Reviewing & Refreshing our Purpose | Vision | Mission | Values (P-VMV) Framework



As part of the Company's rebranding exercise, the management decided to revisit and renew its Purpose | Vision | Mission | Values framework. The intent was to align the organisation and live up to the brand promise while creating sustainable shared value for stakeholders and society at large. Along with the rebranding and other ongoing organisational initiatives, we expect the embedding of the P-VMV framework to drive the larger transformation within the organisation.

Apraava Energy kicked off this exercise by convening one-on-one discussions with the leadership team and focussed group discussions with employees followed by a leadership retreat. These discussions were designed to review new ideologies, perspectives and expectations from the team and integrate those in our existing P-VMV framework.

The deliberations covered learning from previous successes, our impact on stakeholders, megatrends affecting the industry and identification of opportunities for Apraava Energy to make a difference to our stakeholders.

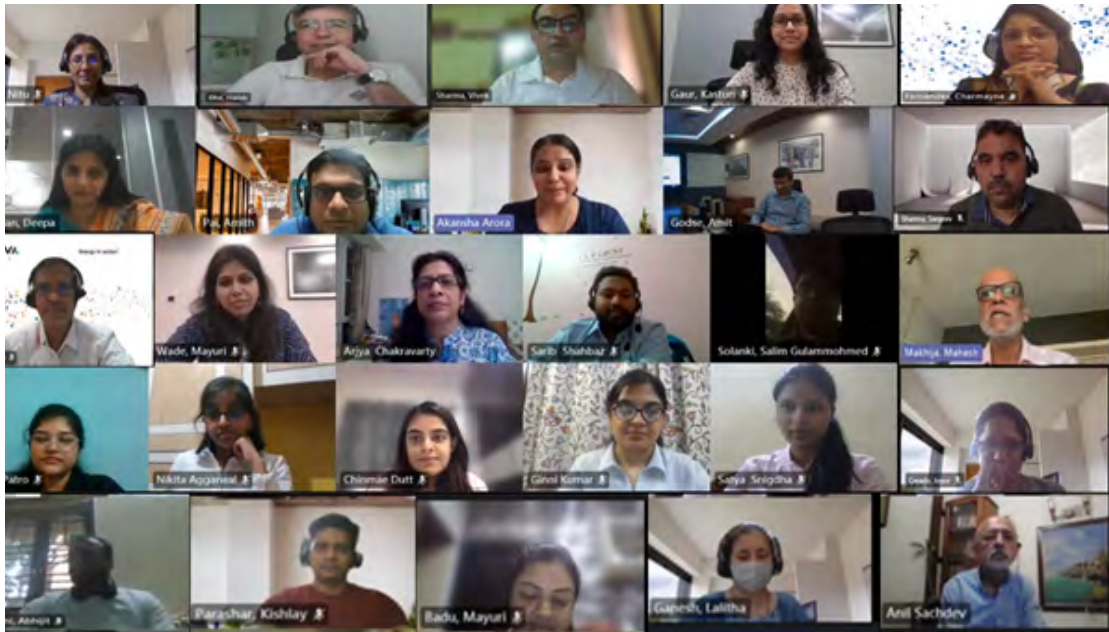


Leadership Retreat

Following the leadership retreat, four day-long Large-Scale Interactive Processes (LSIPs) were conducted across the organisation, both virtually and in-person. Employees across the organisation participated in this exercise and shared their inputs in the creation of Apraava Energy's Purpose | Vision | Mission | Values framework. These sessions also helped in enhancing cohesiveness and camaraderie among all employees.

Hundred days later, this revamp exercise culminated at a Confluence which included all participants from the leadership retreat and representative participants from each LSIP. With the power of collective influence and appreciative inquiry, Apraava Energy successfully launched its Purpose | Vision | Mission | Values framework on 18 February 2022.

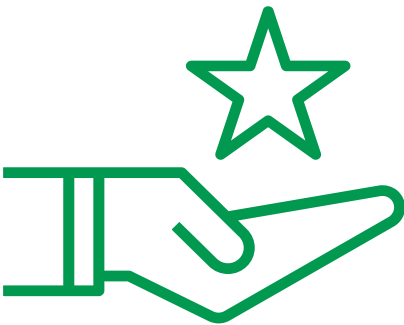
Large-Scale Interactive Process at Apraava Energy (In-person)



Large-Scale Interactive Process at Apraava Energy (Virtual)

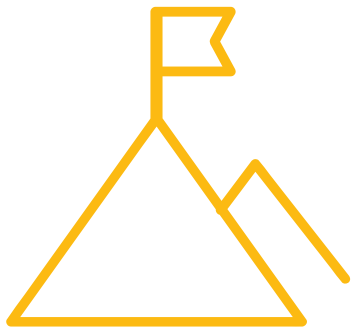
Our Purpose

Em-Powering lives sustainably for a happy planet



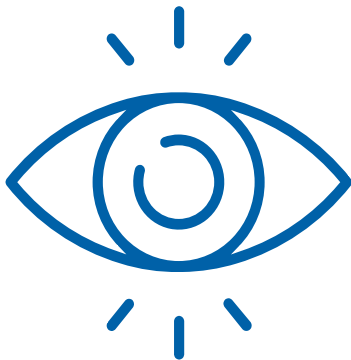
Our Mission

To provide reliable and affordable energy solutions to the nation with a focus on innovation and sustainability



Our Vision

To partner in India's energy transition by being the most trusted, inclusive and integrated energy solutions provider



Our Values



Operational Excellence



Respect for All



Sustainability through Responsibility



Result Orientation

Going forward, we will work to embed the framework and our values in our business and people processes.

G.R.O.W. Framework

In 2021, while our image and brand positioning were undergoing an external change, we realised the need for a review of our leadership competencies and behaviours. These leadership competencies, along with the P-VMV framework would then become the basis for everything we do, from a people point of view.

Following discussions with the leadership team and employees, to take on board varying perspectives on desired behaviours, our new Leadership Competency Framework, G.R.O.W. was developed. G.R.O.W. is an acronym for our leadership competencies, which stands for:



This framework was designed keeping in mind our organisation's strategic goals. It will serve as a direct link between the purpose, vision, mission and values, and leadership behaviours. People processes that will actualise these behaviours will enable us to realise organisational goals.

Following the launch of the competency framework, an assessment and development exercise was undertaken for 124 of our mid- to senior-level employees. The objective of these assessments was to identify leadership strengths and behaviours that needed further development, both at the individual and cohort levels. Each of these employees undertook a two-day developmental workshop and are now involved in creating Individual Development Plans (IDPs).

Over the next 12-18 months, development journeys will be undertaken in line with the IDPs.

Employee Engagement and Well-being

(GRI 102-8, GRI 401-1,2; BRSR Principle 3)

Overall staff strength at Apraava Energy (Employee and Contractual)

Particulars	FY 2019-20			FY 2020-21			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior management	62	6	68	59	6	65	55	5	60
Managerial & professional	251	30	281	240	30	270	240	31	271
Administrative & support staff	100	18	118	82	17	99	90	18	108
Total	413	54	467	381	53	434	385	54	439
Contractual staff*	2,186	22	2,208	2,262	21	2,283	2,397	42	2,439

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

New Hires, Average Age, and Attrition Rates

The number of new employees hired in FY 2021-22 has increased by 79% as compared to FY 2020-21.

Particulars	FY 2019-20			FY 2020-21			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
New Hires	27	6	33	15	4	19	28	6	34
New Hire Rate (%)	6.3	16.6	7.1	3.6	14.2	4.2	7.4	11.2	7.9
Average Age of employees	38			38			39		
Voluntary Turnover Count*	28	3	31	20	4	24	26	5	31
Voluntary Attrition Rate (%) (12 month moving average)	6.5	8.3	6.6	4.8	14.2	5.4	6.3	9.4	6.7

*The total attrition (which includes voluntary and involuntary attrition) for FY 2021-22: 35 (30 male and 5 women employees)

Well-being of employees is one of the core values at Apraava Energy. We have a comprehensive Health and Well-being policy which guides our actions in this space. All employees are covered by health, accident and life insurance. They can also avail maternity, paternity and day care benefits.

Right Environment at Workplace (REW) sessions at JPL

This initiative was launched at JPL primarily to address the issue of cultural integration and the lack of awareness among contract staff about the welfare schemes available to them under various government schemes and the process to avail them.

REW is a communication initiative wherein sessions are organised for contract staff to introduce them to our values and culture at Apraava Energy and also ensure a conducive work environment. The sessions focus on areas like gender sensitisation & prevention of sexual harassment, whistleblowing policy, alcohol & drug policy, respect for people, awareness on statutory benefits like Provident Fund (PF), Employee's State Insurance (ESI) Scheme, and labour welfare schemes and the process to avail the benefits.

To bring more visibility and transparency about labour welfare schemes, JPL distributed a handbook with detailed information about twenty-one welfare schemes implemented by the government of Haryana.

This initiative has helped contract staff to avail benefits under various social security laws and welfare schemes. There has been an increase in the quantum of benefits claimed under various welfare schemes year-on-year basis, such as availing medical facility from Employees State Insurance Corporation (ESIC).

Year	Value of welfare claims by contract staff (INR)
CY 2020	42,000
CY 2021	705,000
2022 (As on 31 March)	635,000



ESI Awareness session and medical camp by ESIC doctors and branch manager

Strong Commitment to HR Excellence

The growth of our Company is interlinked with the individual performance of our people. Our policies and processes are regularly updated to nurture a dynamic environment that fulfils the emerging needs of both, the business and our people. In order to understand employee viewpoint, a biannual employee

engagement survey is conducted. It provides valuable insights about expectations and experiences of our employees. The overall result of the employee engagement survey conducted in FY 2021-22 was 68% with a response rate of 98%.

Highlights of the engagement survey

90%

Safety of employees is a key engagement driver at Apraava Energy and due to rigorous implementation of health & safety measures, the score has been sustained at 90%

85%

Employees perceive Apraava Energy as an aspirational brand

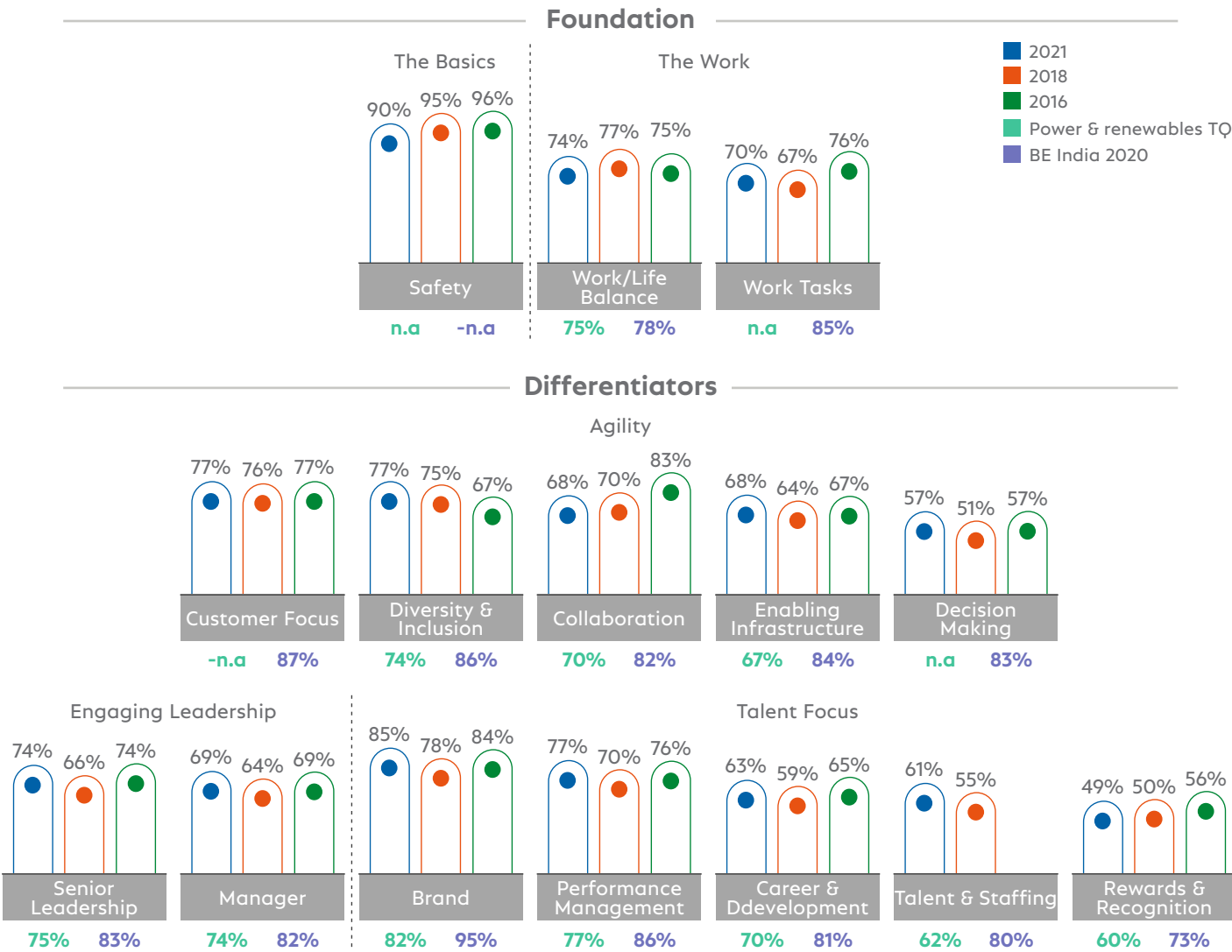
75%

Customer focus has been sustained at over 75% over the last three Employee Engagement Survey (EES) cycles

77%

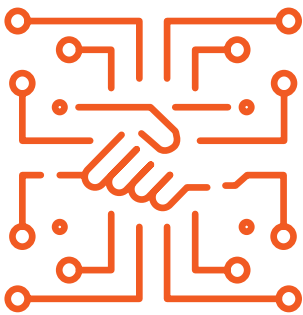
of employees recognise Apraava Energy's efforts towards creating a diverse and inclusive environment

Employee perception across engagement dimensions



The Employee Engagement Survey is followed by sharing of the results with all employees and actions are taken to reinforce the strengths and work on opportunities for improvement.

Our people strategy is reviewed annually taking on board organisation goals, feedback from employees, inputs from the leadership team, people related metrics and industry trends. Our HR team members participate as assessors for CII National HR Excellence Awards. This provides valuable exposure to industry trends and best in class practices.



Digitalisation of Human Resources Function

In FY 2019-20, Apraava Energy had successfully replaced the on-premises Human Resource Management System (HRMS) with a cloud-based HRMS. Further enhancements included digitisation of the performance management cycle from setting goals to performance evaluations and the salary revisions process. Going forward, the aim is to take this to the next level and make the HR interface more agile and efficient.



Performance & Career Development Review

(BRSR Principle 3)

Periodic performance reviews are essential for employee development and career advancement. Career development conversations and performance reviews are enabled through one-to-one interactions with employees and their managers followed by creation of IDPs. A review of talent related challenges and opportunities, succession planning, identification of high potential employees and diversity in the talent pipeline is carried out annually during the Management Development and Succession Planning (MDSP) exercise.



Employee Rewards & Recognition

Apraava Energy has a comprehensive framework to recognise individual performance, behaviours and long service. Different platforms such as peer-to-peer recognition, use of intranet and LinkedIn, service excellence, special mention and long service awards form part of the recognition framework. In addition to non-monetary rewards, the annual performance incentive is a monetary reward which promotes a culture of excellence in the organisation.

Different categories of recognition awards given by Apraava Energy

Category	Award title	Reason for giving the award
Performance	Service Excellence Award	To recognise employees who deliver consistently superior performance; collaborate across functions keeping organisational goals in mind, are role models for others and live the Company's values.
	SPOT Awards	To appreciate employees for performing a task in an exemplary manner. This award is also for those who go above and beyond their roles and volunteer to work on special projects.
	Employee-to-employee via Thank you cards	To encourage employees to recognise achievements of colleagues through a visible and immediate acknowledgment.
	Special Mention Award	Introduced in 2018 to recognise specific noteworthy efforts of employees.
Length of Service	Long Service Award	To recognise employees for 5, 10 15, 20 and 25 years of uninterrupted service.



Prioritising Health and Safety

(GRI 403-1,3,4,5,6,7,8,9,10; BRSR Principle 3; SDG 3)

Apraava Energy aims to expand its horizon in the power sector but with a steady focus on the safety of its employees.

We recognise that health & well-being of our employees and workers is an important driver for business success and ensuring that continues to remain an integral part of our work culture and aligns with our core values. Our Company has a robust HSSE management system that is applicable to all individuals present within the premises of our organisation. We recognise that delivering excellent HSSE outcomes is a shared responsibility, including employees, contractors, and management and each of us have a duty to intervene to prevent at-risk behaviours and reinforce safe behaviours. Our HSSE Management System sets out how we implement this policy on a daily basis.

In pursuit of the safety and well-being of our employees and workers, we strive to:

- Identify all HSSE risks/opportunities associated with our business activities and manage them through appropriate control measures by applying systematic risk identification and hierarchy of controls to bring them to a level known as 'As Low as Reasonably Practicable' (ALARP)
- Focus on potential Serious Injuries & Fatalities (SIF) risk exposure and eliminate/reduce them
- Consult and seek participation of workers' on HSSE risks and opportunities to improve our safety performance
- Support employees in returning to work following illness or injury
- Develop a proactive and interdependent HSSE culture through systems, procedures and practices
- Provide direction, education, training and supervision to ensure that all employees and contractors understand our HSSE expectations and consequences of non-compliance
- Implement security measures to prevent loss by protecting personnel, information and assets and to ensure business continuity and productivity
- Promote activities of wellness, psychological health, social development and environmental care for employees, contractors and neighbouring community through timely interventions

Our HSSE policy is in line with ISO 45001:2018 - Occupational Health & Management standards. Annual audits and inspections are also carried out by a third-party to identify risks, address areas of concern and minimise the risk of occurrence of any accidents at the workplace. All our plants and offices were assessed by a third-party to ensure the safety of the workplace as well as the adequacy of current health & safety practices being followed at the premises. Our HSSE performance indicators have been highlighted in Figure 8.

Figure 8: Occupational Health and Safety Performance Indicators

Safety Indicators	Category	FY 2019-20	FY 2020-21	FY 2021-22
Total Recordable Injury Rate (TRIR) (per one million-man hours worked)	Employees	0	0	0
	Contractors	0	0.45	0.14
Total Recordable Work-related Injuries	Employees	0	0	0
	Contractors	0	3	1
No. of Fatalities	Employees	0	0	0
	Contractors	0	0	0
No. of Occupational Disease	Employees	0	0	0
	Contractors	0	0	0

Awareness on Health & Safety

Apraava Energy has a Plant Safety Committee at JPL that ensures compliance with the Factory Act and includes representatives from all departments. The Asset head of the plant chairs the committee that meets on a regular basis to monitor, review and analyse HSSE performance, identify risks and ensure that processes are safe, reliable, and sustainable.

Various training programs are convened to disseminate knowledge on health & safety, occupational risks and hazards, and preventive measures to minimise risks. Pictorial representations on walls are also used for better understanding and awareness among employees and contractor staff at site.



Safety Visibility for awareness and promotion among workers in plant premises



Random speed monitoring of vehicle carried. Over-speeders intervened with flowers and traffic safety leaflets

Key health & safety initiatives undertaken by Apraava Energy in FY 2021-22 are listed below:

- During the second wave of the COVID-19 pandemic in FY 2021-22, access to medical support was a challenge due to the lockdown imposed in many parts of India. To ensure that our employees received adequate medical care, we tied up with a corporate health benefits platform for online consultation services.
- A health & well-being survey was conducted to seek inputs and feedback from employees.
- Various sessions on physical, emotional health and well-being and work-life integration were communicated to employees through the health & well-being calendar.
- Wellness awareness sessions on topics such as nutrition, anxiety, women's health - cervical cancer, financial planning, heart health, pre-diabetes and diabetes management were conducted.
- Open webinars on various topics such as building resilience, coping with anxiety and panic, understanding stress and its impact, crisis management and supporting people in crisis were conducted every month.



Road Safety Awareness

- With the pandemic taking a toll on mental and emotional health, employees were encouraged to make use of the Employee Assistance Program (EAP) – the 'Main Hoon Na' (MHN) network for themselves and their family members. This unique assistance provides employees and their family members with 24x7 access to confidential consultations with trained and experienced professionals such as psychologists, lawyers and chartered accountants on a wide range of topics including relationship concerns, family matters, stress, work-life balance, team management, and legal or financial matters.
- May was observed as the month of Mindfulness, wherein:
 - (i) We identified a blackout period during the day (12:00 noon to 2:00 pm), during which employees were advised, on a best effort basis, to avoid planned calls or meetings to provide them some relief and a much-needed break from back-to-back calls and focus on things that need their attention at home
 - (ii) reduced working hours during the month of May by an hour per day
 - (iii) bite-size virtual sessions on mindful meditation and pranayam were organised for all employees and contract staff
- 'One CLP – The Power of Many' a support group was created on our intranet to support colleagues requiring help during the pandemic.
- Under the 'Employee Connect' initiative, HR, Admin and CSR team members periodically interacted with employees to check on their well-being as well as that of their family members
- Virtual cultural events, contests and workshops were conducted to provide employees with an avenue for distant socialisation.

National Safety Week celebrations at Apraava Energy





A step forward to healthier and productive workforce with digital interventions

Well JPL System (OccuCare)

- Provides access to employee health data at all times to both employees as well as occupational health professionals
- Centralised storage
- Tracks medical information of employees and workforce
- Identifies the health risks at workplace, vulnerability of the workforce
- Guides further in planning the course of action to effectively minimise the risks without compromising the safety of employees

e-SAFE

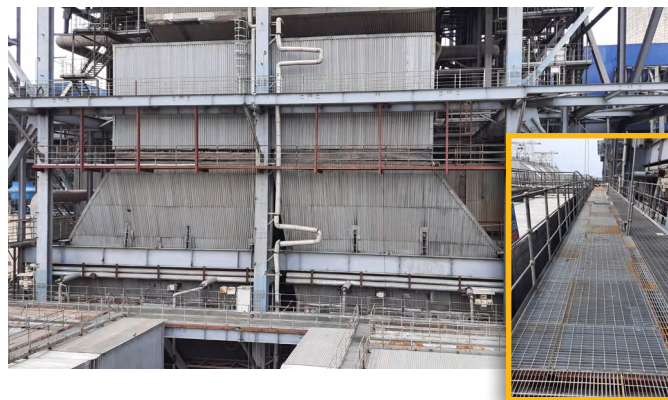
- A customised web-based mobile app, e-SAFE, to ease the capture of safety observations at the workplace and to monitor compliance
- Integration of digital component in safety operations and maintenance function
- Ease out the process of capturing safety observations at the workplace and monitoring compliance with the regulatory requirements

BBS™

- User-friendly interface where behavior based observations can be logged in and analysed
- Observes the task performing pattern of employees
- Provides them with continuous feedback
- Motivates them to align their behaviour with safe work practices

Apraava Energy has implemented various hazard control measures to eliminate exposure to hazards at the workplace through safety management programmes. Two such examples are stated below:

1. A permanent platform has been installed to eliminate the use of scaffolds for maintenance work so as to reduce the risk of accidents



2. Installation of valve for collecting sample chemicals before unloading chemical tankers



Gravitational Hazards Control

Thermal power plants are susceptible to Gravitational Hazards. Behind Gravitational Hazards, force of gravity is the cause for loss of balance leading to trips, slips, missteps and falls from height. The magnitude of the force associated with gravitational hazards determines the risk of injury. For instance, the risk for a moving object as opposed to a stationary object would be different.

Apraava Energy conducted a feasibility survey to control Gravitational Hazards and minimise the risk of occurrence.



We undertook a number of interventions to prevent and control the occurrence of gravitational hazards

- Survey for extension of monkey ladders
- Review of condition of trestle platforms
- Identification of material stacking areas
- Provision of base covering at stacking areas
- Netting provision for boiler bottom ash area gaps
- Use of safety net and safety mesh over hand railings
- Use of fall arrester at monkey ladders
- Removal of unused scaffolds from different locations throughout the plan



Use of tool tie at higher elevations to prevent tools from falling



Use of Safety Net as Gravitational Hazard Control



Cladding sheet barrier at height to prevent Gravitational Hazard

Training and Skill Development

(GRI 404-1,2)

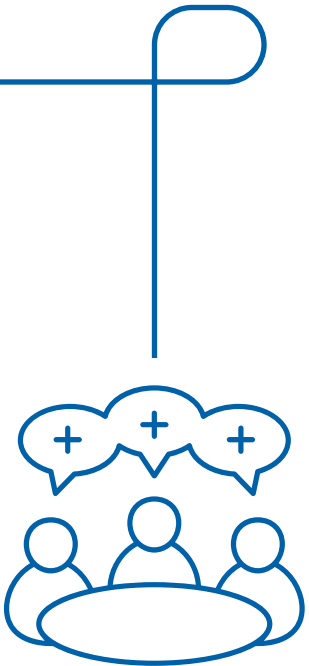
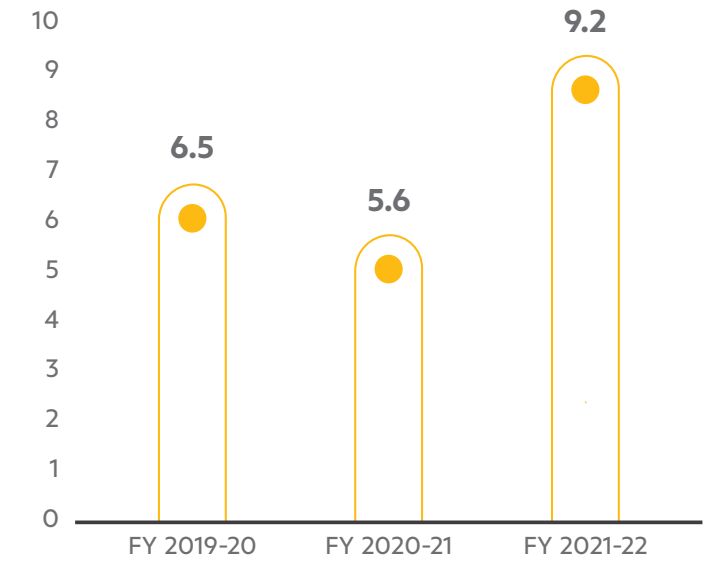
Apraava Energy facilitates professional development of its workforce and encourages employees to acquire new skills and build on their competence levels.

On joining, all employees attend an induction program. Depending on the role of the employee, this program can continue for up to six weeks. It is a part of the process of integrating new hires in the organisation by introducing them to all the functions and key people. All employees are familiarised with the purpose, vision, mission, values and business goals of the organisation.

We provide opportunities for skill development to our employees by encouraging them to work in cross-functional team driven projects. Employees also participate in knowledge-sharing sessions, industry forums and mentoring programs (especially designed for women). We encourage our employees to participate in Instructor-Led Training (ILT) programs, digital e-learning and certification programs to upskill themselves.

An annual training plan is prepared for continuous learning and growth of employees. The training needs of employees are identified based on existing skill sets and current and future business needs. Training modules provided for learning and development are basically classified into technical, functional and behavioural. In FY 2021-22, Apraava Energy invested INR 9.2 million for training & skill development activities of employees.

Investment in employee training & development activities (INR million)



Employee Training Days

Training Days	FY 2019-20			FY 2020-21			FY 2021-22		
Level wise	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	127.6	15.6	143.3	648.8	104.1	752.9	362.2	75.6	437.7
Managerial & Professional	912.1	88	1000.1	998.6	76.9	1075.5	1978.9	222.1	2201.0
Administrative & General Staff	169.3	36.1	205.4	85.3	77.8	163.1	443.0	100.7	543.7
Total	1208.9	139.8	1348.7	1732.6	258.8	1991.4	2784.1	398.3	3182.4
Overall Training days per Employee	2.9	2.6	2.9	4.5	4.9	4.6	7.2	7.4	7.2

In FY 2021-22, 100% of our women colleagues and 97% of our male colleagues had completed assigned trainings. Employees spent an average of ~7 days of training in the year.

Employee Training Coverage

Training Coverage	FY 2019-20			FY 2020-21			FY 2021-22		
Level wise	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	69%	67%	69%	80%	100%	82%	98%	100%	98%
Managerial & Professional	87%	83%	86%	86%	87%	86%	100%	100%	100%
Administrative & Support Staff	60%	61%	60%	67%	59%	66%	88%	100%	90%
Overall Coverage	78%	74%	77%	81%	79%	81%	97%	100%	97%

Training Days: Safety and Skill Building

Type	FY 2019-20		FY 2020-21		FY 2021-22	
	Total Training Days	Average Training Days	Total Training Days	Average Training Days	Total Training Days	Average Training Days
Safety	189.5	0.4	96.6	0.2	550.6	1.3
Skill Building	1159.2	2.5	1894.8	4.4	2631.8	6.0
Overall	1348.7	2.9	1991.4	4.6	3182.4	7.2

As well-being and safety of employees are our foremost priorities, we remain steadfast in our commitment that none of our workers or employees suffer mentally, physically or socially due to the occurrence of any incidents at work. We provide training to our employees on health and safety and conduct various skill building exercises for their professional growth and development.

In FY 2021-22, 551 days were spent on safety training and 2,632 days were spent on skill building exercises. This is an increase of ~60% as compared to FY 2020-21.

Our Company took measures to impart training on the Global Wind Organisation (GWO) aspects to employees working at our wind farms. Also, ToolBox Talks (TBTs) on various safety topics were conducted for contract staff.

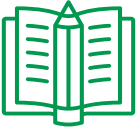
Learning and Development

1. Digital learning (edX courses)
2. In-house trainings (functional, behavioural, safety)
3. External learning events
4. Knowledge sharing sessions
5. Renewables University (RU) interventions - book reviews, technical presentations, Special Task Forces (STFs)
6. Professional development leveraging on the Educational Assistance Policy
7. Gurukul learning platform for employees in the Finance & Accounts function
8. Participation in external exercises for CII such as HR Excellence, Business Excellence, and Sustainability Awards assessment



Renewable University

In 2019, Apraava Energy launched a virtual learning platform, Renewables University (RU) to foster an environment for sustained learning and capability building. The university focuses on addressing the continuous development needs and unique challenges of our renewables business. Some of the measures taken by RU in FY 2021-22 are as follows:

Modes of learning	No. of sessions/ groups	Training days for attendees participating in various RU sessions	Remarks
 Book reviews	14	46.5	Total of 14 books/sessions covered On an average, there were 32 participants per session
 STF sessions	5	19.8	Total of 5 STF sessions covering 36 participants per session amounting to 19.8 training days
 Expert presentations	34	443.5	Total of 34 sessions covering 20 participants per session
 e-learning edX certification (100% completion)	11	36	Total of 11 employees completed the certification
 Knowledge sharing sessions	9	32.6	Total of 9 sessions covering 25 participants per session
 Organisational leadership intervention (G.R.O.W.)	10	92.6	Employee participation in the communication sessions on the G.R.O.W. Competency framework
Total	83	671	

Committed to Creating a Diverse, Equal and Inclusive Workplace

(GRI 405-1; BRSR Principle 3; UNGC Principle 6; SDG 5,8)

Being an equal opportunity employer, Apraava Energy is committed to building a diverse and inclusive workplace for employees. We strive to provide fair opportunities to all candidates without any discrimination based on gender, age, race, religion, caste, etc. We make sure that the

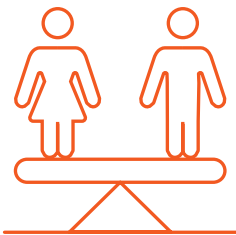
entire workforce has access to equitable benefits, trainings and skill building programs. We take measures to build a workforce that reflects the changing demographics of our society. It is also embedded in our core value of Respect for People and in our Code of Conduct (CoC).



Our continuous efforts have led to an increase in **gender diversity at the workplace**. In FY 2021-22, around 18% of our new hires were women. Women comprise around 12% of the total employee strength at Apraava Energy. About 8% of women employees work in managerial roles.

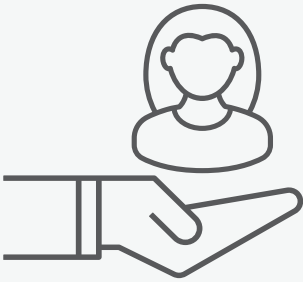


Complying with the **Persons with Disabilities Act**, Apraava Energy provides equal opportunities to candidates with disabilities and facilitates a conducive work environment for their benefit. We also have one differently abled employee and one differently abled individual on contract rolls.



In FY 2020-21, Apraava Energy became a signatory to the **Women's Empowerment Principles (WEP)** established by UN Global Compact and UN Women. In the same year, a Diversity, Equity & Inclusion (DE&I) council was constituted to develop strategic objectives for making our workplace more inclusive and diverse as well as provide equal opportunities to all employees. The DE&I council has senior representatives from various functions and is chaired by the MD. To assist the council in providing a balanced and unbiased opinion, an external partner was inducted as a member.

The council conducted a Diversity, Equity & Inclusion Pulse Survey, followed by focused group discussions and a DE&I visioning exercise. The insights from this survey, and discussions and visioning exercises formed the building blocks of our two-year DE&I roadmap. The roadmap emphasises increasing gender diversity in our workforce and among contract staff.



We have developed policies that support women employees and provide them with necessary opportunities and support to realise their full potential.



Apraava Energy also has a policy on Prevention of Sexual Harassment at the Workplace which entails that every employee deserves to work in an environment free from any physical or verbal sexual overtures. This policy applies to all employees and contract staff working at Apraava Energy as well as trainees, consultants, vendors, visitors/clients present at the workplace/extended workplace and at company events.

Apraava Energy also conducted a third-party DE&I assessment in 2021, to assess the qualitative and quantitative (pay equity) parameters of our DE&I practices.

Gender diversity at Apraava Energy



Women in Apraava Energy



Women in Managerial Roles



Women in Engineering Roles

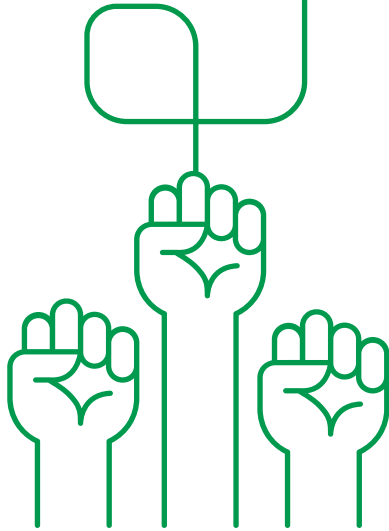
FY 2019-20	12%	9%	8%
FY 2020-21	12%	9%	8%
FY 2021-22	12%	8%	7%

Respecting Human Rights

(GRI 406-1, GRI 408-1, GRI 409-1, GRI 410-1; BRSR Principle 3,5; UNGC Principle 1,2,4,5)

Apraava Energy ensures that principles of human rights are embedded into our core values and all our practices. Our human rights policy is well-aligned with the principles of labour rights provided by International Labour Organisation (ILO) Core Conventions and United Nations Global Compact (UNGC). These principles are also in line with our values of, 'Sustainability through responsibility' and 'Respect for all.' We are committed to creating and maintaining a healthy atmosphere at work. We have taken elaborate steps to ensure safety and security of all our people. In keeping with labour laws of the country, candidates are hired only after they turn eighteen years of age. This policy extends to suppliers and vendors as well.

We have a Vendor Code of Conduct and a Responsible Procurement Policy Statement (RePPS) in place which we follow very strictly. We expect our suppliers and sub-contractors to implement good employment practices and treat employees fairly and prohibit them from using forced labour or child labour. We also ask them to uphold the rights of employees and discourage any sort of discrimination against them.



Employees are made aware of labour standards and human rights. This makes them more conscious about their own rights as well as that of others and helps in avoiding any untoward incidents.

We have zero tolerance against violation of human rights. We ensure that the entire workforce is treated with due respect and without any discrimination on any grounds. We have established a grievance resolution process so that employees can voice

their opinions regarding any challenges faced in the Company premises and file a complaint. Employees can lodge their complaints through the Whistleblowing mechanism, complaint drop boxes, open door access and monthly meetings.

Human capital



385 54
Males Females
Total employee strength



INR 9.2 million
Invested in training & development



97%
Employee Training Coverage



0%
Fatality rate

Remuneration



Our approach to remuneration is strictly performance driven and built on internal and external parameters which act as major enablers for attracting and retaining the best talent in the industry. The Human Resource & Remuneration Committee (HR & RC) approves performance scores of the Company. It reviews and approves annual increments and variable components of salaries for the MD and his direct report. Annual increments and variable pay outs for all other employees are recommended by the relevant function/asset head, reviewed by the head of HR, and approved by the MD. Usually, increment levels are based on the employee’s job band, performance (individual and organisational) as well as market data corresponding to each position. Apraava Energy ensures that all employees are paid more than the minimum wage recommended by the government.



Grievance Redressal

(GRI 406-1; BRSR Principle 1,3,5,8,9)

We encourage our employees, investors, shareholders, and value chain partners to provide feedback or suggestions and express their concerns on any matter that bothers them. This is done through a well-defined grievance mechanism, one-to-one meetings, feedback surveys, associations, etc. The complaints can be policy related such as working conditions or health and safety practices, data breach and cybersecurity. It could also be related to employee misconduct at any level, be it workers or management.

Employees and contractual staff of the Company can voice their grievances through below mentioned mechanisms:

- Whistleblowing policy** that allows employees to raise a concern against any irregularity or inappropriate activity happening in the company premises.
- A complaint drop box is available at the entrance gate at the JPL to enable contract to drop then grievances, if any.
- Monthly meetings** are also conducted with contract staff at Jhajjar which are attended by the department engineer in-charge, HR and contractor’s site representative. Through the Right Environment at Workplace initiative, contract staff are taken through the CoC and sensitisation sessions.
- The **Open House platform** updates employees on business and future plans and answers any questions they might have. Employees are also encouraged to ask any other work-related question(s).
- Employees and Contract staff can approach any member of the **Internal Committee** under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Names and contact details of the members are displayed at prominent locations in our offices.
- Satisfaction surveys are conducted for contract staff at Mumbai.

An effective grievance redressal process is required to gauge the trust, respect and confidence of our stakeholders in the way we conduct our business. It acts as a catalyst for our Company in addressing concerns of stakeholders and brings about positive changes in the culture of the Company. Whenever a complaint is received, both parties are given a fair chance to present their views and the Company takes prompt action to resolve the situation. Till the time that the relevant committee resolves the grievance, the following actions are taken by the Company, where warranted:



Mentioned below are details of grievances raised by employees/workers/customers against colleagues/managers or workplace conditions:



Principles under the National Guidelines on Responsible Business Conduct

- In the last three years, four (one in FY 2021-22 and three in FY 2020-21) complaints were raised by the community. Those were investigated in detail by the committee, addressed and closed on priority.
- In the last three years, no complaints were raised by investors and shareholders.
- In FY 2021-22, seven complaints were raised by contract staff. Of the complaints, five pertained to wage related matters, one was related to Health & Safety and one was a complaint of sexual harassment.



Bribery/Corruption

In the last three years, no complaints were filed against directors or key management personnel/employees/workers on account of bribery/corruption.



Conflict of Interest

In the last three years, a single complaint was received in FY 2020-21. The investigation for the same was completed by a third-party and the allegation could not be proven.



Working conditions and Health & Safety

In FY 2021-22, a single complaint was filed against health and safety parameters. This complaint was looked into and at the time of preparing this report, the complaint was closed.



Human Rights

- In the last three years, one sexual harassment complaint was made by a contract staff. The committee carried out a detailed investigation, addressed the concern and closed the matter.
- No complaints were raised for violation of human rights, discrimination at workplace, forced labour/involuntary labour, child labour, etc.
- In the last three years, seven complaints were raised by workers for wages. All complaints were addressed and resolved.



Customer Complaints

In the last three years, no complaints have been received by customers against data privacy violation, advertising, cybersecurity, delivery of essential services, restrictive trade practices, and unfair trade practices.

Over the next five years, we will focus on the following strategic areas to maximise individual potential, increase organisational capacity and strengthen our position as an employer of choice.

We aim to

- Continue the journey of driving HR Excellence
- Build individual capability for current and future business needs with the objective of creating the next generation of leaders for a high performing and strongly engaged work culture
- Create and sustain an inclusive and supportive workplace that enables us to attract and retain a diverse group of individuals that is representative of the demographics we see in our communities
- Create a workplace that enhances mental and physical health and well-being of employees and their families and creates awareness on various holistic aspects
- Drive data based decision-making and enable successful outcomes by leveraging HR technology in order to meet the needs of a diverse workforce
- Strengthen our employer brand with a focus on the overall employee experience



At Apraava Energy, we derive strength from our people and therefore, take utmost care to provide a conducive work environment, access to quality trainings and skill building opportunities, avenues for raising concerns or suggestions and providing a level-playing field. The Company ensures that employees or contract staff who work with us develop a sense of ownership and responsibility towards their role. It is through the growth and development of our people that we will be able to achieve the ambitious goal of energy transition and support India in its clean energy endeavours.