

Health, Safety, Security, and Environment (HSSE) underlie all we do at Apraava Energy and are pivotal in our commitment towards creating awareness.

Being an organization with operations across generation and transmission of energy, it is critical for us to eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures. Apraava Energy is committed to complying with applicable statutory and other requirements related to HSSE for all operating assets.

With the emphasis on corporate governance and new legislations, Enterprise Wide Risk Management (EWRM) is on the minds of several people at the organizational level. Since HSSE requires the application of many of the same concepts, principles, and skills as EWRM, we consider taking the opportunity to apply them on an enterprise-wide basis to yield an even greater impact within the organization. Effective implementation of this helps us manage risk affecting the source of value which includes employees, contractors, intellectual property, information, capital material, among other aspects.

The overall HSSE (risk) management process at Apraava Energy is depicted as a process chart covering all life cycle stages of a power plant. Key processes and procedures/tools that are utilized to ensure HSSE considerations at each life cycle stage are briefly explained in the process chart. Following are the key steps involved in HSSE Management at Apraava Energy:

- The corporate HSSE policy document clearly states the intent and commitment of HSSE.
- HSSE Management System Manual and associated Procedures (HSSE MCPs) documented and implemented in all assets within the organization including offices.
- HSSE expectations are explained to the contractors at the bidding stage, and a comprehensive site-specific HSSE plan is prepared and documented for implementation.

Apraava Energy's HSSE Management System provides a framework for compliance to Apraava Energy and Apraava Energy HSSE requirements. This initiative ensures all assets of the organization comply with this manual. As safety comes first, we ensure employees are well aware of this and conduct weekly quizzes to keep them updated.

Our 5-Pillar Zero Harm Journey plan ensures that all activities are organized and conducted to result in zero harm to people, customers, public, and the environment. The pillars of this plan urge people to: uplift our safety culture, rethink our risks, involve our stakeholders in the journey, nurture a healthy and engaged workforce, and operate in an environmentally sustainable manner.

Apraava Energy engaged with ERM to conduct a Safety Culture Survey, based on the internationally recognized Hudson Model methodology. On a scale from 1-5, the Safety Culture Score for Apraava Energy is 4.38. This translates to a 'Proactive' safety culture maturity level according to Hudson's safety culture maturity model, indicating that the employees feel the organization genuinely cares about the safety of workers and that we have an effective system and process in place to manage the





safety aspects of operations. The feedback is heartening. At Arpaava Energy, safety remains the primary focus and has been a guiding principle in steadily expanding the business.

Moreover, the complete physical, mental and social well-being of employees is of utmost importance at Arpaava Energy. Workshops and sessions have been conducted on how to deal with stress, anxiety, and burnout. Wellness activities like Zumba, Tabata, and Stretching sessions have also been conducted in 2020. Apart from these regular initiatives, a 24x7 online medical consultation service was launched for employees and their family members to enable them to avail wellness services/consultations from the safety and comfort of their homes. At Arpaava Energy, employees are our priority, making their safety and security an organizational imperative. We are also committed to abiding by our belief to “do what it takes to support our employees whether by way of financial support or additional leave.”

