



Emerging Resilient 2020-21

Environment, Social,
Governance (ESG) Report



Theme of the Report

Emerging Resilient

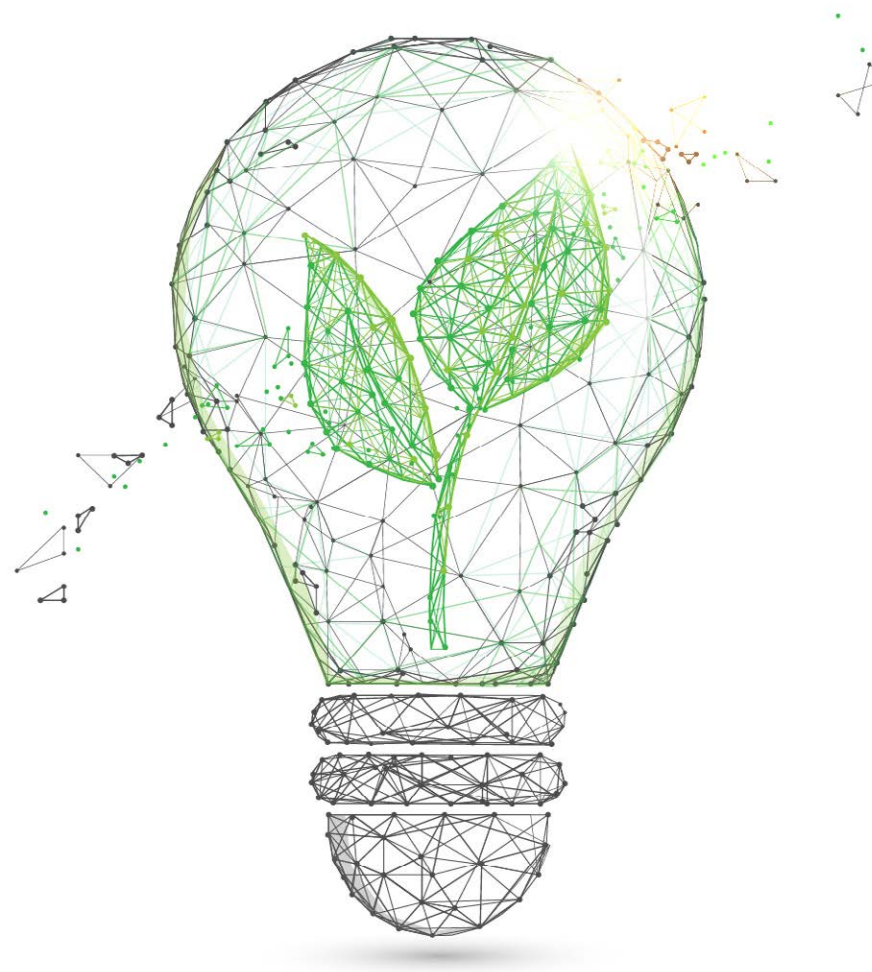
Being a part of the essential sector, APL is positioned uniquely to create value through its activities. Through this report, we present how the Company emerged resilient from the challenges of the pandemic, making a positive impact on society, employees, and environment. This report showcases the highlights of APL's approach towards ESG and its alignment with multiple guidelines, frameworks, and standards to ensure a more holistic and transparent reporting. Keeping in mind the disruptions brought in by the pandemic, APL ensured not only the continuity of its own operations but also the safety and wellbeing of its stakeholders. The key highlights of this report include but are not limited to jobs saved and created, beneficiaries impacted through CSR, and employee safety and development through training initiatives carried out at the organisation.

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About the Report

This ESG report provides a comprehensive view of our strategy, management approach and performance towards shared value creation. It is our seventh report, highlighting the qualitative and quantitative disclosures of our organisation's financial as well as non-financial performance between April 1, 2020 and March 31, 2021.



GRI 102-46 | GRI 102-48 | GRI 102-49 | GRI 102-50 | GRI 102-51 | GRI 102-52 | GRI 102-53 | GRI 102-54

Reporting Principles

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Comprehensive Option. Additionally, the ESG disclosures are aligned with the following guidelines:

- Integrated Reporting (<IR>) framework of the International Integrated Reporting Council (IIRC)
- United Nations Global Compact (UNGC) Principles
- United Nations Sustainable Development Goals (SDGs)
- Task Force on Climate-related Financial Disclosures (TCFD)

- FTSE Russell
- World Economic Forum (WEF) ESG Core Metrics
- CDP

Reporting Scope and Boundary

The scope and boundary of this report extends to all our thermal power plants, the solar plant at Bitta, Gujarat and mines owned and allocated to APL subsidiaries. The boundary of this report includes APL's subsidiaries, Adani Power Mundra Ltd.'s plant at Mundra (Gujarat), Adani Power Maharashtra Ltd.'s plant at Tiroda (Maharashtra), Adani Power Rajasthan Ltd.'s plant at Kawai (Rajasthan), Raipur Energy Ltd.'s

plant at Raipur (Chhattisgarh), Raigarh Energy Generation Ltd.'s plant at Raigarh (Chhattisgarh) and Udupi Power Corporation Ltd.'s plant at Udupi (Karnataka), corporate office at Ahmedabad (Gujarat), under construction Thermal Power Plant (TPP) of Adani Power Jharkhand Limited at Godda (Jharkhand) and the coal mines owned by APL that comprise of Ganeshpur opencast coal mine, Talabira-I opencast and Jitpur opencast coal mines. During the reporting period, there were no operational activities in the mines.

Report Content

The management believes that this report encompasses all the information that is material to our stakeholders and addresses all the material issues. This report showcases the performance of the company, in order to optimize governance oversight, risk management and controls. There are no significant changes from previous reporting periods in the list of material topics and topic boundaries.

Reporting period	01 st April 2020 – 31 st March 2021
Restatement	The specific water consumption information has been revised for the previous consecutive years based on the new GRI standards "GRI Water 2018" to make it comparable
Date of most recent report	30 th December 2020
Reporting cycle	Annual
GRI Standards in accordance	Comprehensive
Location of headquarter	Ahmedabad, Gujarat, India

Approach to Materiality

This report presents our approach and performance on the issues that are material to us and our stakeholders. These have been identified based on our interaction with our internal and external stakeholders as well as suggestions from our senior management. This entire process has helped us realign our sustainability strategy while ensuring the transparent disclosure on our key material topics. The Report lists the identified material issues and covers information on them.

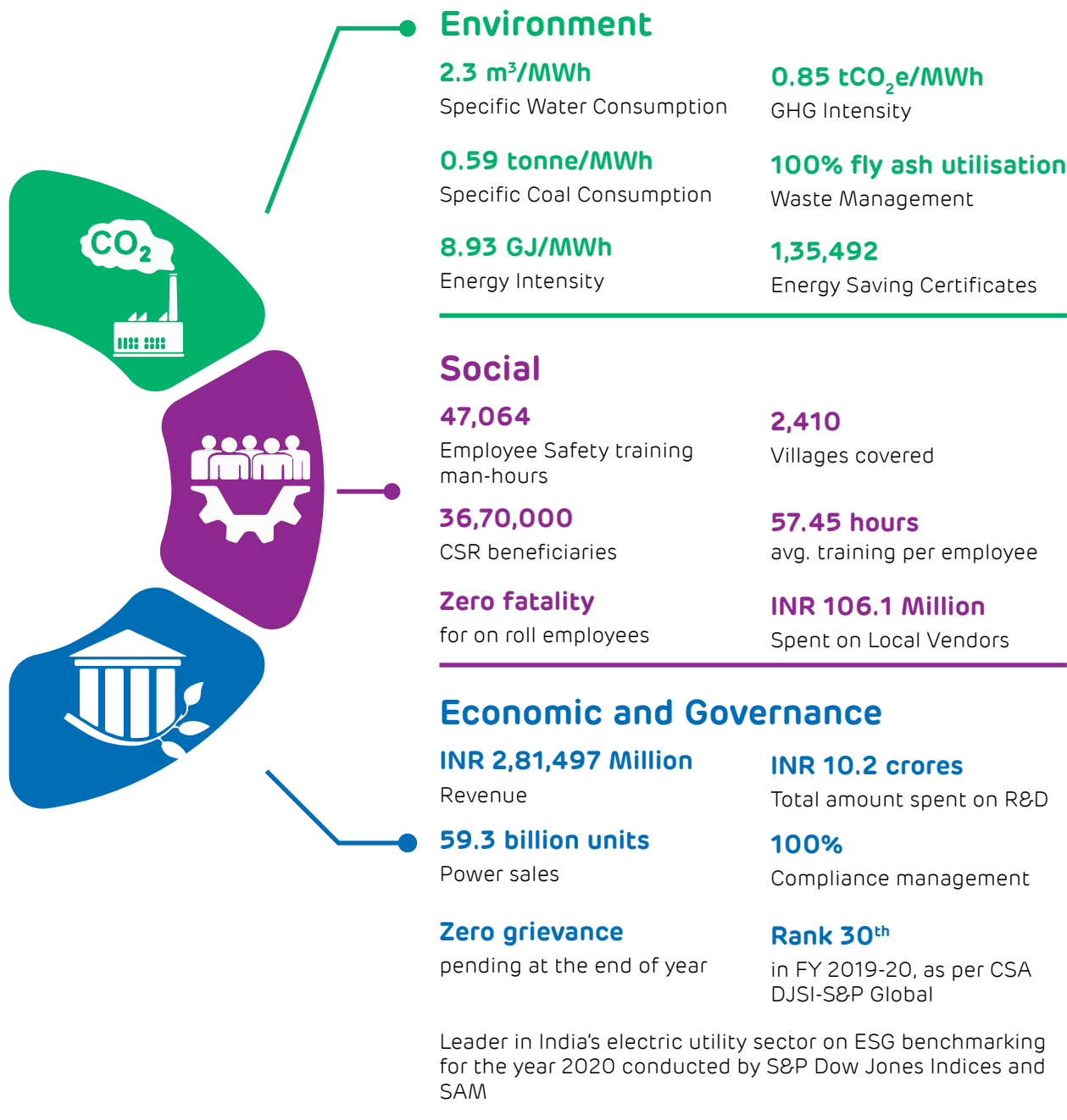
Please direct any queries related to this report to csso.power@adani.com

Forward-Looking Statements

This report contains forward-looking statements that describe our projections and expectations, based on reasonable assumptions and past performance. These are subject to change in light of developments in the industry, geographical market conditions, government regulations, laws and other incidental factors. These statements must not be used as a guarantee of our future performance, as the underlying assumptions could change materially.

Sustainability Highlights

We will showcase Adani Power's enduring resilience by starting off with environment, social and governance highlights for the reporting period and the targets set by the Company.



Message From MD's Desk



Anil Sardana, Managing Director

GRI Indicators	DJSI	CDP
GRI 102-14		C1 Governance
GRI 102-15	Risk & Crisis Management: Risk Governance Emerging Risks	C2 Risks and Opportunities

Dear Stakeholders,

With great pleasure I present to you our ESG Report for the FY 2020-21. The report gives a comprehensive overview of our performance as a responsible player in India's energy market. The year that went by, left a catastrophic impact worldwide. We firmly believe that the new normal will redefine several of the business risks and performance parameters.

However, our resolve & pursuit towards operational excellence became yet stronger during uncertain times experienced. We find ourselves becoming more and more agile & nimble despite the given uncertainties. With the objective of enhanced Long term sustainable growth, we focus on enhancing our operational efficiencies while also seizing business opportunities that hold good promise. We are committed to meeting our customer requirements through the uninterrupted supply of safe, affordable and reliable power. Additionally, in FY 2020-21 our focus has been on curbing the spread of the pandemic and implementing precautionary measures at all our sites. Innovations and investments in clean energy has enabled us to create value, responsibly. By adopting cutting edge

technologies, we ensure that we reach a high level of operational excellence while meeting the requirements of our customers, employees, communities, and other stakeholders.

Sustainability is at the heart of our business philosophy. We are deeply committed to achieving ESG objectives covering environment, society and communities, health and safety, water stewardship, and responsible governance. We ensure that all disclosure requirements are diligently met with.

Our sustainability strategy considers key sustainability trends and all possible impacts of our business operations on our stakeholders. We follow the Precautionary principle through a comprehensive risk management approach to managing such impacts. Furthermore, we consider key opportunities and risks while developing our short term and long-term strategies. Key risks and opportunities cover factors pertaining to climate change, stringent regulatory norms on pollution, investor focus on ESG integration, and water stress among others.

Our management approach has been designed keeping in view the tenets of sustainability. We

measure and evaluate our performance against Environment, Social, and Governance parameters and create long-term sustainable value for our stakeholders. In addition to providing enhanced access to reliable and secure power, we have worked diligently towards reducing our environmental footprint, supporting communities, and employing newer technologies for operational efficiency. We have extended support to our employees and communities during the pandemic period and have provided them with required medical and healthcare services. Additionally, several initiatives were taken to spread awareness among community residents about the precautions to be taken against the Covid-19 pandemic.

Overview of FY 2020-21

Our robust approach to sustainability has enabled us to exhibit resilience particularly during the Covid 19 pandemic. Besides community initiatives, we have taken necessary measures to ensure the health and wellbeing of our employees. Sanitization of workspaces, distribution of medicine kits and provision of emergency medical aid are some of the many initiatives that were taken during the year. Group medical teams were deployed, and telemedicine services were provided to our employees.

Being one of India's largest private-sector independent power producer, we have the required resources and technologies to meet the ever-growing energy needs of India while also taking measures to mitigate risks of climate change. Today, our contribution to India's installed thermal power generation capacity stands at 5.32% (as on 31st March 2021). Our total generation capacity is recorded at 12,450 MW under our subsidiaries, namely Adani Power Maharashtra Limited (APML) at Tiroda, Maharashtra, Raipur Energen Limited (REL) at Raipur, Chhattisgarh; and Raigarh Energy Generation Limited. (REGL) at Raigarh, Chhattisgarh, Adani Power Rajasthan Limited (APRL) at Kawai, Rajasthan, Udupi Power Corporation Limited (UPCL), Udupi, Karnataka and Adani Power Mundra Limited (APMuL) at Mundra, Gujarat. In FY 2020-21, the average PLF and aggregate volume of sales achieved by APL

and its subsidiaries stood at 58.9% and 59.3 BU, respectively. These figures however indicate a reduction from the previous year's figures primarily because of plummeting demand that was recorded in the first quarter of the financial year given the nation-wide lockdown. The total income increased marginally from INR 27,842 crore in FY 2019-20 to INR 28,150 crore in FY 2020-21. The consolidated EBITDA for FY 2020-21 was INR 10,597 crore as against INR 7,059 Crore in FY 2019-20.

Our Enterprise Risk Management (ERM) system is highly resilient with measures to insulate business continuity from external shocks. The comprehensive risk management process focuses on managing all possible risks in the most efficient manner thereby ensuring the seamless delivery of the group's strategic objectives. The fact that we have been able to provide critical infrastructure and an uninterrupted supply of power during the pandemic is a testimony of our dynamic ERM system.

Additionally, for the very first time through CDP 2020, we disclosed our approach to water security and climate change mitigation. Each of our operating power plant has an energy efficiency target within the Perform Achieve Trade (PAT) mechanism of Bureau of Energy Efficiency (BEE) under the Ministry of Power, Government of India.

In the area of climate change, APL strongly believes in the power of innovation and sustainable action. We have been taking the necessary measures to realign on our portfolio with potential for the uptake of renewable energy.

Water Stewardship

Water has always been at the forefront of our environmental initiatives. We have undertaken a host of initiatives to conserve water and optimize water consumption. The process followed for selecting our thermal power plants considers water and water related issues as a primary

criterion among other parameters. During the site selection process, we carry out a study of the competing usage of water downstream of our hinterland power plants before the site is finalized.

We have implemented water conservation measures not only at the plant level but have tried our level best to implement these initiatives beyond the precincts of our operations. Water is a shared resource and we are cognizant of the impact of our operations on natural resources. We undertake water risk assessments and all our watershed development activities and water conservation activities are planned as per scientific findings and inferences. For improved groundwater recharge, we have been working consistently towards cleaning and de-silting water ponds in communities around our areas of operation. We have also taken several rainwater harvesting measures at all our plants and in FY 2020-21, the quantity of rainwater harvested was recorded at 3.79 million m³. Waste-water recycling is a key area of focus wherein 100% of the wastewater that is discharged at the sites is recycled and reused.

In India, the regulatory limit for surface water consumption by thermal power plants is fixed at 3.5 m³/MWh. However, we at APL have set for ourselves an even more stringent limit of 2.5 m³/MWh of surface water consumption by our hinterland power plants. Although there is no regulatory limit on seawater consumption, we have set an internal limit of no more than 9.5 m³/MWh at plants with seawater-based Flue Gas Desulphurization (FGD) and 6 m³/MWh at plants without seawater-based FGD.

Environment and Biodiversity

We have taken several measures to protect the environment from the potential impacts of our operations. These include rainwater harvesting, utilization of food waste to produce organic manure, Green Belt Development, and waste recycling to name a few. We follow the "Zero single use plastic" policy wherein single use plastics are not permitted within site premises. All operational sites of APL are approaching to become single use plastic free by FY 2021-22. Additionally, even vendors are discouraged from using single use



plastics. Sites such as UPCL, Udupi, Karnataka restricts usage of vehicles within their plant premises and employees are encouraged to use bicycles.

In addition to our efforts towards the judicious and optimal utilization of natural resources and water, fly ash utilization is an integral area of focus within the ambit of environmental considerations. We have been working relentlessly to ensure maximum utilization of fly ash.

We are committed to maintaining the biological diversity in the surrounding areas of our operations and beyond. With this in mind, we carry out our operations by focusing on the "no net loss to biodiversity" principle. There are site level biodiversity assessments that are carried out to identify any probable risks that our operations may pose to the flora and fauna within the vicinity. Green Belt Development has been a prominent site level activity that is carried out to restore and conserve biological diversity around the operational sites. This initiative has led to the protection of several endangered species of flora and fauna. In addition to biodiversity assessments, sites such as APMuL carry out marine impact assessments which involve environmental monitoring at seashores.

Community Empowerment

Several initiatives have been taken to contain the spread of the Covid-19 pandemic. And convenient systems have been established to provide Covid-19 healthcare services to communities. Our operating sites joined hands with district administrations to provide medical assistance to villages impacted by the pandemic. Mobile Healthcare Units (MHU) were deployed at our sites to provide immediate medical help as and when required by the communities.

Going by the principle of inclusive growth, through our Adani Foundation, we have been actively involved in community development initiatives. A non-profit organisation, the Adani Foundation takes up the implementation of CSR activities on behalf of the Adani Group.

Our CSR initiatives have mainly been in the areas of community infrastructure, education, sustainable livelihoods and community health. In FY 2020-21, we implemented CSR programmes in areas such as education, career counselling, nutrition among women and girls, and sustainable livelihoods among others. Some of these initiatives are Gyanodaya, which is a digital learning mission in collaboration with the Adani Foundation, Suposhan, an initiative to generate awareness on nutrition among pregnant women and adolescent girls, the Jawahar Navodaya initiative for coaching school students, the Smart Gruhini programme for rural women, and SAKSHAM that focuses on training candidates to get fruitful employment. As part of its Sustainable Livelihoods initiative, APL has taken measures in the areas of farmer training and development, livestock development and women empowerment through skill development. Other initiatives taken include developing rural infrastructure, water conservation and disaster relief work.

Safety

Ensuring workplace safety is paramount at APL. Our operations are certified as per the ISO 45001:2018 standard. We have been taking steps to foster a strong safety culture in the company. Under project Chetna, we have established a

roadmap to bring about a robust safety culture at APL. Additionally, "Zero Harm" remains an overarching goal for us and we make sure that our employees are made aware of the safety practices at APL. HIRA (Hazard Identification Risk Assessment) is carried out at each site. In FY 2020-21, new initiatives were introduced at the sites to keep a check on work-related accidents.

As a part of safety trainings, new trainings were introduced in FY 2020-21 wherein there were sessions conducted by doctors as well. In FY 2020-21, APML received a commendation certificate from the National Safety Council for following the best safety practices.

Several precautionary steps have also been introduced at the sites such as social distancing, use of masks, and sanitization measures. For Covid positive employees, a part of the residential complexes of the sites have been converted to quarantine zones. Quarantined employees were provided with round the clock medical assistance via teleconferencing.

People-centric Approach

Our HR teams have showcased immense agility to adapt to mechanisms for operating seamlessly during the remote working scenario. Key HR initiatives such as HR Connect and Coffee with Head HR and the Saraswati Samman programme have been carried out virtually. Online learning became the new cultural shift in FY 2020-21 and numerous e-learning programs were conducted for employees.

In FY 2020-21, several employee counselling services were introduced for employees and their families, in light of the pandemic. A daily tracking mechanism for identifying Covid-19 cases at APL has also been introduced. This has enabled the organisation to extend medical services to its employees on a timely basis.

Corporate Governance

We have a robust and a dynamic structure of corporate governance. Not only does it account for the laid down regulatory requirements but also considers international best practices. Our policies, processes, and codes keep in view the best interests of our stakeholders. Our governance framework encompasses activities conducted for employees, such as sustainability planning based on board oversight, identification of priority areas for our stakeholders as well as for our business, and context analysis. Besides being sector experts, our Board of Directors have several years of experience in the area of governance.

Available in the public domain, our list of codes and policies cover CSR Policy; Board Diversity Policy; Environment, Health and Safety Policy; Whistle Blower Policy; Business Responsibility Report Policies; Material Events Policy; Policy on Material Subsidiaries; and Related Party Transaction Policy. These documents cover major areas of governance covering anti-bribery and anti-corruption as well. Our ERM system follows the COSO framework, which in turn enables us to systematically identify risks and establish measures to mitigate operational, strategic and tactical risks. The Board of Directors reviews tactical and strategic risks every quarter.

We understand the significance of conducting stakeholder engagements especially when it comes to identifying and prioritizing key material issues. We value the inputs and feedback that we receive from our stakeholders. Through our

annual ESG Report and other publicly disclosed documents, we keep our stakeholders apprised of our performance and management approach. For ensuring the integrity of our ESG disclosures, we have developed and implemented integrated management systems for Environment, Quality, Energy and Health and Safety, and designated senior management positions for Sustainability and ESG.

In addition to leveraging emerging technologies to provide reliable and clean energy to our customer base, we are also taking steps to foster operational efficiency. Several process related optimization measures have been taken at our sites. Data analytics and Artificial Intelligence are gradually gaining momentum with AI being leveraged for safety and security applications and for operational processes.

I hereby thank all our stakeholders and investors for always demonstrating unflinching faith in our endeavors. This has been a great source of motivation for us to perform to the best of our abilities and to ensure that we continue offering our services seamlessly. We look forward to your continued support and insights so as to benchmark ourselves with the best practices in the area of sustainability

Yours Sincerely

Anil Sardana
Managing Director

CFO's Statement



Shailesh Sawa
Chief Financial Officer, APL

Dear Stakeholders,

We displayed immense resilience during the tumultuous period of the pandemic and our commitment to our stakeholders including our customers remained paramount despite all odds. Throughout 2020-21, we took several measures to ensure that our plants remained available for providing the essential service of power generation, and we focused on priority areas that directly impact our reliability, efficiency, and operational safety apart from profitability.

As a Company we ensured frequent engagement with our stakeholders and considered their valuable inputs in our strategies for long-term profitability and financial stability. We have been working towards creating strong trust-based relationships with our stakeholders with focus on proactive disclosure of information and enhanced communications.

In light of the economic impact triggered by the pandemic, our total revenue increased from INR 27,842 crores in FY 2020 to INR 28,150 crores in FY 2021. There has been a 50% increase in the consolidated EBITDA from INR 7,059 crores in FY 2020 to INR 10,597 crores in FY 2021 and a 4% reduction in the finance costs in FY 2021 from FY 2020.

During the FY 2020- 21, APL received INR 2,993 Crore as compensation for change-in-law for

domestic coal shortfall on account of the de-allocation of the Lohara coal block. We expect to recover outstanding regulatory claims, including the balance claims for APL and APRL, in the ensuing FY 2021-22 and beyond.

On the non-financial front, we have been enhancing disclosures on the website in an effort to ensure transparency and fair disclosure of the ESG information. We carefully consider the points made through ESG briefings and dialogue with our stakeholders and integrate them for business and operational improvements. As a Company, we have been working towards energy efficient technology and low carbon transition. We endeavor to attract a diverse pool of talented personnel and ensure human resources are our utmost priority. As a Company with businesses in various locations, we understand our responsibility to help marginalised and underprivileged communities. During the year, we mobilised INR 16.43 crores towards our CSR activities to help the local communities.

ESG and climate action play a key role in our decisions. We have set-up a structured and broad base team for a systematic approach to addressing ESG issues and integrating ESG parameters in our business decisions.

To ensure transparency around our climate actions, we disclose our approach to addressing risks and opportunities that arise from climate change impacts. In order to adapt to the same, we are following the recommendations developed by the G20 Financial Stability Board's Task Force on Climate related Financial Disclosures. APL's risk management framework takes into account key TCFD aspects.

We understand the importance of climate change and encourage effective transformation towards energy transition and a sustainable future. Adani Power is an active participant in various climate related forums for identifying and adopting various technologies to support climate change mitigation and adaptation.

Increasing concerns about climate change and growing international commitments to contain global warming are expected to result in a major policy shift towards renewable sources of energy and energy efficiency. However, conventional power sources led by thermal power generation are expected to continue supplying major portion of India's power supply including base load power while supplementing variable generation from renewable sources in the coming decades. Although the share of coal-based power generation in India is expected to drop in India's energy mix, and CEA study^[1] suggested that the average PLF of the total Installed coal capacity of 267 GW in India to be about 58% in 2029-30. In view of this APL is exploring various models to better integrate its power generation at all APL site with renewable power, by considering various scenarios of increase of renewable energy penetration in the grid.

The Indian government has taken several policy initiatives, such as electricity connection to the remotest corners of the nation, agricultural feeder separation, strengthening of rural grids, and policy fostering the e-vehicle market, which is expected to further boost the load requirement in the grid. At the same time, demand growth has been somewhat muted due to slowdown of economic growth prior to the COVID-19

pandemic, accentuated further by fewer PPAs being signed by DISCOMs in India, despite the government's initiatives to improve the overall health of the power sector, such as improving domestic coal availability and the performance of DISCOMs. The Ujjwal DISCOM Assurance Yojana (UDAY) to reduce DISCOM losses is critical to translating increased demand into new PPAs. With the government refining these measures and taking additional steps to enhance their impact, these initiatives are likely to lead to improvement of the appetite among DISCOMs for more PPAs in the next 3-4 years, and we are well-positioned to leverage this opportunity. Over the past several years, we have stood at the forefront of this capacity-building effort and delivered four world-class power plants supplying electricity at some of the most competitive rates.

Further, with the implementation of PAT and its coverage to most of our operating plants, the company has taken many energy-saving initiatives. The better than PAT target performance has enabled two of our plants to generate EScerts, and generate revenue as an incentive for the higher energy efficiency performance.

I'd like to conclude by saying that we made progress in prioritizing key areas that would generate long term returns and ensure the robustness of our balance sheet. We are committed to identifying and leveraging opportunities that would lead to long term sustainable growth.

I hereby thank all our stakeholders for their unflinching support that has helped us emerge strong particularly during these challenging times.

Kind Regards,

Shailesh Sawa
Chief Financial Officer, APL

^[1] Central Electricity Authority (CEA) in its report "REPORT ON OPTIMAL GENERATION CAPACITY MIX FOR 2029-30" published in January 2020

CSO's Statement

Santosh Kumar Singh
Chief Sustainability Officer
cso.power@adani.com



Dear Readers,

With a great enthusiasm we present our ESG Report for FY 2020-21. Despite all challenges in the year gone by, we have demonstrated great commitment to meeting our business goals sustainably and responsibly. Given the culture of resilience at APL, the Company has recorded favourable top line and bottom line growth. Our focus is on achieving Environmental, Social and Governance objectives while also meeting our company's strategic goals. We firmly believe that enhancing operational efficiency also has a positive impact on the value that we create for our stakeholders. Our DJSI Corporate Sustainability Assessment (CSA) score improved from 59 in 2019 to 62 in 2020. During FY 2020-21, several process optimization measures were taken in addition to the adoption of emerging technologies. As a responsible corporate citizen, our priority continues to be meeting our business goals, meeting stakeholder expectations and giving back to society and environment. While we do acknowledge the impacts of our operations on environment and communities, our dynamic ERM system enables us to pre-empt possible risks and take necessary steps to mitigate the same. Gensuite implemented in FY 2016-17 is an online safety management platform for EHS related applications. Furthermore, we leverage the Sphera's Corporate Sustainability software

(formerly SoFi Software) platform for all our non financial data monitoring and risk management related matters.

A resilient corporate governance system forms the basis of creating long-term value and meeting the company's business goals. The focus is not only on physical infrastructure, operations and top line and bottom line figures but also on employees, communities and the entire ecosystem that plays a role in the Company's business performance. Our governance system has been established as per the mandates of the Companies Act 2013 and Securities and Exchange Board of India (SEBI). We follow the key requirements of established sustainability frameworks and standards such as the UN SDGs, TCFD, UNGC and CDP while disclosing our sustainability performance and our approach to sustainability at the organisational level. We are a signatory to the GRI South East Asia Charter wherein the focus is on taking relevant actions to complete meeting the SDGs over a period of ten years. This Charter was established in July 2020 during the GRI South Asia Summit. Signatories are required to publicly disclose their sustainability issues, identify SDGs that are material to them, and most importantly commit a minimum of two initiatives that would help

achieve the SDGs. Our sustainability disclosures endeavor to not only communicate to our stakeholders, our approach to sustainability but to also answer certain pertinent questions around our business operations. We have a management led committee that looks into sustainability related aspects and also a Sustainability and CSR committee for CSR and environment related interventions. The Board gives directives on ESG matters which are then taken forward by the MD and other external members through effective implementation of the ESG plans. We have a Clawback policy to protect the interests of our stakeholders in the event of misconducts leading to financial restatements.

Through periodical stakeholder engagements, we identify material issues that are of concern to our stakeholders and to our value chain partners. Some of these material issues cover aspects such as the environment, community and indigenous rights, and biodiversity among others. At every step our focus is on adopting technologies and innovative practices, promoting resource optimization and deploying suitable competencies that would help us to reduce our environmental footprint and cause least harm to society and ecology. At our sites, we strictly follow the single-use-plastic free policy and discourage employees and our other stakeholders from using single use plastics within

the premises. Through our CSR interventions we have been able to make a difference in the lives of communities by improving their access to education and skill development opportunities, healthcare services, improved infrastructure,

I strongly believe that our commitment to meeting customer expectations, establishing a resilient sustainability culture and ensuring business excellence will generate value and drive our overall business performance in the long run.

and sustainable livelihoods. We have developed guidelines on employee volunteering wherein we encourage our employees to actively participate in social responsibility and community initiatives.

This ESG Report includes a comprehensive description of the impacts of our operations and sustainability initiatives on the various stakeholder groups identified. I hereby thank all our stakeholders for their continued support and faith in us. We look forward to your feedback and valuable inputs.

Sincerely,

Santosh Kumar Singh
Chief Sustainability Officer
cso.power@adani.com

GRI Indicators

CDP

GRI 102-1: Name of the organisation	
GRI 102-2: Activities, brands, products, and services	
GRI 102-3: Location of headquarters	
GRI 102-4: Location of operations	CO Introduction
GRI 102-5: Ownership and legal form	
GRI 102-6: Markets served	
GRI 102-7: Scale of the organisation	
GRI 102-12: External initiatives	C12 Engagement
GRI 102-13: Membership of associations	
GRI 102-16: Values, principles, standards, and norms of behavior	C3 Business Strategy



About Adani

- 01 Our Vision and Values
- 02 About Adani Group
- 03 About Adani Power Limited
- 04 Value Creation Model
- 05 Awards and Accolades
- 06 Memberships and Associations



At Adani Power, we are committed to the UN SDGs, from the four SDGs showcased above with 42 targets. In this chapter, we have mapped our performance for FY 2020-21 against some of the key targets, which are:

- 1 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
- 2 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- 3 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all
- 4 Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems
- 5 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
- 6 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters

About Adani



GRI 102-1 | GRI 102-2 | GRI 102-3 | GRI 102-4 | GRI 102-5 | GRI 102-6 | GRI 102-7 | GRI 102-12 | GRI 102-13 | GRI 102-16

Our Vision and Values

Our philosophy is deeply ingrained in our vision statement and we ensure utmost responsibility in all our actions. We drive all our efforts towards building a robust infrastructure that can have positive impact on the lives of the people and the nation as a whole.

Vision

To be a world-class leader in businesses that enrich lives and contribute to nations in building infrastructure through sustainable value creation.



Values



Courage

We shall embrace new ideas and businesses



Trust

We shall believe in our employees and other stakeholders



Commitment

We shall stand by our promises and adhere to high standards of business



About Adani Group

Adani Group, is a diversified organization in India with a combined market cap of over \$100 Bn comprising of 6 publicly traded companies. It has created world class transport and utility infrastructure portfolios with a pan-India presence. . Over the years, Adani Group has positioned itself to be the market leader in its transport logistics and energy utility portfolio businesses focusing on large scale infrastructure development in India with O & M practices benchmarked to global standards. With four Investment Grade (IG) rated businesses it is the only Infrastructure IG issuer in India. Adani owes its success and leadership position to its core philosophy of 'Nation Building' driven by 'Growth with Goodness' - a guiding principle for sustainable growth.



Energy

(renewable and thermal power generation, transmission and distribution)



Resources

(Coal mining and trading)



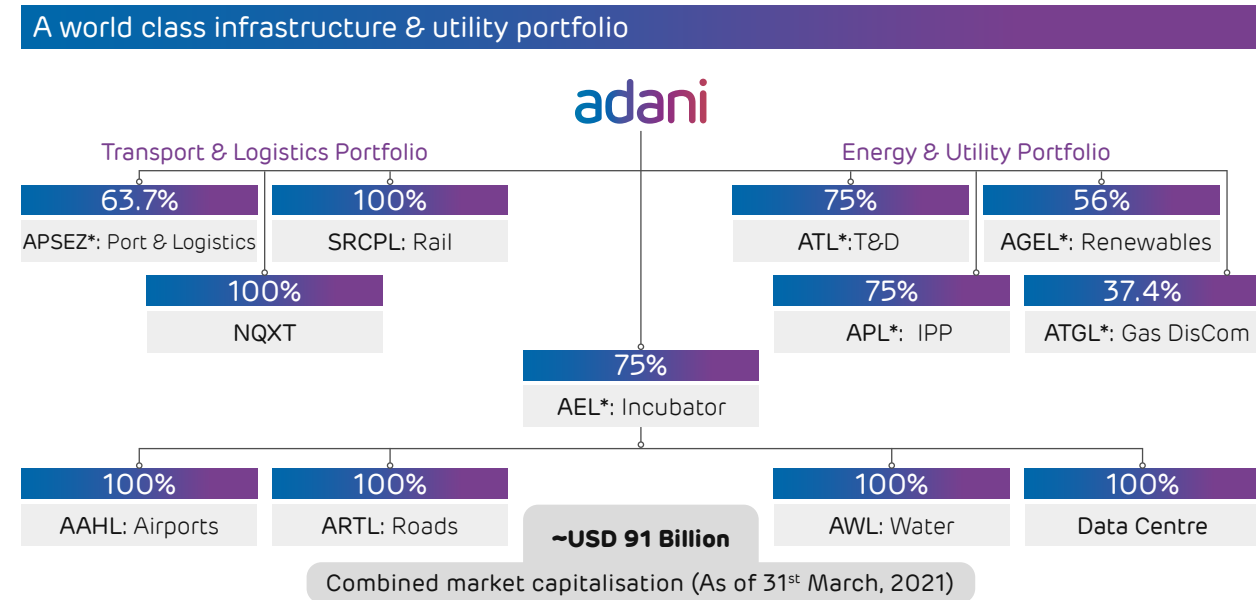
Agro

(Commodities, edible oil, food products, cold storage and grain silos)



Real Estate

(Public Transport, Infrastructure, Defence, Consumer Finance and Solar Manufacturing)



Note - *represents publicly listed company

The success of the group is linked to its core philosophy of 'Nation Building' and 'Growth with Goodness' – a guiding principle for sustainable growth. Adani Group continues to strive towards improving its ESG footprint by realigning its business with emphasis on climate protection and increasing community outreach.

Adani Group – Energy business and climate commitment

With an aim to become future ready and resilient, the Adani Group has committed its energy vertical to expand the clean energy footprint. The Group has an ambition of becoming the largest renewable energy company by 2030. The portfolio for renewable energy generating assets currently stands at 3,510 MW (generating). The business has put plans in place to increase its RE capacity to 25 GW by 2025.

The Group has adopted best-in-class energy efficient systems, it comprises of the following business operations:



Total generation capacity = 38 GW by 2025 of which, more than 40% will be from renewables

Emission factor in 2025 (Thermal + RE) 0.54 tCO₂/MWh; 36% lower than base year 2015)

At present, Adani Power Limited has a thermal capacity of 12,410 MW, along with a renewable power generation capacity of 40 MW. This forms a part of the current Adani Energy business portfolio.

About Adani Power Limited

Drawing from the legacy of the Adani Group, Adani Power Limited (APL) has emerged as the largest private thermal power producer in India. Supporting a power generation capacity of 12,450 MW, we have our corporate office in Ahmedabad, Gujarat, and a wide-spread footprint all over the country. Our thermal power plants are spread across Gujarat, Maharashtra, Karnataka, Rajasthan, and Chhattisgarh. Additionally, we have a 40 MW solar power project located in Gujarat.

At Adani Power, we believe in value-creation and shared growth through our robust business model and state-of-the-art technologies. We ensure that the finest technologies are in place to help us reduce our environmental footprint and improve operational efficiency. We take immense pride in our ability to identify and capitalize on upcoming opportunities while minimizing the associated risks. This has helped us emerge as leaders in the thermal power sector in India.

Value-led Growth

In line with our Group's values, we at APL, continually work towards innovation and versatility. We have been expanding our portfolio of services to ensure sustainable value creation for our stakeholders. We believe in bringing a positive impact and to this end, we have coupled our power plants with our unmatched fuel management, logistics, and technical capabilities.

We are committed to ensuring our success translates into that of our stakeholders. Our business model too is built to promote the UN Sustainable Development Goals and vision of nation building and sustainable value-creation. Having a robust and resilient business model

has made it possible for us to overcome the challenges faced by the power sector in India.

At present, we contribute to around 14.2% of India's private thermal generation capacity, making us the largest private-sector independent power producer. Adani Power Limited is a public limited company and the details of the Company's registration, key subsidiaries and shareholding patterns are provided in pages 68 and 69 of the Annual Report 2020-21. Additionally, the Company's total market capitalization with debt and equity is given on page 66 of the Annual Report. [Click Here](#)

A snapshot of our business in FY 2020-21

12,450 MW Existing Operations	2,920 MW Operations under development	58.9% Plant Load Factor (PLF)
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Our principal business activities

98.66%
Power Generation

1.34%
Trading Activities



Operational efficiency

All the business activities contributing 10% or more of our total turnover shall be stated:

1. Existing Operations

Our current operational capacity is 12,450 MW, through our seven fully operational power plants, of which 75% is supercritical & 25% sub-critical technology. Being the largest private power producer, the Company has long term power purchase agreements (PPAs) with the distribution companies (DISCOMs). Our operations are spread across various states in India, focusing on the easy accessibility of the raw materials. The availability factor for our plants is 95.6%.

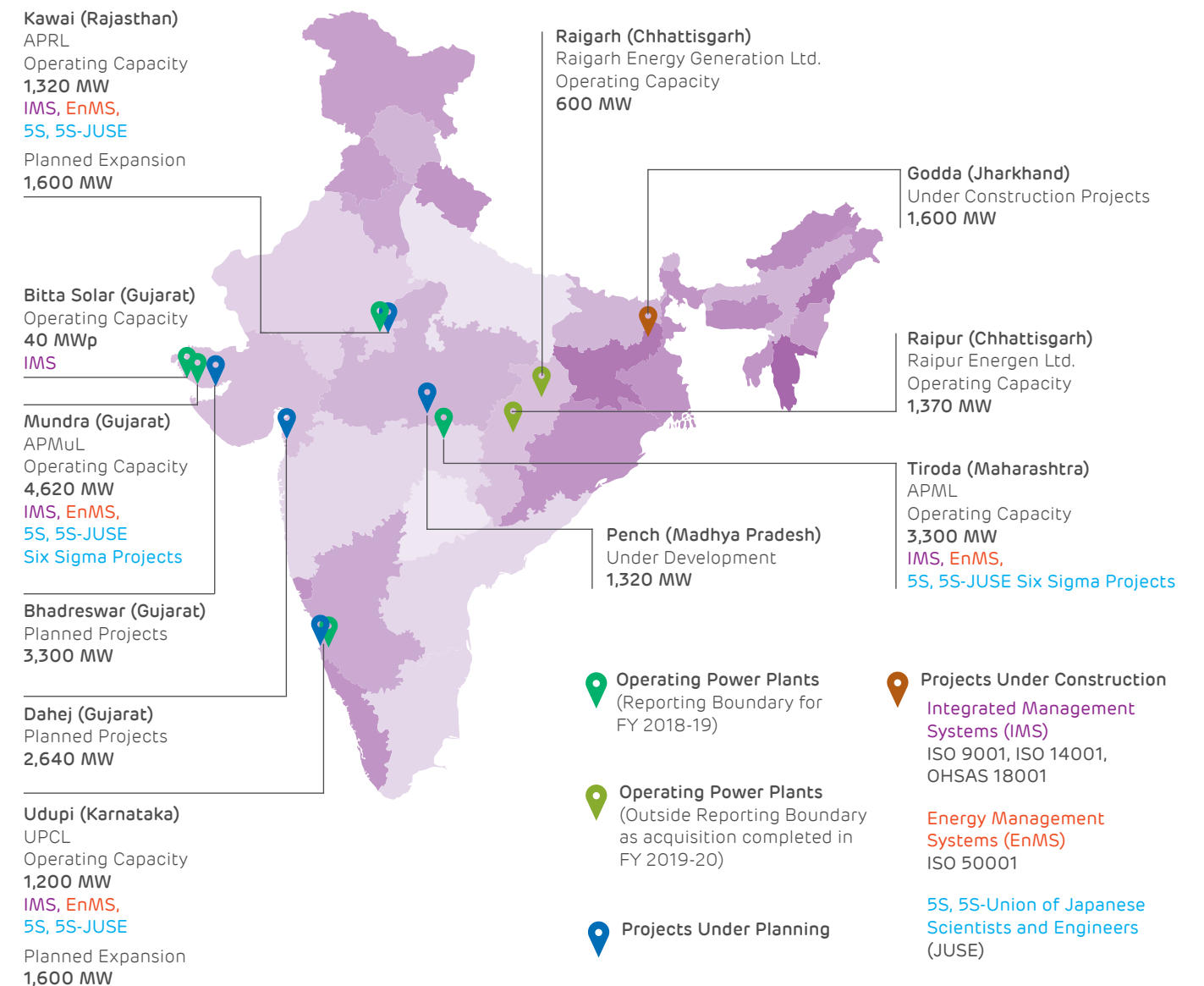
Location	Raw material source	Technology used	Generation capacity
Mundra, Gujarat	Coal Hard, Sea Water	(4*330 MW) - Subcritical (5*660 MW) - Supercritical	4,620
Tiroda, Maharashtra	Coal Hard	5*660 MW - Supercritical	3,300
Kawai, Rajasthan	Coal Hard	2*660 MW - Supercritical	1,320
Udupi, Karnataka	Coal Hard, Sea Water	2*600 MW - Subcritical	1,200
Raipur, Chhattisgarh	Coal Hard	2*685 MW - Supercritical	1,370
Raigarh, Chhattisgarh	Coal Hard	600 MW - Subcritical	600
Bitta, Gujarat	Solar Energy	Solar PV	40

2. Operations under development

Adani Power's Godda Project in Jharkhand, India is a 1,600 MW project which is under construction. The project is located 100 kms from the Indo-Bangladesh border and it aims to address the power deficit of Bangladesh. It uses ultra-supercritical technology, which is not only more efficient but also less carbon intensive, thereby helping reduce the overall environmental footprint. Adani Power (Jharkhand) Limited (APJL), a wholly-owned subsidiary of APL, and the Bangladesh Power Development Board have signed a PPA on 05th November 2017, for the supply of 1,496 MW (net) power for 25 years to Bangladesh, through a dedicated transmission line across the Indo-Bangladesh border.

In addition, there is another 1,320 MW supercritical power project under development in Chhindwara District, Madhya Pradesh.

Markets Served



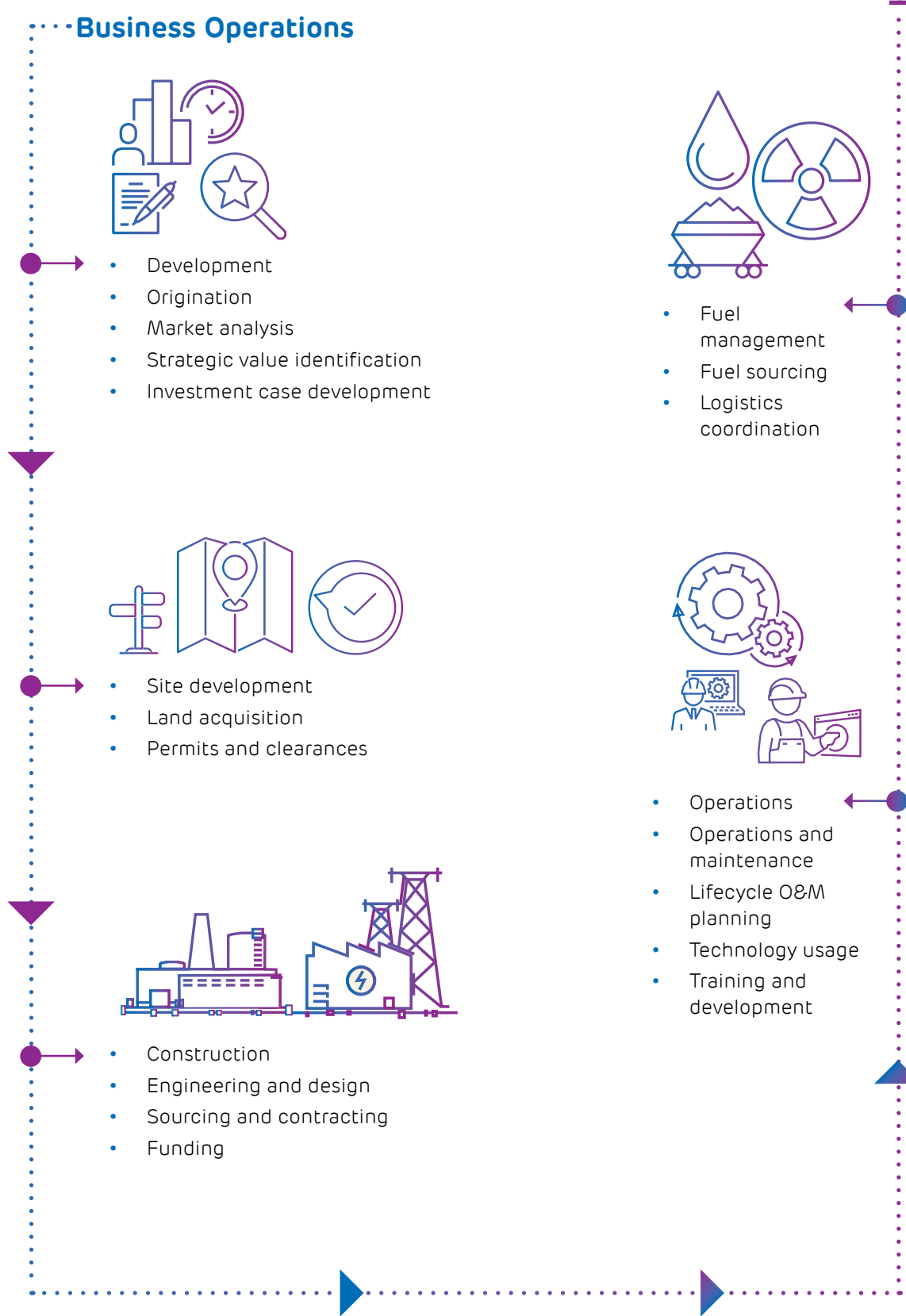
Note: Map not to scale. For representation purposes only.

Value Creation Model

Our Pool of Resources

- 
Financial Capital
 Equity from investors
 Long-term loans
- 
Manufactured Capital
 India's largest private thermal power producer with six operational thermal power stations and a solar plant, with 12,450 MW installed capacity.
- 
Human Capital
 2,709 employees across 8 locations are at the heart of APL's business. Their collective strengths and skills make our journey towards achieving our vision possible.
- 
Natural Capital
 Diversified fuel mix including imported coal and domestic coal. Full tie-up of domestic coal requirements through long-term Fuel Supply Agreements (FSAs) with Coal India subsidiaries. Use of sea water at our coastal plants and efficient use of freshwater withdrawn from various sources.
- 
Intellectual Capital
 A culture of innovation that focuses on operational efficiency and enhanced productivity. Capitalising the digital technologies and transitioning to smarter technologies.
- 
Social and Relationship Capital
 Preference for long-term PPAs to tie-up merchant capacity have held us in good stead; 74% of gross capacity tied to long-term PPAs; average life of PPAs ~18 years; PLF of 58.9%; availability of 89% for long-term PPAs.
 Robust supply chain management, digital systems for supplier engagement, payments, monitoring and evaluation. Co-existing with communities and engaging in areas of health, education, infrastructure and livelihoods

Business Operations



APL's approach to enhancing Outcomes

- Financial Capital**
 We continually seek ways to engage and maintain relationships of mutual trust with our stakeholders. Our quarterly and annual communication indicating our efforts of maximising financial value creation can be found on page 44 and 45 of our ESG Report FY 2020-21.
- Manufactured Capital**
 Optimising our manufactured assets remains a key strategic priority.
 A review of our operational performance is provided on page 20 of our ESG Report FY 2020-21.
- Human Capital**
 Ensuring that we safeguard the health and wellbeing of our people is a top priority. Detailed review of our people practices can be found on page 72-80 of our ESG Report FY 2020-21.
- Natural Capital**
 Minimising our environmental impacts and seeking ways to be an active player in the global transition towards a low carbon economy. More details on our environmental performance can be found on page 50-67 of our ESG Report FY 2020-21.
- Intellectual Capital**
 Ensuring competitive advantage through innovation and digitalization remains the mainstay of our future growth strategy. More details on our progress on this front can be found at in our FY 2020-21 ESG Report and Annual Report.

Awards and Accolades

Adani Power, as a company has been felicitated with various awards across several fields, showcasing our global best practices throughout our operations. These awards stand as a testament of our work culture and constant endeavor for innovation and excellence.



Five Star Occupational Health and Safety Audit



Sword of Honour 2020




British Safety Council Five Star Award
for
Udupi Power Corporation Limited, Udupi for Occupational Health and Safety Audits by British Safety Council



Sword of Honour-2020
for
UPCL for demonstrating outstanding commitment to health and safety management by British Safety Council



Safest Plant of year Award
for
UPCL for being the safest plant by Adani Group



Appreciation Award
for
APRL, Kawai for Factory safety award scheme 2021. by Government of Rajasthan

Memberships and Associations

We leverage our engagements and associations, to further our values of commitment and trust. We aim at remaining relevant in the industry and maintaining active memberships to continuously strive towards improvement and efficiency.

External initiatives

As a part of the Energy sector, our engagements with the industry and trade associations are on matters relating to energy security, sale of power, logistics, availability of coal, environmental considerations, and clearances to name a few. In line with our vision and climate commitment, we have made submissions to various governmental authorities such as the Ministry of Power, Ministry of Environment, Forests and Climate Change, Central Electricity Authority and Coal India Limited, presenting what we stand for as a Group and as a Company.

Industry Associations



Confederation of Indian Industry (CII)



Federation of Indian Chamber of Commerce and Industry (FICCI)

Association of Power Producers (APP)



Gujarat Chamber of Commerce and Industry (GCCCI)



Independent Power Producers Association of India (IPPAI)



Ahmedabad Management Association (AMA)

Quality Circle Forum of India (QCFI)



India Business and Biodiversity Initiative (IBBI)



National Safety Council (NSC)



Gujarat Safety Council





Sustainability Governance

- 01 Compliance
- 02 Board Oversight
- 03 Assessment Process of ESG Rating and Sustainability Indices at APL



Praveen Anant
Head - ESG

“ Our value creation model is built on aspects of Environment, Social and Governance. This integration of E, S and G has helped us further strengthen our effective governance structure, policies and strategies, along with attaining a clear vision on long-term value creation.

The increasing emphasis on adoption of ESG lens for evaluation of the Company's performance, has helped us adopt a clearly defined governance structure for addressing the material ESG topics. With this structure in place, we find ourselves better suited to identify and mitigate ESG risks and capitalise on the opportunities. With these measures in place during the FY 2020-21, we focused on ensuring more transparent and accountable disclosures in line with most of the applicable ESG and sustainability principles, standards and guidelines. ”

Alignment with other voluntary disclosures

GRI Indicators	DJSI	CDP	FTSE
GRI 205-2 GRI 206-1	Codes of Business Conduct: Corruption & Bribery Codes of Conduct: Systems/ Procedures Anti-Competitive Practices		Corporate governance: GCG06: Qualitative: Commitment to gender diversity on the board SHS03: Health & Safety: Oversight responsibility assigned to member or committee of the Board SHR23: Human Rights and Community: Oversight responsibility assigned to member or committee of the Board
GRI 102-11 GRI 102-17	Codes of Business Conduct: Codes of Conduct		Risk Management GRM12: Qualitative: The company: a) Reviews compliance with its Code of Conduct/Code of Ethics and identifies any non-compliance
GRI 102-19 GRI 102-20 GRI 102-21	Corporate governance: Board Structure	C1 Governance	
GRI 102-29 GRI 102-32		C1 Governance	
GRI 415-1 GRI 419-1	Policy Influence Contributions & Other Spending		

Sustainability Governance



We have a robust mechanism for managing our governance priorities. Our Board approved Code of Conduct (CoC) covers key aspects on ethical business and principles and is applicable to the Board, senior management and employees. Our commitment to business ethics and compliance with applicable laws are clearly laid down in the Code of Conduct. Furthermore, in the event of a violation, we take necessary measures to uphold the tenets of the Code of Conduct. The Code of Conduct, at APL, covers Anti-Corruption and Anti-Bribery in detail. All required actions would be taken to protect an individual who raises a concern arising from the violation of the Company's ethical policies. Corruption can act as a risk to an organisation's reputation and to regulatory compliance. As part of our organisational risk identification and management process, we ensure that risk assessment of all our businesses is carried out effectively. Every form of corruption whether direct or indirect is considered within our system of governance and also a part of our Enterprise Risk Management (ERM) system. We regularly monitor activities that may trigger risks pertaining to corruption. Our risk management approach is based on the precautionary principle. Board Members, senior executives and our employees are made aware of the CoC. As part of the Annual Compliance Report, all employees are required to sign the CoC each year. The Code of Conduct and its principles are duly communicated to our suppliers and vendors. This is done prior to awarding any contract to such parties. In FY 2020-21, there were no reported cases on breaches of the Code of Conduct.

We are compliant to effective corporate governance practices and applicable legislations. We have identified key areas that are exposed to corruption:

- Participation in tenders
- Recruitment processes
- Incentives for top management
- Hospitality and gifting
- Negotiation and execution of contracts with third parties
- Selection of vendors, partners and consultants
- Management of financial resources

In FY 2020-21, we did not make any political contributions or donations.

Compliance

The implementation of corporate governance practices is carried out by the Board of Directors. We comply with the key requirements of Corporate Governance within Clause 49 of the Listing Agreement with the Stock Exchanges. Compliance to applicable laws to the Company as specified under Regulation 17(3) of the SEBI Listing Regulations is reviewed by the Board.

We have internal control and audits systems in place. The internal control mechanism covers aspects pertaining to review of internal controls, Standard Operating Procedure (SOP) and Delegation of Authority (DOA), and monitoring of laws and statutory compliances to name a few.



There is a detailed Information Security Policy and IT systems that is updated on a regular basis. The DOA and SOP consist of specific guidelines and procedures for controlling important functions. Statutory compliances and compliance to pertinent laws and regulations are monitored through a special online portal. Legatrix is the IT-enabled legal support service platform for regulatory and legal compliances. The adequacy of internal controls and compliance to Accounting Standards is reviewed regularly by the Audit Committee, comprising of Independent Directors.

We are a key player in India's power generation sector. Hence, we are cautious of instances of monopoly, 'anti-trust' and 'anti-competitive' behavior that could have severe legal and reputational implications. There have been no legal actions or litigations against us regarding the same during the reporting period. Also, we have recorded zero cases of non-compliance and we are committed to ensuring a 'zero non-compliance' status.

For the effective implementation of sustainability strategies across our business, we have developed a robust ESG governance structure. We ensure that our business decisions are based on the careful assessment and evaluation of Environmental, Social and Governance factors. Our ESG governance framework is developed with an objective of monitoring ESG performance and effective decision making. The relevant mission statements, goals and targets, values, policies, purpose and strategies pertaining to ESG

goals are developed by the senior management committees. Moreover, identified risks and opportunities are all accounted for while developing ESG policies, goals and strategies. These risks and opportunities pertain to the power sector, regulatory requirements, external environment, legal requirements, and stakeholder consultations and management system requirements. The Board reviews and approves these policies periodically.

At the highest level of governance is the Board that has sub-committees including a Sustainability and CSR Committee and a Risk Management Committee. The Board is responsible for supervising and managing ESG and CSR related aspects covering implementation, reporting and monitoring of ESG performance and climate related issues. The Board also oversees the implementation of CSR initiatives and adherence to the CSR policy.

The Apex Sustainability Committee reviews the ESG report before submitting the same to an external assurance agency. This committee comprises of a team of functional and station heads. Before the ESG report is released in the public domain, the Sustainability and CSR Sub-Committees evaluate the Company's sustainability performance and the contents of the report beforehand. The CEO oversees the core ESG working group and the ESG disclosures. A core ESG Working group is present at all locations supervised by ESG Head who in turn is guided by the CSO. Also, the Integrated

Management Systems encompassing quality, and environment, health and safety parameters have been implemented at all our operating units. The CSO reviews the performance on a quarterly basis. The Board members increase their

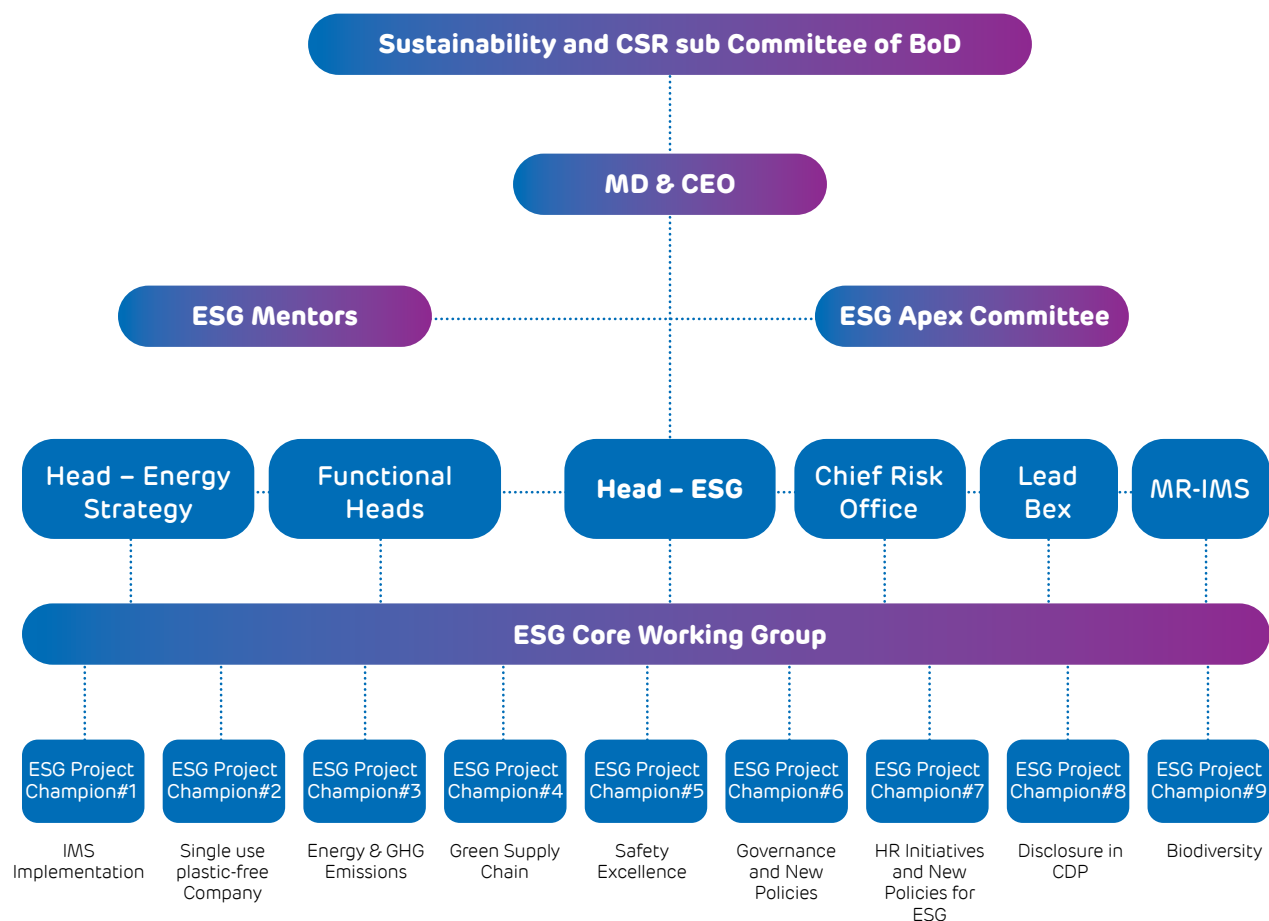
understanding of sustainability matters with the help of newsletters, learning platforms and other business forums. Additionally, the CSO apprises the Board of prevailing sustainability trends.

Board Oversight

In addition to approving the annual budget, the Board evaluates and approves our industrial, financial and strategic plans. The Board focuses on embedding suitable guidelines for establishing a sustainable business model and for long term value creation. Further, on a quarterly basis the Sustainability and CSR sub-committees identify, monitor and evaluate the climate-related risks for the organisation. At APL, the CSO and Chief Risk Officer (CRO) is the same person and they are involved in the identification and active monitoring of the climate related risks.

At APL, the Chairman and the CEO have separate roles. The Chairman is responsible for promoting integrity of the Board and fostering a conducive culture for the Board to work effectively in the long run keeping in view stakeholder interests. Whereas, the CEO focuses on corporate strategy and planning, brand equity, and overall organisational management. In addition to achieving long term targets, the CEO is also responsible for achieving ESG targets thereby ensuring a sustainable approach to development.

Given below is a detailed illustration of our organisational structure that depicts how sustainability issues are managed, governed and reported at APL.



The role of the ESG Apex Committee is to provide overall direction and organisational vision for the intended ESG programme. The committee allocates resources as required by the ESG Core Working Group . Public disclosures on ESG such as the Sustainability Report , Annual Report and other relevant disclosures are reviewed and approved by the ESG Apex Committee.

The role of ESG mentors is to provide operational insights and guidance to the ESG Project Champions and to the ESG Core Working Group. The ESG mentors also review the activities being led by the ESG Project Champions on a quarterly basis. The Head of ESG coordinates ESG Apex committee as well as the EGS Core Working group annually or as and when required. As a part of developing the ESG disclosures, the Head of ESG also seeks inputs from the CRO, Head of Business Excellence (Bex), Functional Heads and Management Representative of Integrated Management System (MR-IMS) for Sustainability Reporting. The ESG head coordinates with the ESG Project Champions for the independent validation, assurance and audit of ESG initiatives in public disclosures.

The ESG Core Working Group is responsible for formulating short-term and long-term plans in accordance to the ESG vision. The Group engages with its stakeholders including auditors and external rating agencies relevant to ESG . In addition to identifying material issues and risks with management approach for public disclosures, the Group provides relevant data inputs, and ESG related information and reports for the public domain.

The ESG Champions are responsible for leading the assigned ESG projects with cross functional teams consisting of 4 to 5 members. They coordinate team meetings on a monthly basis

to get an update on the progress made. Upon receiving this information, the ESG Champions provide updates to the Head of ESG and ESG members on a monthly and quarterly basis respectively.

Approach in addressing climate and water related issues

The responsibility for non-financial disclosures including climate change related issues is delegated to the CEO. All strategic and operational responsibilities, including sustainability performance, and value creation, are executed by the CEO. The key indicators of value creation and sustainability performance are monitored and reviewed by the CEO and the results are deliberated at the Board level quarterly.

Additionally, there is board-level oversight of climate related and water related issues. There are key governance mechanisms for this such as regular monitoring, assessing performance, reviewing existing policies, and setting performance objectives for the same. The ESG Apex Committee is responsible for assessing and managing climate and water related risks and opportunities. Incentives are rewarded to C-suite employees and board members for achievement of targets that address water and climate related issues. Few of the CEO's KRAs have linkage for promoting energy efficiency and operational eco-efficiency across the Company. This supports in reducing the operational costs, thereby lowering fuel consumption and associated emissions.

Based on specific key performance indicators (KPIs) for climate and water related parameters, we provide management incentives to employees at all levels in the organisation.

Employee Category	Type of Incentive (Monetary/Non-monetary)	KPIs
C-suite	Monetary	Operational Efficiency
Executives	Monetary	Energy and Emission reduction
Other employees	Monetary	Energy and Emission reduction

Assessment Process of ESG Rating and Sustainability Indices at APL

The objective of this activity is to evaluate our ESG performance keeping in view the requirements of renowned and extensively employed ESG frameworks and international sustainability standards. This enables us to understand its existing ESG status quo and identify gaps. Once the gaps are identified, the next step is taking measures to bridge those gaps and improve its ESG performance.



The first step is setting the sustainability context wherein the objective is to get a detailed understanding of the external environment, the ongoing ESG trends and the pertinent risks and opportunities. In the second step, the material topics are identified. Those material topics are identified that are of significance to us and our stakeholders. The third step is developing the Sustainability Strategy and action plan which

involves setting ESG objectives and aligning the same to our objectives. The rationale is to foster a sustainable business model. Operations and Performance is the fourth step wherein measures are taken to ensure that performance is as per the strategic objectives. The final step is when the ESG performance in line with international standards is reported and communicated in the public domain.



Stakeholder Engagement and Materiality Assessment

- 01 Stakeholder Engagement
- 02 Materiality Assessment

GRI Indicators	DJSI Requirements	CDP
GRI 102-40	Social Dimension: Stakeholder Engagement	C12 Engagement
GRI 102-42		
GRI 102-43	Materiality	C2.1 Identification of Risks and Opportunities
GRI 102-44		

Stakeholder Engagement and Materiality Assessment






Stakeholder Engagement






The stakeholders are becoming aware of the severity and significance of environmental and social challenges. We as an organisation, consider this and seek dialogue from our stakeholders to meet the expectations through our business performance.

We actively seek opportunities to engage with our stakeholders and foster a collaborative dialogue. In this effort, we engage regularly with the identified stakeholder groups to advance in standards, activate stakeholders, share best practices, and create action towards sustainable value creation.

Our stakeholder engagement process and controls enable us to identify specific requirements from each group and allows us to address them through continual improvement.

Key Stakeholder Groups	Key Concerns	Engagement Platform	Frequency
Employees and Contractual Employees 	<ul style="list-style-type: none"> Health and Safety Plant efficiency Work environment 	<ul style="list-style-type: none"> Direct Interaction Employee engagement surveys Feedback surveys Open forums and Exit interviews 	<ul style="list-style-type: none"> On-going
Vendors 	<ul style="list-style-type: none"> Grievance mechanism Knowledge sharing Timelines for payments 	<ul style="list-style-type: none"> On-boarding processes Site visits to manufacturing facilities One – on – One Interaction 	<ul style="list-style-type: none"> Regular
Local Communities 	<ul style="list-style-type: none"> Employment and Industry relation Resource availability Support in utilisation of eco-system services Healthcare support 	<ul style="list-style-type: none"> Interactions with NGO partners and Communities Meetings/discussions with local communities 	<ul style="list-style-type: none"> On-going Need-based



Key Stakeholder Groups	Key Concerns	Engagement Platform	Frequency
Regulators 	<ul style="list-style-type: none"> Compliance Revenue Taxes Community development 	<ul style="list-style-type: none"> Policy Advocacy Direct interaction with the regulatory bodies on a case – to – case basis Regulatory Audits and inspections 	<ul style="list-style-type: none"> On-going Need-based
Investors 	<ul style="list-style-type: none"> ESG performance Growth opportunities Debt Servicing 	<ul style="list-style-type: none"> Investor meets AGM Meetings Periodic declarations on performance 	<ul style="list-style-type: none"> Quarterly Need-based
Shareholders 	<ul style="list-style-type: none"> Transfer of shares Non-receipt of Annual Report Issue of certificates, general meetings 	<ul style="list-style-type: none"> Investor Meets AGM's 	<ul style="list-style-type: none"> Regular Need-based
Customers 	<ul style="list-style-type: none"> Planned Maintenance Power Outage Modernisation and upgradation 	<ul style="list-style-type: none"> Direct Communication One – on – One interaction 	<ul style="list-style-type: none"> On-going Need-based
Media 	<ul style="list-style-type: none"> Local Community Development Health & Safety Legal Compliance Environment Protection Ash Management 	<ul style="list-style-type: none"> Meeting in person or via call/virtual platforms 	<ul style="list-style-type: none"> Issue-based

Materiality Assessment

We thrive to report decision-useful information to our stakeholders in an efficient and concise manner. We recognize that we have diversified stakeholder groups who may require information on numerous topics. We work diligently with key stakeholders to seek out the type of information they are looking for. Part of this process include performing assessments periodically to identify potential strategic operational risks and opportunities. These assessments provide foundation of topics from which we prioritize our goals and initiatives, build our annual sustainability report, as well as provide insight into emerging issues that our stakeholders care about. Additionally, we have also determined roles and responsibilities at the executive level of the respective business function to track the performance on the identified KPIs. For the purpose of sustainability reporting, we follow the GRI standards to report on issues and align with other global standards and frameworks of importance to the company and stakeholders

Key sustainability issues for APL as delineated by the GRI Standards, FTSE and other global frameworks for 2020 include:

Material topic	GRI standards	FTSE	Topic boundary
Occupational Health and Safety	• GRI 403: Occupational Health & Safety (2018)	Health & Safety	Internal
Waste Management	• GRI 306: Waste (2020)	Pollution and Resources	Internal and External
Plant Efficiency	• GRI 301: Materials (2016) • GRI 302: Energy (2016)	Pollution and Resources	Internal and External
Human Rights – forced labour, child labour and working conditions	• GRI 408: Child Labour (2016) • GRI 409: Forced or Compulsory Labour (2016)	Labour Standards	Internal and External
Water Management	• GRI 303: Water and Effluents (2018)	Water Security	Internal and External
Emissions (Air and GHG)	• GRI 305: Emissions (2016)	Climate Change	Internal
Compliance	• GRI 307: Environmental Compliance (2016) • GRI 419: Socio-economic Compliance (2016)	Corporate Governance	Internal and External
Anti-Corruption	• GRI 205: Anti – Corruption (2016)	Anti – Corruption	Internal and External
Economic Performance	• GRI 201: Economic Performance (2016)	Tax transparency	Internal and External
Community Engagement and Development	• GRI 413: Local Communities (2016)	Human Rights & Community	Internal and External
Cultural Heritage	-	-	External
Business Continuity	• GRI 102: General Disclosures (2016)	Risk Management	Internal and External
Modernization and Upgradation	-	Corporate Governance	Internal and External
Employment and Industrial Relations	• GRI 401: Employment (2016)	-	Internal

Material topic	GRI standards	FTSE	Topic boundary
Competent Manpower	• GRI 404: Training and Education (2016)	-	Internal
Efficient use of land resources	• GRI 304: Biodiversity (2016)	Biodiversity	Internal and External
Grievance (environment, human rights, supply chain, contract labour, employees, community)	• GRI 406: Non-discrimination (2016)	Human Rights & Community	Internal and External
Security Practices	• GRI 418: Customer Privacy (2016)	Customer Responsibility	External
Innovation and Resource Optimization	• GRI 301: Materials (2016)	Pollution and Resources	Internal and External
Biodiversity, Land Availability and Indigenous Rights	• GRI 304: Biodiversity (2016)	Biodiversity	Internal and External
Indigenous Rights	• GRI 411: Rights of Indigenous People (2016)	Human rights & Community	External

During the reporting period, there were no new material topics identified through the stakeholder engagement process. There were no changes in the topic boundary of identified material topics.



Material topic	Response
<ul style="list-style-type: none"> Occupational Health and Safety 	Safety is considered as utmost priority at all our locations. We have deployed a committee to ensure the safety practices are no lesser than international standards. We also have initiated department level interactions to develop a responsible safety culture and harmony across.
<ul style="list-style-type: none"> Waste Management 	We are committed in identifying and developing new practices for effective use of generated waste. Fly ash is a prominent hazardous waste that is generated, and we use it optimally in our operations to ensure the efficiency.
<ul style="list-style-type: none"> Plant Efficiency 	Recognising the relevance of resource criticality, we constantly undertake initiatives towards resource conservation and thereby improving plant efficiency. Our efforts are focused on upgrading the processes and existing systems for enhanced efficiency
<ul style="list-style-type: none"> Human Rights – forced labour, child labour and working conditions 	We ensure that all our operations and our value chain partners abide by the applicable regulations and support in protecting human rights, eliminating child labour, forced labour and slavery of any form.
<ul style="list-style-type: none"> Water Management 	Water is most important commodity for continuing our operations. We focus on reducing water consumption, enhancing water conservation opportunities to harness water stewardship across the plants.
<ul style="list-style-type: none"> Emissions (Air and GHG) 	We keep a check on our significant air emissions such as SOx, NOx, particulate matter (PM) and fluorides, in addition to GHG emissions. We comply with the National Ambient Air Quality Standards (NAAQS) 2009 to ensure ambient air quality parameters. All our plants are equipped with necessary controls to manage these emissions within the permissible limits.
<ul style="list-style-type: none"> Compliance 	Fulfilling our responsibilities towards our surrounding and our industry, we ensure compliance to all statutory regulations pertaining to the business we perform.
<ul style="list-style-type: none"> Anti-Corruption 	We have focused management controls and systems to eradicate unlawful transactions across our value chain. We have a strong governance structure to address such situation in near future.
<ul style="list-style-type: none"> Economic Performance 	In our endeavour to build a resilient organisation, we thrive to deliver strong economic performance through our operational practices and risk mitigation strategies that supports the nation building and create a value for all the stakeholders.
<ul style="list-style-type: none"> Community Engagement and Development 	Building on our value Growth with Goodness, we focus on our operations, stakeholder engagement and overall stewardship. Our work towards environmental sustainability and well-being of our people and community forms the basis of our responsible value creation.

Material topic	Response
<ul style="list-style-type: none"> Cultural Heritage 	We identify the importance of cultural heritage for current and future generations. Consistent with the Convention Concerning the Protection of the World Cultural and Natural Heritage. We try to identify unique cultural heritage at our locations. We have made efforts to restore the local art and culture in certain areas of our operations. One example is the Namda craft at Kutch, Gujarat. Through Adani Foundation, we have ensured that the art survives.
<ul style="list-style-type: none"> Indigenous Rights Security Practices 	We recognize that Indigenous Peoples, as social groups with identities that are distinct from mainstream groups in national societies, are often among the most marginalized and vulnerable segments of the population. Our status supports to defend their rights to, and interests in, lands and natural and cultural resources, and may restrict their ability to participate in and benefit from development.
<ul style="list-style-type: none"> Business Continuity 	Our strategic risk management process supports in identifying the short, medium, and long-term risks. We have incorporated systems that support our operations to become resilient to unforeseen issues.
<ul style="list-style-type: none"> Modernization and Upgradation Innovation and Resource Optimization 	In the process of becoming resilient, we aim at leveraging initiatives to improve business performance through innovation, upgradation and resource optimisation.
<ul style="list-style-type: none"> Employment and Industrial Relations 	We recognize that the pursuit of economic growth through employment creation and income generation should be accompanied by protection of the rights of workers. For any business, the workforce is a valuable asset, and a sound worker-management relationship is a key ingredient. Failure to establish and foster a sound worker-management relationship can undermine worker commitment and retention and can jeopardize our operations.
<ul style="list-style-type: none"> Competent Manpower 	We emphasise on the all-round development of our employees. We focus on providing various state-of-the art training programmes to develop technical, functional as well as behavioural competencies of our employees.
<ul style="list-style-type: none"> Efficient use of land resources 	We believe in the concept of optimality when we seek land for development of new projects. We aim to aid the ecosystem by reducing the footprint through optimum use of land resources
<ul style="list-style-type: none"> Grievance (environment, human rights, supply chain, contract labour, employees, community) 	An effective grievance mechanism has been adopted at APL. This mechanism is backed by an SOP that defines the procedures for managing the concerns, issues, complaints, demands and grievances of the external stakeholders in a systematic and a transparent manner.
<ul style="list-style-type: none"> Biodiversity, Land Availability and Indigenous Rights 	We recognize that protecting and conserving biodiversity, maintaining ecosystem services, and sustainably managing living natural resources are fundamental to sustainable development and creating value in the region we-operate in.



Economic Performance

- GRI Indicators
- GRI 102 – 6 Markets Served
- GRI 103 – 1 Management Approach
- GRI 201 – 1 Direct Economic Value Generated and Distributed
- GRI 207 – 1 Approach to Tax

Economic Performance



The resilient performance of our business reflects the strength of our integrated business model, excellent operational capabilities and diversified structure. The generation and supply of electricity are considered as an essential service by Government of India (GOI). The nation-wide lockdown to contain the spread of COVID-19 had resulted in a sharp drop in power demand from commercial and industrial sectors. However, despite various restrictions imposed by the lockdown, our power plants have ensured continuous availability of generation capacity to supply power to our consumers.

We always strive to deliver reliable and quality power that India can depend on. We also help local communities thrive and provide long-term value to our shareholders.

Over the past few years, we have increased our generation capacity. Currently, the majority of our generation comes from coal-based thermal power plants. In an endeavour to drive resource conservation and increase sustainability of our business, we focus on energy efficiency. In FY 2020-21, we sold 59.3 billion units of power.

Economic Performance (INR millions)

Particulars	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Economic Value Generated (A)	2,81,497	2,78,418	2,63,616	2,10,934
Revenue from operations	2,62,215	2,64,677	2,38,842	2,06,110
Other Income	19,282	13,741	24,774	4,824
Economic Value Distributed (B)	2,26,593	2,60,972	2,45,866	2,06,110
Fuel Cost	1,47,812	1,75,804	1,59,492	1,25,484
Purchase of Stock – in – trade	3,653	4,671	8,099	3,093
Other Expenses*	19,750	23,081	18,078	17,084
Employee Wages and Benefits	4,315	4,268	3,632	3,537
Financial Cost	51,063	53,148	56,565	55,702
Economic Value generated (A – B)	54,904	17,446	17,750	1,264

* including Community Investment, Payments to Providers of Capital and Payments to Government

Plant Load Factor (PLF)

Particulars	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Adani Power (Thermal Consolidated)	59	58	63	55
APMuL (Mundra) (4,620 MW)	63	74	59	54
APML (Tiroda) (3,300 MW)	62	80	75	61
APRL (Kawai) (1,320 MW)	74	69	66	44
UPCL (Udupi) (1,200 MW)	22	31	50	59
REL (Raipur)* (1,370 MW)	55	49	-	-
REGL (Raigarh)** (600 MW)	55	13	-	-

Power Generation (billion units)

Particulars	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Adani Power (Consolidated)	64.21	69.11	58.47	50.83
APMuL (Mundra) (4,620 MW)	25.67	29.83	23.91	21.91
APML (Tiroda) (3,300 MW)	18.05	23.25	21.67	17.60
APRL (Kawai) (1,320 MW)	8.59	8.00	7.60	5.07
UPCL (Udupi) (1,200 MW)	2.35	3.28	5.21	6.18
REL (Raipur)* (1,370 MW)	6.61	4.20	-	-
REGL (Raigarh)** (600 MW)	2.88	0.48	-	-
Bitta Solar Plant (40 MW)	0.07	0.07	0.08	0.07

*Effective PLF for Operational period (August'19 to March'20)

** Effective PLF for Operational period (December'19 to March'20)

Approach to Tax

We are committed to comply with tax related regulations. We along with our subsidiaries seek to comply with applicable tax laws. In addition, we avail tax incentives and exemptions as per the regulatory guidelines.

The Account – Tax department and centralized tax team are responsible for administrating the tax strategy across the organisation. This department ensures timely completion of tax return formalities as per the applicable tax regulations. In addition, our senior management periodically evaluates positions taken in the tax returns with respect to situations and establishes provisions where appropriate.

CASE STUDY:

"The world is changing constantly and to remain relevant and profitable, it is an essential need to adapt and develop new advancements for meeting new realities.

We at APL, provide centre stage for innovation and technology advancements which supports in enhancing the operational efficiency, and reducing overall emissions. We have invested in technologies and made changes in our processes to reduce resource consumption and enhance machine safety.

Some of our efforts are:

1. Inclusion of pull cord in conveyors to stop in case of emergency. This initiative has resulted in reduction of maintenance cost and the time required for fault diagnosis.
2. Replacement of existing cooling towers with new CT fills which translated in maintaining heat temperature and improving overall efficiency.

During the reporting period, we invested approximately INR 1020 million in Research and Development (R&D)."



Environment Report

- 01 Climate Strategy at APL
- 02 Task-Force on Climate Related Financial Disclosures
- 03 Energy and Resource Efficiency
- 04 Waste Management
- 05 Air Emissions Management
- 06 Biodiversity



Showcasing our commitment are the five SDGs above with 46 targets, we have mapped our performance against some of these key targets, for FY 2020-21 in the below chapter. The targets mapped are as follows:

- By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse
- By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
- By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
- Integrate climate change measures into policies, strategies and planning
- Promote mechanisms for raising capacity for effective climate change-related planning and management
- Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels
- Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels
- Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems

Alignment with other voluntary disclosures

GRI Indicators	DJSI	FTSE	CDP
GRI 103-1	-	-	-
GRI 103-2	Environmental Policy and Management System	-	C3 Business Strategy
GRI 103-3		-	C4 Targets and Performance
GRI 301-1	Operational Eco-efficiency	Pollution and Resources	-
GRI 302-1	Climate Strategy	Climate Change	C8 Energy
GRI 302-3			
GRI 302-4	Environmental Reporting		
GRI303-1 2018			
GRI 303-2 2018			
GRI 303-3 2018	Water-related risks	Water Security	-
GRI 303-4 2018			
GRI 303-5 2018			
GRI 304-1	Biodiversity	Biodiversity	-
GRI 304-2	Biodiversity		
GRI 305 – 1			C6 Emissions Data
GRI 305 – 2			
GRI 305 – 3	Climate Strategy	Climate Change	C7 Emissions Breakdown
GRI 305 – 4			
GRI 305 – 5			
GRI 305 – 7	Environmental Reporting	Pollution and Resources	
GRI 306 – 2	Environmental Reporting	Pollution and Resources	C9 Additional Metrics
GRI 307 – 1	Environmental Policy and Management System	-	-
GRI 308 – 1	Climate Strategy	-	



Jayadeb Nanda
Chief Operating Officer- O&M

At Adani Power, we continuously work towards driving operational excellence through innovation across the organisation. We work towards embracing the best in-class technologies and implementing internationally recognized management standards. As a responsible power generation company, we ensure our actions are aligned at achieving operational efficiency while ensuring mitigation strategies for climate-change and measures for reduction in GHG emissions are in place. As a Company, we have been recognized on several occasions with various awards for excellence and quality, which serve as a testament of our industry leading practices. Some of these include 5S (Workplace Management System), ISO 45001:2018 (OHSAS) and ISO 50001:2018 (EMS).



Climate Strategy at APL

We understand the importance of climate change and encourage effective transformation towards energy transition and a sustainable future.

Being in the power industry, we play a key role in achieving the purpose set out in the historic Paris Agreement to limit the increase in the planet's temperature to below 2° C. Adani Power is an active participant in various climate related forums for identifying and adopting various technologies to support climate change mitigation and adaptation. As part of it, we are in the process of developing Net Zero strategy for supporting low carbon transition.

We strive to provide uninterrupted and quality power to our customers. As a part of it, we are acquiring existing and stressed power plants from the market and enhancing their efficiency to deliver the reliable power.

The transition towards green energy and battery storage is still in a nascent stage in India. Companies like us have great responsibility to support the transition until an alternate structure for meeting energy requirements is established. These include maintaining the plant load factor and supporting the national grid in stabilising the frequency.

Further, we are keeping a close watch on the progress of Japan and Germany's transition to hydrogen and ammonia co-firing or complete conversion. With our study in this area, we anticipate a reduction in the cost of hydrogen to support commercial-scale applications in the market by 2035.

Steps taken towards Climate Change Mitigation

We have been recognized as a Designated Consumer (DC) by the Bureau of Energy Efficiency (BEE), in India and are mandated to participate in PAT Cycle. As a part of it, we have performed baseline assessments and determined the targets for achieving energy efficiency across our power plants. We have developed a detailed plant specific roadmaps with the objective of achieving the energy efficiency goals and targets.

In the current reporting period, PAT-III cycle Measuring & Verification (M&V) Audit has been carried out which translated to 1,35,492 Energy saving certificates.

Energy Management Systems (EnMS)

We have established management systems as per international standards developed by ISO. For each management system, there are designated Management Representatives (MR) and cross-functional teams with defined roles and responsibilities. Management Review Meetings for these management systems. To bring synergy, these management systems are grouped and certified as an Integrated Management System (IMS). The IMS at the Company also included Energy Management System as per the ISO 50001: 2018, which culminates into various objectives and targets and management plans for energy efficiency leading to climate change mitigation.

During the reporting year, we implemented certain energy initiatives including process redesign, conversion and retrofitting of equipment and operational changes to conserve energy. Some of them include:

- Installation of Variable Frequency Drive (VFD) in condensate extraction pump
- Conventional light replacement with LED lights
- Intelligent flow controller for the plant compressors
- Replacement of traditional coupling by magnetic coupling in Closed Circuit Cooling Water (CCCW) Pump
- Replacement of identified IE1 LT motor with more energy efficient IE3 LT motors.

All these initiatives have contributed in conserving energy up to 1.63 million GJ

Employee Engagement

We encourage employee inputs for an innovative and scientific approach towards technical problems including energy efficiency and emission reduction awards and recognitions. We have provided monetary benefits to a particular category of employees for the successful implementation of the projects that support climate change mitigation activities.

Our "MAADHYAM" scheme, a communication channel available to all employees acts as a platform for sharing ideas, suggestions and insights across strategy, operations and technology. This interface is directly overseen by the Chairman of the organisation. We acknowledge the importance of India's National Mission for Enhanced Energy Efficiency (NMEEE) and emission reduction targets set as a part of NDC.

During the reporting period, we invited Energy Efficiency Services Limited (EESL) with PHD chamber of Commerce & industry for a focused group discussion on integrated energy efficiency solutions. This discussion provided insights to APL about EESL and cost benefit derived through the purchase of equipment in future from EESL.

Our Commitment in becoming Climate Conscious

We deploy low-carbon technologies in our plants which resulted in reducing our carbon footprints. We believe investment in these technologies will drive our goals and targets, as evidenced by our investment in supercritical power plants to enhance efficiency.

Further, our plants support us to increase the quality and reliability of the electricity supplied, and substantially improve the environmental profile of our customers' energy use while also lowering their costs. APL provides baseload power for the stability of the grid that helps in addition of more renewable energy capacity. During the financial year, we generated 64,208 million units of electricity to support the demand of our customers and the national grid.

We follow the principles and requirements of the GHG Protocol for calculating our emissions. As a part of it we track, measure, monitor and analyse our emissions data through data monitoring tools such as the SOFI system. This supports our internal team in making informed decisions and developing strategic initiatives. In addition, the system also enables quality testing, verification and finalization of collated data for relevant KPIs.

GHG Emissions

Absolute GHG Emissions (million tCO ₂ e)	FY 2020 - 21	FY 2019 - 20	FY 2018 - 19	FY 2017 - 18
Scope – 1 emissions	54.43	58.48	49.51	42.03
Scope – 2 emissions	0.044	0.014	0.00064	0.00061
Total GHG emission	54.48	58.51	49.51	42

The emissions generated due to upstream activities (transportation of coal through rail, road and sea) and other fuel and energy related activities is 54.17 million tCO₂e.

The methane emissions generated from our operations are not significant. We continue to reduce such emissions by enhancing operational efficiency and plant load factor (PLF).

Energy Intensity

Energy Intensity (GJ/MWh)	FY 2020 - 21	FY 2019 - 20	FY 2018 - 19	FY 2017 - 18
APL	8.93	9.01	9.13	9.14
APMuL	8.94	8.87	9.04	9.1
APML	8.88	9.09	9.22	9.2
APRL	9.01	9.13	9.26	9.15
UPCL	9.52	9.27	9.17	9.17
REL*	8.64	9.24	-	-
REGL*	9.31	9.49	-	-

*The plants were not commissioned in FY 2017-18 and FY 2018-19

During the reporting period, Adani power limited consumed 573,553,613 GJ of Energy for performing the business operations. Further, the energy consumption outside the organisation in coal transportation-sea and road routes was 45,336 TJ.

Specific GHG Emissions

Category	FY 2020 - 21	FY 2019 - 20	FY 2018 - 19	FY 2017 - 18
Specific GHG Emissions (tCO ₂ e/MWh)	0.85	0.85	0.85	0.83

We continuously monitor our performance in terms of specific emissions and set internal targets for our operations and set a cumulative target for the Company. We have set a target for reducing GHG emission intensity to 0.84 tCO₂e/MWh by 2025.

SF6 Emissions

Keeping in mind the relevance of sulfur hexafluoride (SF6) in our sector, we always strive to adopt best available technologies and maintain the quality of power generated. During the reporting period we generated 5,585 tonnes of emissions.



Taskforce on Climate Related Financial Disclosures

With the ratification of the Paris Agreement the global climate effort has been reinvigorated on climate change mitigation and adaptation practices. To ensure transparency around our climate actions, we disclose our approach to addressing risks and opportunities that arise from climate change impacts. In order to adapt to the same, we are following the recommendations developed by the G20 Financial Stability Board’s Task Force on Climate related Financial Disclosures.

Climate Change Governance

ESG and climate action play a key role in our decisions. We have set-up a structured and broad-based team for a systematic approach to addressing ESG issues and integrating ESG parameters in our business decisions. Our Governance structure follows a two layered approach i.e., functional-level and working-level. The functional level includes the Apex ASC Sustainability Committee (ASC) which is comprised of all functional leaders and site heads at individual operating locations. This committee is chaired by the CEO and guided by the CSO to develop management systems to support the performance and strategy on ESG and climate change.

At the working level, we have established a core ESG Working Group, which operates in a cross-functional manner. This working group is responsible for public disclosures of the Company’s management approach for identified material issues and ESG performance. ASC reviews the ESG and climate related performance before submitting it to the Board. Further, ESG aspects and Risk Management are incorporated in our

organisation by establishing an Enterprise Risk Management (ERM) System guided by CRO, and IMS guided by Management Representatives (MR) as per international standards and frameworks. For more information refer to our Sustainability Governance section of this report.

Climate Strategy

For the assessment of physical risks associated with climate change (chronical and acute), we use the Representative Concentration Pathway (RCP) developed by the IPCC (Fifth Assessment report, AR5). The pathways describe different climate futures, all of which are considered possible depending on the volume of greenhouse gases emitted in the years to come ((equivalent to 1.7-3.2). These assessments on the RCP 4.5 scenario have been made for all existing power plants and are compulsory for the new power plants. The results of these assessments have resulted in several plant modifications, including the structural design of our Mundra Powe Plant. For the assessment of risks (legal, technology, market, reputation), we use risk horizon of short (typically 0-5 years), medium (typically 5-10 years) and long-term (typically 10-

20 years). With different scopes depending on the nature of the risks considered (e.g. some transition risks are better assessed at national or regional scales).

Risk Management Approach to Climate Related Risk and Opportunities

The respective managements of our units are requested to identify and assess climate-related

risks and opportunities by implementing risk management systems customised as per their specific plant locations. We use scenario analysis that allows to develop an understanding of how various combinations of climate-related risks, both transitional and physical risks, may affect its businesses, strategies, and financial performance over time.

Transitional Risks	
Driver	Explanation
Current Regulation	We understand the importance of regulations and are fully committed to legal compliance. For example: an increase in coal cess can have stress on our operational expenses and impact our balance sheet. To support the National Enhanced mission on Energy Efficiency, we are mandated by BEE to participate in PAT Cycle -II and Renewable Purchase Obligation (RPO), As a part of it, we have incorporated plant specific emission targets and designed energy efficiency roadmaps to achieve the set objectives.
Emerging Regulations	Based on the megatrends, we anticipate there would be a cap on the emissions generated by the Indian companies. This can be addressed by a change in technology or CER trading. Adding, to these the focus is slowly shifting on the accuracy of non-financial disclosures. However, we are reviewing the non-financial performance through third-party and disclose the information publicly.
Technology	The electricity sector is a highly technical and capital-intensive sector, with numerous breakthroughs always looming (like low cost and high capacity electricity storage, smart grids, etc.). Hence the technology risk for APL would be to have its business model to be outdated by new, game-changing and unanticipated innovations. It is worth noting that this risk is an opportunity for us. To mention, our Mundra power plant is India’s first super-critical technology-based 660 MW generating unit. We are also installing ultra-supercritical technology at APJL, a subsidiary of APL
Market	Market risks are a result of changing consumer preferences, climate change and India’s commitment to NDC’s have fueled the expectations of the stakeholders. This is supported by major policy changes and initiatives towards a low-carbon transition. Due to this, the demand has been somewhat muted which translated to fewer PPAs being signed by DISCOMs in India. The Government of India has introduced UDAY scheme to support the DISCOMS and improve the overall health. We anticipate this would be a gamechanger and expect more PPA’s to be signed in the upcoming years. Since, technology aspects like grid stability, continuous power supply, curtailment can be address primarily through conventional power plants.
Reputational	Reputational risks can impact at a local level e.g. with communities and stakeholders around a particular plant location or investors at an enterprise level. Perception of Investors and other relevant stakeholders is influenced by our strategic position and operational behaviour associated with carbon emissions. We monitor all stakeholder engagements and carry out materiality assessments to identify any areas of concern that could lead to potential reputational risk. We have developed a coherent communications strategy to address the concerns related to reputational risks. This strategy involves effective engagement with our regulators, communities, and other relevant stakeholders to address their challenges and realise benefits. As a part of it, we also release an annual ESG report and communicate to the stakeholders on non-financial performance.

Physical Risks	
Driver	Explanation
Acute Physical	Acute physical risks are those connected with the development of physical variables linked to extremely intense meteorological conditions. Due to their potentially high impact, physical risks are continuously monitored as a part of risk assessment for strategic planning and business continuity. Extreme meteorological events and natural disasters such as cyclones, hurricanes, heatwaves and floods might lead to potential unavailability of assets and infrastructures, interruption of service, restoration costs, and inconvenience for customers, etc. Both physical damages and energy disruption would lead to adverse impact on the business performance, results and cash flow as well as to reputational damage. We have developed state-of-art technologies, tools and applications to support the asset management team. We incorporated certain measures to address acute physical risks like continuous monitoring, preparation of SOPs and establishment of emergency preparedness plan.
Chronic Physical	Chronic physical risks are those connected with the development of physical variables linked to more gradual but structural changes in climate conditions. Our business is exposed to the risk of impacts on the functioning of the assets linked to gradual climate changes. Risk factors considered in the assessment include an increase in air temperature, higher water temperature, wind changes and changes in rainfall patterns. We closely monitor physical risks and assess their implications to ensure that risks related to chronic climate change effects. We have adopted IPCC's RCP 4.5 scenario (equivalent to 1.7-3.2°C) and studied the impacts through the projection of monthly temperatures, precipitation, probability of heatwaves and other extreme events which can cause structural damage. The performed study has supported us in incorporating mitigating measures that can affect our business. These can be due to rainfall reduction or wind changes which could affect the electricity generation. The risks related to water crises are mainly due to changes in climate and levels of water use. Impacts differ depending on the geographic context, but the general tendency is lower predictability of frequency and a greater rainfall intensity, with a consequent reduction in the availability of water. The risk of water scarcity is directly mitigated by the Adani Power strategy, which is based on the growth of generation from renewable sources. Special attention is also devoted to assets in areas with a high level of water stress, to develop technological solutions to reduce consumption.



K.S. Nagendra
Chief Operating
Officer- Projects

“ With our plants set up across various terrains, we have gained an extensive experience of working with a range of power plant technologies of subcritical and supercritical type. Our capabilities include undertaking the smooth execution of large power projects with access to modern technology, and strict adherence to time and cost limits. We take great pride, in being a company that has on multiple occasions, demonstrated the capability of turning around stressed power projects after acquisition. ”

Engagement with Suppliers

We have a robust process of supplier selection as a part of our procurement procedures. We assess the technical, financial, legal, environmental, health and safety, human rights, and ethical integrity requirements to ensure the quality and reliability of any awarded contract. Each supplier, considering the specific requirement of their business, undergoes an assessment process based on ESG criteria. Based on the results, we have categorized our suppliers into three options:

1. Critical component suppliers or similar
2. Non-substitutable suppliers or similar
3. Hazardous waste handling supplier

As part of risk mitigation, our critical vendors are spread across domestic and overseas markets. This helped us to operate smoothly in any unforeseen event of natural calamities such as drought, flooding, and cyclones in any part of the country.

We have included the climate related risks as part of our risk registry and identified impacts related to coal stocking and availability of water. Based on the nature of the impact, our risk management framework supported us in devising

a mitigation plan to reduce the impact on our operations.

Investments in R&D

Technological advancements, particularly related to digitalization, are accelerating the transformation in many sectors. We, as a leading company in the utility sector, intend to adopt technology related interventions. Thus, we invest in innovation and development of new technologies and promote the application of new technologies in the field of energy efficiency to achieve overall operational eco-efficiency through our research centers. As a result, our Adani Power Training & Research Institute (APTRI) center has been accredited as Grade 'A' and Category-I Institute by the Central Electricity Authority (CEA), Ministry of Power, Government of India.

We also engage with Advanced Materials and Processes Research Institute (AMPRI), Bhopal, a unit of council unit of the Council of Scientific and Industrial Research (CSIR), Government of India, for research on Fly Ash utilization for soil conditioning. As on FY 2020-21, we have a team of 34 employees working in our R&D department.



Energy and Resource Efficiency

Material Management

We take significant steps in reducing the consumption of natural resources through innovation and thereby minimising the impact on the environment. These include extending the lifecycle of plants and machinery through innovation and adopting circularity model by recycling of hazardous waste.

During the financial year, our fuel consumption resulted in generation of 64,208 MUs of electricity. We calculate the emissions generated from coal transportation.



Chaitanya Prasad Sahoo
Head Thermal –
Operations and
Maintenance

“ The key pillars guiding our O&M Excellence strategy are Safety, Reliability and Efficiency. At Adani, we are continuously working towards deploying the best in class technology, that help us create a safer and more efficient workplace. The Energy Network Operation Centre (ENOC) at Adani has deployed technology for remote and automated monitoring of on-line data for all plants. This helps us in benchmarking our performance and creating tools to improve our performance. It further leverages on our central pool of experts and advanced AI/ML for facilitating quick troubleshooting and efficient decision making. In the years to come, we plan to continuously adopt and improve our O&M processes by ensuring the use latest technology for seamless & coordinated operations at our plants. ”

Material Consumption				
Material Consumption (MT)	FY 2020 - 21	FY 2019 - 20	FY 2018 -19	FY 2017 - 18
Coal Consumed	3,82,98,884	4,02,65,480	3,35,06,157	2,73,87,237
Chemical Consumed	10,909	11,779	10,387	9,106
Lubricating Oils	169	194	102	153
Grease	34	33	25	25
LDO/HSD Consumed	5,158	4,075	3,446	3,358
HFO Consumed	3,285	2,685	535	1,238
Diesel (consumed in equivalent and company-owned vehicles)	1,688	1,527	1,774	2,275
R22 Consumed*	2.8			

* In the current reporting period we have included and disclosed information about R22 consumption

Water management

Water is an important and a critical source for ensuring the continuity of our operations. On an annual basis, we consume millions of cubic meters of water. Sources of water for our operations include surface water, purchased water, recycled, and marine water. We use water at our thermal generation facilities for two major purposes: cooling and steam production. In general, our steam systems are closed loop to conserve water. Standards for the quality and quantity of effluent discharges are determined by applicable regional regulatory agencies. Our approvals typically include studies, limits, monitoring and reporting. We comply with all guidelines levied by local regulators for water withdrawal and participate in watershed alliances and other programs across our facilities. We also perform multi-stakeholder partnerships and engage with the civil society to achieve water conservation targets. Some of our initiatives include the development of zero liquid discharge concepts at plant level and limiting the specific water consumption to 2.3m³/MWh. We have also planned rainwater harvesting set-up at our Raipur location. We have also set an internal target of 9.5 m³/MWh at plants with seawater-based Flue Gas Desulphurization (FGD) and 6 m³/MWh at plants without seawater based FGD.

Water is a shared natural resource; we engage with local communities and other stakeholders located in the same watershed areas. These engagements include communication campaigns, community engagement programs, development of contingency plans, and social responsibility programs. Some of these are supported by Adani Foundation.



Shankar Sengupta
Head - Engineering

“ At APL, we focus on continuous improvement and to this extent, we leverage on our technology for further improving our efficiency and reducing our environmental footprint. Our committed and agile workforce provides us with a deep sector knowledge as well as domain expertise in business development, O&M, power sector regulation and project management to name a few. Further to drive our commitment of continual improvement, we have certified all our plants for Energy Management System ISO 50001. ”

Water Risk Assessment

Considering the evolving risks related to water availability, we have conducted water risk assessments across all our site locations. Our risk identification is categorised into three segments which are water-physical risks, regulatory risks and risks that have an impact on stakeholders.

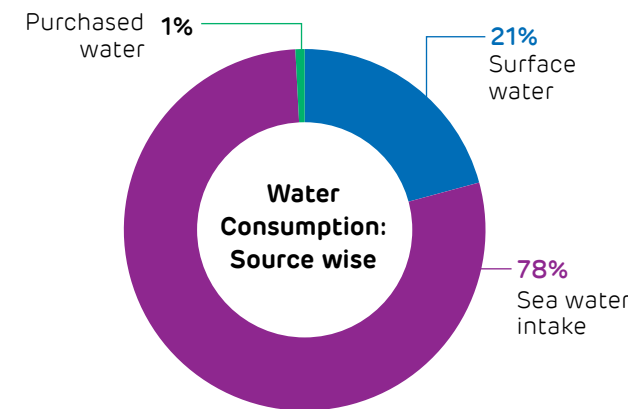
We leverage water situation assessment tools such as the World Business Council for Sustainable Development's India Water Tool and WRI Aqueduct for assessment of physical water risks across locations. We have conducted a scenario analysis using the India Water Tool and WRI Aqueduct wherein we estimated seasonal variability in availability of water by considering scenarios such as occurrence of floods, draughts, declining ground water table etc. Based on these findings, we have taken mitigation actions to prevent an adverse impact on our operations.

We have also used Eco-lab smart water meter tool to identify the monetary value of water consumed at our site locations. This has helped us to price the consumed water internally.

We conduct Environmental Impact Assessment (EIA) and source sustainability study before the commission of our projects to understand the potential impacts on the water bodies and sources due to our operations. We also ensure the quality of water is maintained by monitoring

and testing it regularly through the National Accreditation Board for Testing and Calibration Laboratories (NABL). The water quality report has been submitted to the Ministry of Environment Forest and Climate Change (MoEFCC), along with the six-month compliance report.

We also have a site-specific Integrated management system to support and perform internal due diligence thereby developing a tailored site-specific Environmental Management Plan (EMP) to eliminate and mitigate the detrimental impact on water ecosystems, human health and community.



During the reporting year, we have recycled approximately 39% of total water withdrawal and consumed in our operations.

Water withdrawal (m³) source-wise FY 2020-21

Source	APMuL	APML	APRL	UPCL
Surface water	-	45,545,368	20,247,979	-
Purchased water	-	-	-	-
Sea water intake	235,683,665	-	-	18,305,884
Rainwater consumption	-	-	95,918	623,422

Source	REL	REGL	Bitta	APJL
Surface water	15,040,797	7,151,590	-	38,780
Purchased water	-	-	6,255	-
Sea water intake	-	-	-	-
Rainwater consumption	-	-	-	-

*Our operations support us in limiting the water withdrawal from the mentioned sources. We do not withdraw water from ground and municipality sources.



Pramod Saxena
Station Head - APMuL

“With the philosophy of Adani Group, 'Growth with Goodness' at the core of all operations. Adani Power's Mundra location became the first to feature the super-critical technology-based 660 MW generating unit in India, making history. Till date, we continue to set precedents for others in and outside our industry, and leading by example on taking actions on climate adaptation, or eliminating groundwater usage.”

Specific Water Consumption

Specific Water Consumption (m³/MWh)	Source of water	FY 2020 - 21	FY 2019 - 20	FY 2018 - 19	FY 2017 - 18
Adani Power (Business)	-	2.19	2.14	2.07	2.37
Mundra - Site	Sea water	1.68	1.77	1.79	2.03
Tiroda - Site	Surface water	2.52	2.22	2.29	2.38
Kawai - Site	Surface Water	2.37	2.60	2.55	2.92
Udupi - Site	Sea Water	4.16	3.68	1.73	3.15
REL- Site	Surface Water	2.28	2.32	-	-
REGL- Site	Surface Water	2.49	2.24	-	-
APL - Bitta Solar PV	Surface Water	0.10	0.26	0.33	0.21

Restatement: The specific water consumption information has been revised for the previous consecutive years based on the new GRI standards "GRI Water 2018" to make it comparable.

The specific water consumption mentioned above includes the inland plants and sea shore based plants. The inland plants water withdrawal is same as water consumption. Only sea water based power plants discharge waste water. During the reporting period, the sea water based power plants (Mundra and Udupi) have 9.18 m³/Mwh and 8.05 m³/Mwh respectively.

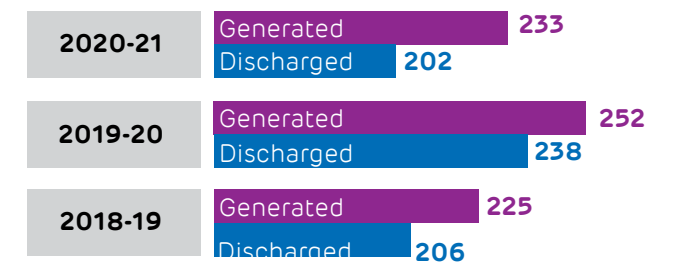
Wastewater Generated

Water used for generation of electricity at our power plants, as well as water evaporation from cooling towers in our closed-circuit cooling systems, domestic sewage, rainwater and storm water effluents are included in our water inventory. Water withdrawal and discharge data is consolidated using an operational control approach.

Our Mundra and Udupi plants withdraw sea water for the operations and discharge it post usage into deep sea. While discharging the water, we treat the water through STPs and ETPs to remove chemical and biological organic matters. We also

ensure the compositions in discharged water are in-line with local regulations and standards set by the Central Pollution Control Board (CPCB) and the State Pollution Control Board (SPCB).

Waste water generated and discharged (Sea water based plants) million m³





Kanti Biswas
Station Head - APML

“Tiroda features the largest coal-based thermal power generation plant in Maharashtra and has not only achieved but also exceeded the highest level of operational excellence through business process transformation initiatives. Further we are proud to acknowledge that our operations at Tiroda have set some of the highest benchmarks for operational efficiency.”

“Water is a priority area and will continue to be considering the nature of our business. To ensure efficiency, we continuously innovate and make technology advancements.

We also understand the negative environmental impacts due to adequate disposal of waste water. While evaluating the impacts due to discharge of wastewater we consider eco-toxicology, nitrogen content, phosphorus content and impact on public health. To address all these we have installed ETP and STP at all plant locations, we treat the waste water cautiously before discharging it.”

Waste Management

Managing waste begins with planning, and our waste management plan emphasizes on techniques that are cost-effective. These comprises of collective activity involving collection, segregation, transportation, reprocessing, recycling and disposal of various types of wastes. The single largest form of solid waste generated from our thermal power plants is fly ash (from the combustion of coal), besides other types of wastes such as Municipal or domestic wastes, hazardous wastes, biomedical wastes and e-wastes. We dispose waste based on the type and quality of generation.

We generate hazardous waste in a lesser quantity and store in identified locations. As per the regulations, hazardous wastes (non-recyclable) are to be sent to the SPCB-approved common treatment, storage and disposal facility (TSDF).

Hazardous waste (MT)	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Used/Spent Oil	143	145	83	150
Oil soaked waste	5.40	3.92	3.55	3.18
Spent Ion Exchange	8.42	0.51	9.51	56.6
Other waste (MT)	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Lead Acid Batteries	40.9	31.04	66.6	24.2
E-Waste	1.47	19.65	5.33	9.58
Biomedical waste	0.12	0.09	0.09	0.07

Fly Ash Generation (in MT)

2020-21 **8,006,529**

2019-20 **8,115,601**

2018-19 **6,541,66**

Fly Ash Utilisation (in %)

2020-21 **106.12%**

2019-20 **97.9**

2018-19 **93.2**



Arindam Chatterjee
Station Head - APRL

“The largest power producer in Rajasthan at a single location is Adani Power Rajasthan Limited (APRL). We feature best-in-class supercritical technology and a number of certifications like Quality Management System (ISO 9001: 2008), Environmental Management System (ISO 14001:2004), Occupational Health and Safety Management System (OHSAS 18001: 2007). Our continued focus at APRL is to make our plant resource efficient, while ensuring the utmost safety of all our employees and workers.”

We understand the importance of waste segregation at the inception and our controls support in tracking the relevant information till disposal. During the reporting period we have segregated different types of waste as per the category and determined the disposal type in the below mentioned table:

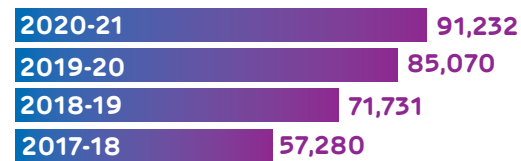
S.No	Description of Waste	Waste Type	Disposal / treatment method	Onsite/Offsite Disposal	
1	Used/Spent Oil	Hazardous Waste	Sold as scrap to recycling industry / aggregators through auction		
2	Discarded Container		Treatment, Storage and Disposal Facility		
3	Oil soaked waste		Treatment, Storage and Disposal Facility		
4	Spent Ion Exchange		Treatment, Storage and Disposal Facility		
5	ETP Sludge		Treatment, Storage and Disposal Facility		
6	Used RO Membrane	Non-Hazardous Waste	Sold as scrap to recycling industry / aggregators through auction	Onsite	
7	Fly Ash (Generation)		Other disposal operations		
8	Metallic Waste		Sold as scrap to recycling industry / aggregators through auction		
9	Plastic Waste		Sold as scrap to recycling industry / aggregators through auction		
10	Wooden Waste		Sold as scrap to recycling industry / aggregators through auction		
11	Paper Waste		Recycling		
12	Organic Waste		Recycling	Onsite	
13	Misc. Waste		Sold as scrap to recycling industry / aggregators through auction		
14	Biomedical waste		Treatment, Storage and Disposal Facility		
15	E-Waste		Sold as scrap to recycling industry / aggregators through auction	Offsite	
16	Used Lead Acid Batteries		Other Waste	Sold as scrap to recycling industry / aggregators through auction	
17	Polychlorinated Biphenyls (PCB)		Other recovery operations	Onsite	

Air Emissions Management

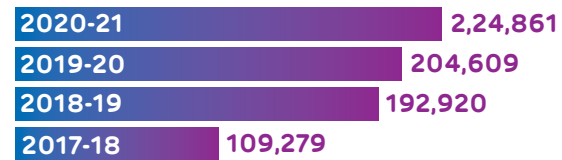
We have invested in the selected advanced thermal power technologies to improve combustion control systems thereby reducing the emissions. We carefully monitor the impacts due to air emissions of our power plant. While the GHG emissions have long-term impact on climate, air-emissions will have immediate health impacts on the community, leading to acute and chronic respiratory ailments as well as other serious health disorders. We aim to control air pollution at source by utilizing efficient generation technology, efficient controllers and tall stacks for wider dispersal. We ensure our air emissions and mercury content are within the permissible limits of CPCB and SPCB regulations.

Our operations do not produce ODS in the processes, products, and services.

Air Emissions NO_x (MT)



Air Emissions SO_x (MT)



Air Emissions Particulate Matter (MT)



There is a significant rise in Air emissions due to increase in power generation and enhancement of organisation's operational boundary with inclusion of REL and REGL.



Rambhav Gattu
Station Head – REL and REGL

Our operations REL and REGL are driven by the continuous focus on making the most of our operational strengths, fuel availability, and improved cost recovery. These help us in sustained value creation and growth opportunities. The primary emphasis at the plant remains on enhancing efficiency, improving safety, and amplifying sustainability.



Biodiversity

Global ecosystems, and the species that occupy them, are complex, dynamic, and varied. Managing our impacts is a priority for us and, to this end, we adopt biodiversity plans after consultation with impacted stakeholders, including governments, non-governmental organisations, and communities. We have a detailed biodiversity study and management plan which was developed with the help of the National Accreditation Board for Education and Training (NABET) accredited agencies. We have conducted EIAs as a part of getting the environmental clearance to set up all our new projects and have received approvals from forest departments and state ministries for operating on the acquired mines. Commercial production from these mines may get delayed by another two years from the pre-scheduled date.

Our plans seek to prevent and protect ecosystems from unwanted impacts, but where we cannot achieve that objective entirely, we seek to rehabilitate, restore, and offset. Our biodiversity impacts vary significantly among our businesses, and thus it is essential that we identify all impacts prior to making decisions about site location, equipment selection, and operational management.

Our biodiversity policy drove us to do business with no net loss to biodiversity by 2025. Our approach in managing biodiversity impacts at our operating and construction sites is built upon three major principles outlined in our Biodiversity Policy and embedded in our Biodiversity Assessment process:

- Risk and impact assessment through analysis of our activities, their potential impacts, and necessary control measures. Activities built on this principle include the Aspects and Impacts Assessment process.
- Mitigation and control through implementation of monitoring programs and plans, engineering and other controls, and habitat restoration and protection; and
- Communication and awareness through collaboration with local scientific communities and other stakeholders, internal and external training and education, etc.

A formal governance structure has been developed which allows for systematic biodiversity management across the organisation. This is supported by our biodiversity policy.

Biodiversity Policy

We aim to ensure that areas of biodiversity significance, protected regions or any red list species based on reports of the International Union for Conservation of Nature (IUCN) are not affected by the plant operations within 10 km radius of our plant operations.

Our policy supports us to comply, and exceed local, regional and national requirements on land management and biodiversity conservation. We have provided the link for our biodiversity policy below:

[CLICK HERE](#)

All the operating locations are outside the buffer areas and eco-sensitive zones notified around biodiversity hotspots. These includes wildlife sanctuaries, national parks and world heritage sites declared under applicable regulations or international treaties ratified by India.

We have associated with below mentioned institutes for performing the biodiversity assessment for our sites.

- Site specific wildlife study conducted by NABET-accredited Wildlife Expert
- Marine impact assessment study through National Institute of Oceanography (NIO)
- EIA studies for new projects through NABET accredited agencies and institutes of repute in India such as the National Environmental Engineering Research Institute (NEERI)



Pravat Sundaray
Station Head - UPCL

“ At UPCL, we take pride in being the first Independent Power Plant (IPP) using 100% imported coal as fuel. Further, we ensure that our operations are resource efficient and help in resource conservation as well as minimisation of waste and emissions. Being located at the western costal region of India, we take continuous efforts towards the enhancement and conservation of biodiversity in and around our operations. ”

Biodiversity Protection and Enhancement Measures

At Adani Power, we have detailed a seven-step process, used by all the operational sites for ensuring the enhancement and protection of the biodiversity, in and around 10 km campus vicinity. The process followed is detailed below:

1. Data is collected from nearby villages which are within 10 km radius.
2. Following this, the Quadrat's method is used to account for the total number of species of shrubs, herbs and trees.
3. Data about Circumference at Breast Height (CBH) or Diameter at Breast Height (DBH) and basal cover for each tree, shrub and herb species observed during the monitoring is maintained.
4. Further, steps are carried out to identify and account for the reptiles, mammals and amphibians in the study area.
5. To help characterize the diversity and richness of species, we use the Shannon Diversity Index (H) index that considers both the abundance and evenness of species present in the community.
6. Additionally, we also identify the number local, migratory and resident migratory birds in and around our plant premises.
7. As per the Wild Protection Act and the IUCN guideline, we categorize the identified bird species in to rare, endangered and threatened.

Following the assessments, we undertake a number of initiatives at all our locations to address the findings and requirements. Some of the highlights for the year are:

The Eco Park at our Mundra site provides shelter and a breeding ground to local and resident birds with an area of approximately 2 ha inside the plant premises. The vegetation in this area helps attract birds, it includes, plants such as Sapota (*Manilkara zapota*), Pomegranates (*Punica granatum*), Neem trees (*Azadirachta indica*) and Banyan trees (*Ficus benghalensis*) to name a few. Additionally, it serves as a habitat for reptiles like frogs, lizards and snakes, with occasional sightings of mammals such as Mongoose. A total of 72 bird species have been identified during the monitoring which include both Least Concern (LC) and Near Threatened (NT).

Figure: Great White Pelican and Black-necked Stork-Juvenile spotted at Mundra site



Within 25 kms of our Tiroda plant are Nagzira, New Nagzira and Koka Wildlife Sanctuaries. Over and above the Environmental Impact Assessment, a separate study was conducted for prediction of the impacts of Particulate Matter, gaseous and thermal emissions from the plant on Nagzira Wildlife Sanctuary. This was carried out in 2011 by an expert external agency. Our Tiroda plant observed over 125 species of trees, which included trees classified as vulnerable, endangered and critically endangered. Additionally, over 60 bird species were sighted around the plant some of which have been declared as vulnerable and near threatened. Further, a greenbelt has been developed in the plant premises, which uses organic compost and helps improve the soil fertility.

At our Kawai plant, the Green belt has been made by planting trees in barren, rocky wasteland soil. APRL has successfully carried out plantation of 89,500 trees and 1,40,000 shrubs saplings in about 104.5 ha of land with above 90% survival rate and more plantation work are under development.

Figure: Greenbelt development in and around APRL, Kawai





Partnering for Biodiversity Enhancement

We have committed ourselves to the objectives of the Convention on Biological Diversity (CBD) by being a signatory of the Indian Business & Biodiversity Initiative (IBBI). We have also set an ambitious target to create a net positive biodiversity impact at all our operations and projects. Our IMS will be supporting us in mapping biodiversity interface across our business operations and enhancing the awareness on biodiversity for our stakeholders.

Some of the key near-threatened or threatened species and Schedule-1 species have been identified at various operation sites

Site	Species	Status
Mundra	Black-necked Stork (<i>Ephippiorhynchus asiaticus</i>)	Near threatened
	Snake Bird/ Darter (<i>Anhinga melanogaster</i>)	
	Black-Tailed Godwit (<i>Limosa limosa</i>)	
	Great Stone Plover (<i>Esacus recurvirostris</i>)	
	Eurasian Curlew (<i>Numenius arquata</i>)	
	Black-Headed ibis (<i>Threskiornis melanocephalus</i>)	
Kawai	Painted Stork (<i>Mycteria leucocephala</i>)	Near threatened
	Blackbuck (<i>Antilope cervicapra</i>)	
Tiroda	Indian Darter (<i>Anhinga melanogaster</i>)	Near threatened
	Indian Peafowl	
Udupi	Eurasian Curlew (<i>Numenius arquata</i>)	Near threatened
	Black-Headed ibis (<i>Threskiornis melanocephalus</i>)	
Godda	River tern (<i>Sterna aurantia</i>)	Near threatened

Awareness on Biodiversity

Wildlife in Action

We believe in creating awareness among the stakeholders for protecting ecosystem services and thereby developing cultural heritage. As a part of it, we have celebrated wildlife week at all our plant locations. We organized a photography contest for our employees during this week. The contest was launched on 6th October 2020 with the theme of "Wildlife in Action" (Birds and Butterflies). The contest received immense appreciation resulting in 200 entries. The participants observed, clicked, and documented more than 138 species of birds and butterflies. The outcomes were not limited only to awareness creation about biodiversity richness and its harmonious co-living but also showcased the hidden talent of wild-life photography among employees. Understanding this fact we have created a group named "ClickInWild" to involve, share and exchange ideas for biodiversity conservation and initiatives.

World wetland day

Wetlands are unique and sensitive ecosystems that supports oxygen-free processes and distinctive vegetation and aquatic plants. India is one among the many countries worldwide which houses rich areas of wetlands. As of December 2020, there are 42 Ramsar sites in India of global significance and are included in the Ramsar list of wetlands. It becomes crucial for APL as a responsible employer to create awareness and protect these wetlands. In line with that we as a responsible employer celebrated world wet-land day on 2nd February 2021 and created awareness among the internal stakeholders by releasing a short video to sensitize people about the importance of wetlands.

Environmental Compliance

During the reporting year, there have been no violations of environmental regulations and there were no cases or litigations against APL on environmental issues.



Social Report

- 01 Human Rights
- 02 Diversity
- 03 Training and Development
- 04 Response to Covid-19 Pandemic
- 05 Responsible Supply Chain Management
- 06 Community Development



Our Social Report encompassing our CSR commitments, showcases our efforts on the UN SDGs. The eight SDGs which include 77 targets have been considered and the key targets have been mapped against our performance for FY 2020-21 in the below chapter. Some of the targets mapped are as follows:

- By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality
- Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all
- Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all
- End all forms of discrimination against all women and girls everywhere
- By 2030, achieve universal and equitable access to safe and affordable drinking water for all
- By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations
- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard



Alignment with other voluntary disclosures

GRI Indicators	DJSI	FTSE
GRI 103-1		
GRI 103-2		
GRI 103-3		
GRI 203-1	Social Dimension: Corporate	
GRI 203-2	Citizenship & Philanthropy	
GRI 204-1		Human Rights & Community: SHR05: Commitment to local employment and/or sourcing
GRI 308-1:	Governance & Economic Dimension: Supply Chain Management	
GRI 401-1	Social Dimension: Workforce	
GRI 401-2	Breakdown: Other Minorities,	
GRI 401-3	Talent Attraction & Retention	
GRI 402-1		
GRI 403-1	Social Dimension: Occupational	Health & Safety:
GRI 403-2	Health & Safety	SHS01: Health and safety policy or commitment
GRI 403-3		SHS02: Company statement on programme(s) to address global health issues
GRI 403-4		SHS05: Employee involvement in health and safety improvements
GRI 403-5		SHS08: Performance monitoring and management of health and safety
GRI 403-6		SHS11: Programme regarding prevention and control of at least one global health issue
GRI 403-7		SHS37: Accidents or incidents leading to injuries or fatalities
GRI 403-8		SHS39: Policy or commitment statement on reducing health and safety impact
GRI 403-9		SLS30: Labour Standards: The company addresses bullying and/or harassment
GRI 403-10		
GRI 404-1	Social Dimension: Human	Labour Standards
GRI 404-2	Capital Development, Talent	SLS11: Policy supporting the community
GRI 404-3	Attraction & Retention	SLS29: Employee personal development training to enhance abilities or individual skills
GRI 405-1	Social Dimension: Workforce	Labour Standards
	Breakdown: Gender, Workforce	SLS03: Non-discrimination
	Breakdown: Race/ Ethnicity	SLS16: Workforce diversity, equal opportunities, or reduce discrimination
	& Nationality, Workforce	
	Breakdown: Other Minorities	SLS34: Equal pay for equal work
GRI 405-2	Social Dimension: Gender Pay	
	Indicators	
GRI 406-1	Social Dimension: Labour	
	practice indicators	

GRI Indicators	DJSI	FTSE
GRI 407-1	Social Dimension: Freedom of Association	Labour Standards: SLS05: Policy or statement supporting the right to freedom of association SLS06: Policy or statement supporting the right to collective bargaining
GRI 408-1	Social Dimension: Human Rights	Human Rights & Community SHR03: Statement of principles or process by which community investments are made
GRI 409-1		SHR04: Policy addresses children's rights, other than child labour
GRI 410-1		SHR21: Public commitment to respect and support the protection of internationally proclaimed human rights
GRI 411-1		SHR22: Identification of salient human rights issues specific to the business SHR24: Embedding human rights commitments into corporate practice SHR26: Grievance mechanisms in place for individuals and communities impacted by business activities SHR27: Disclosure of incidents of human rights violations
GRI 412-1		Labour Standards
GRI 412-2		SLS01: Prevention of child labour SLS02: Prevention of forced labour SLS08: Minimum or living wage SLS10: Frameworks on labour standards SLS12: Company policy on labour standards SLS13: Risk Assessment regarding labour issues SLS14: Company has taken action to address labour issues SLS21: Instances of labour standards non-compliance
GRI 413-1	Social Dimension: Corporate	Human Rights & Community: SHR15: Output/ outcome of specific results, achievements or
GRI 413-2	Citizenship & Philanthropy	benefits of community investments SRH 16: Mechanisms to facilitate employee engagement and involvement with charitable partners
GRI 414-1	Governance & Economic Dimension: Supply Chain Management	
GRI 414-2		
GRI 416-2	Social Dimension: Occupational	
	Health & Safety	
GRI 418-1	Governance & Economic Dimension: Privacy Protection	Human Rights & Community: SHR26: Grievance mechanisms in place

Social Report



With a deep-rooted sense of responsibility towards our stakeholders, we ensure our actions are focused on managing their expectations. We greatly value our stakeholder relationships and constantly aim at delivering value in a responsible way. We strengthen our social relationship through collaboration and communication with the different stakeholder groups we interact with, and by building resilient communities through our CSR programs. These stakeholders are within and outside the organisation and they include the following:

- People
- Vendors and Suppliers
- Customers
- Communities

We have put together strategic action plans on managing our stakeholder relationships with respect to the social factors. These consider the diverse needs and expectations of our varied stakeholder groups.

Our People

At the core of all our business operations are our employees, who are the main reason behind our success and growth. We as a business, have been committed to the constant growth of our people, professionally and personally. We have in place trainings around employee grooming, overall well-being and health and safety, to name a few.



Deepak Singh
Head, Human Resources

“ Living by our philosophy of ‘Growth with Goodness’ we strive to provide a world-class work environment for our employees. We ensure equal opportunities and encourage diversity in our workforce. Further, we abide by the principles of human rights and ethical conduct and ensure the same is imbibed in our workforce and stakeholders. The key focus of our Human Resource practice is on continued employee growth, learning and development, and health, safety and well-being. We continuously work towards building relevant and required competencies both technical and functional through our Competency Framework and making our offices and plants safe for all. ”

Human Rights

At APL, we have a Human Rights policy in place, which enforces Human Rights at all our sites and also for our suppliers, contract workers, customers and communities. This policy helps us uphold the human rights of our stakeholders and ensure that our business and value chain are not impacted by them.

We are an equal opportunity employer and we ensure there is no discrimination on the basis of race, caste, religion, marital status, gender, sexual orientation, age, ethnic origin, nationality or any other category protected by law . We ensure

compliance and adherence to the applicable corporate International Labor Organisation’s declaration on Fundamental Rights and Principles at Work, as well as the International Bill of Human Rights. We have trainings on Human Rights, that form a part of our employee Code of Conduct. These trainings are a part of the new employee induction programs and there are refresher trainings as well. We also promote awareness on human rights among our value chain partners.

As a signatory to the UNGC, all our significant investment agreements such as service order for manpower supply and EPC contracts contains human right clauses respecting human rights by appropriate measures to avoid child labor, forced labor, minimum wage and all the applicable regulations.

Additionally, we have incorporated the eight fundamental conventions of International Labor Organisation in our employee and supplier Code of Conduct, policies and vendor evaluation criteria. This ensures there is no significant risk related to right to freedom of association and collective bargaining, child labor, and forced or compulsory labor in the areas of our operations and supply chain.



We have applied for SA8000 certification, to develop and maintain socially acceptable practices as well as increase the policy coverage on human rights. Based on internationally recognized standards of decent work, including the Universal Declaration of Human Rights and ILO conventions, SA8000 helps in applying a management-systems approach to social performance and emphasises on continual improvement over checklist-style auditing.

Rights of indigenous people

APL has been compliant with all the applicable state-wise regulations for Rehabilitation & Resettlement (R&R). During FY 2020-21, there were no cases of infringement of rights of indigenous community groups . Further, we did not have any significant negative impact on local communities at any of our locations. There were no cases of physical or economic displacement of local people.

In this year, there were no instances of violation of the employee rights to exercise freedom of association or collective bargaining and child labor, in our operations as well as our suppliers. We have ensured that trainings on human rights are provided to all our security personnel, along with knowledge on identification and prevention of child labor.

100%

Operations that have been subjected to human rights reviews or impact assessments



3.28 hours

of Human Rights Training per employee



89%

employees trained on Human Rights in FY 2020-21





Naresh Goel
Station Head – APJL

“The project at APJL is built with the aim of driving greater good by helping our neighbouring country Bangladesh fulfil their energy requirements. Ensuring the adoption of best practices for sustainable power generation, APJL has put in place the highest standards for environment management and social value creation. These measures help in unhampered execution of the project execution and in creating long-term solutions for the impacted communities.”

Diversity

Diversity of employees is highly encouraged at APL. We attract talent from different backgrounds, different age groups, geographies viewpoints and skills. The diversity is maintained at different levels of the organisation and applicable corporate governance standards are followed at the Board level. We also have various efforts which are undertaken within the organisation from recruitment to training,

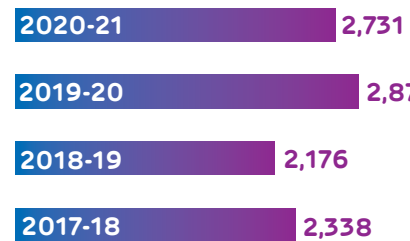
retention and growth. As an organisation, we ensure diversity of our workforce based not only on gender, but also based on ethnicity and social or cultural backgrounds, age and experience.

We have developed several mandatory Prevention of Sexual Harassment (POSH) training programs for ensuring the safety of all our workers and making ourselves a safe workplace.

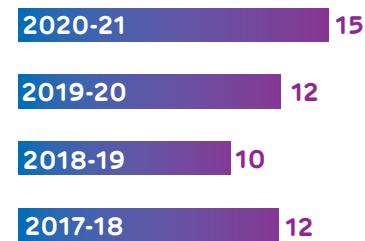
Diversity in Workforce

Gender Profile of the Permanent Employees

Male Employees

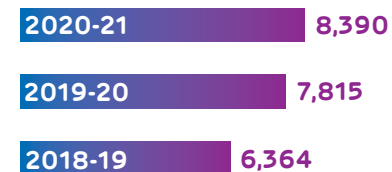


Female Employees



Contractual Employees in the Workforce

Contractual Employees



APL ensures all employees are paid equitably regardless of their gender, race, caste or any other parameter. The ratio of entry-level wage offered to all employees is 1:1, without discrimination based on any criteria.

All our employees and contract workers are paid above the minimum wage as per the state and central law. Every employee is eligible for a performance evaluation and promotion program every year. No cases of discrimination were recorded in the current financial year.

Age Profile of the Workforce

	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Total employees of age <30 years	462	517	530	760
Total employees of age between 30-50 years	2,059	2,062	1,504	1,445
Total employees of age >50 years	225	214	146	141

Employees by category

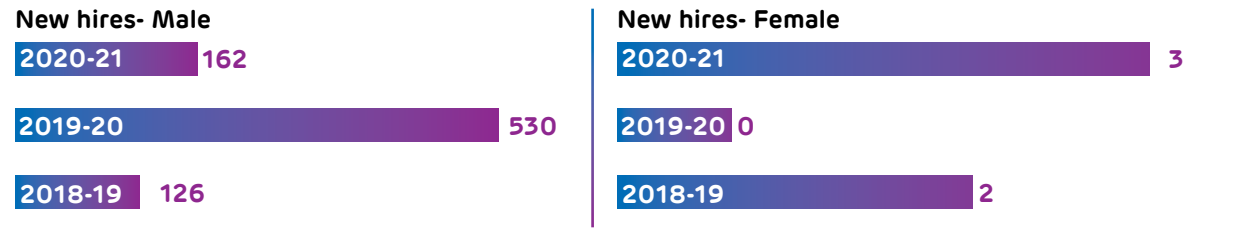
Employee Category	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Senior Management	128	127	100	97
Middle Management	556	547	396	405
Junior Management (including Trainees)	1,337	1,370	999	1,116
Supervisory	717	745	685	728
Contractual (Full-time Appointee and Consultant)	8	3	6	4

New Hires and Attrition in FY 2020-21

New joiners' breakdown by age

	FY 2020-21	FY 2019-20	FY 2018-19
Total employees of age <30 years	129	206	50
Total employees of age between 30-50 years	25	306	68
Total employees of age >50 years	11	18	10

New joiners' breakdown by Gender



Attrition breakdown by age

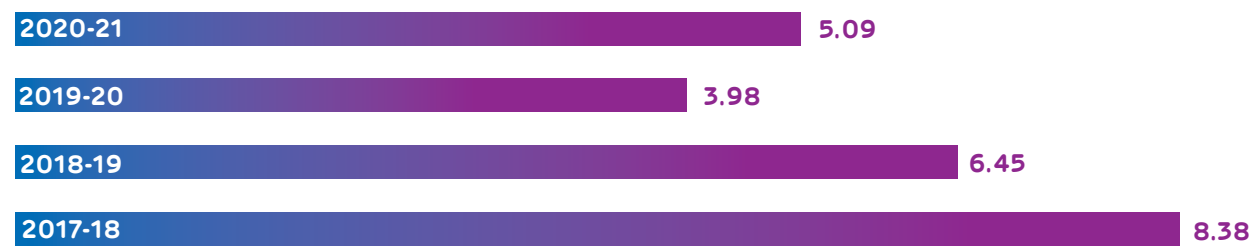
	FY 2020-21	FY 2019-20	FY 2018-19
Total employees of age <30 years	45	33	61
Total employees of age between 30-50 years	72	80	69
Total employees of age >50 years	27	9	11

Attrition breakdown by Gender

	FY 2020-21	FY 2019-20	FY 2018-19
Male Employee	144	140	120
Female employees	0	1	2

There was a total of 165 new recruits at APL. Of these, 1 left the organisation in the same year. Overall, during the year, we had 144 employees discontinue their journey with APL for various reasons and the attrition rate during the year was 5.09%.

Attrition at APL %



Training and Development

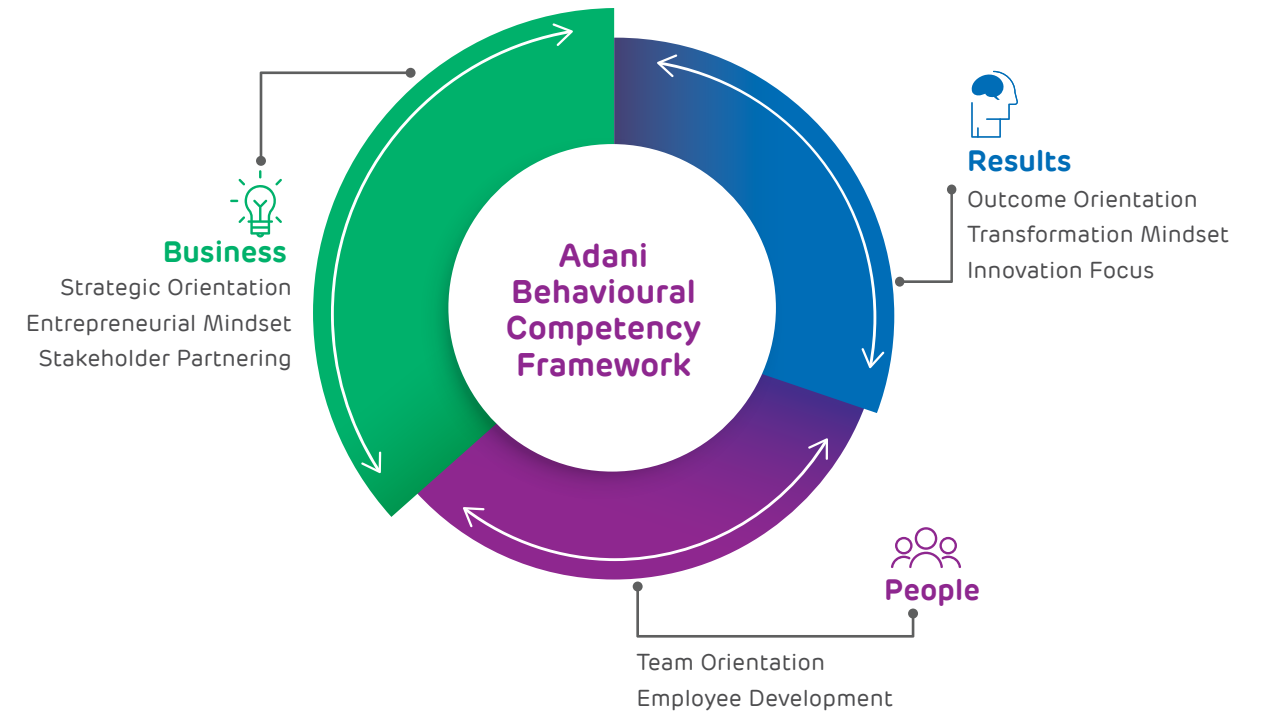
The evolving global landscape requires our people to stay relevant and motivated to deliver quality services. Several programs are designed for all our employees at different levels of the organisation. There is an Individual Development Plan (IDP) that helps employees develop their behavioural and technical skills. Training needs are identified based on the Adani Behavioural Competency Framework, which comprises of three main competencies and eight sub-competencies. Several technical and behavioural programmes are designed for all our executives.

During FY 2020-21, the focus has been on aligning our trainings with our ESG material topics. This year, we undertook 24 trainings to raise awareness on environmental topics, 137 trainings on social topics and 99 trainings on the identified governance topics. Further,

we offered two mandatory programmes and one elective programme to all employees. We also provided opportunities for all employees to select five programmes that could be completed through our e-learning platform As on 31st March 2021, our average spent per FTE on training and development was INR 2,122.

We have also encouraged our young talent to pursue skill upgradation courses or enroll in higher education. Further, to cater to the needs of the mid-senior level, several managerial and functional training programmes are also developed that help map their growth. To sharpen the skills of our senior leadership, we have initiated the Takshashila programme in collaboration with the Indian School of Business (ISB), Hyderabad. During the year, a total of 11 of our employees enrolled in this program and attended six days of classes per quarter.

Adani Behavioural Competency Framework



Average behavioral and technical training hours per employee

Employee Category	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Average hours of training (Technical and Behavioral)	57.45	48.2	53.9	50.7
Senior management average training (Technical and Behavioral) hours	31.8	27.4	27.9	41.8
Middle management average training (Technical and Behavioral) hours	56.74	47.9	52.1	55.6
Junior management average training (Technical and Behavioral) hours	64.58	54.2	54.8	58.1
Supervisory management average training (Technical and Behavioral) hours	57.20	40.7	57.9	44.7

Employee Well-being and Retention

The wellbeing of our employees is closely monitored at APL. We ensure work-life balance and growth opportunities are provided to all employees. We have been forthcoming in terms of the support offered to help our people pursue their personal and professional goals. We have devised a number of flexible solutions, that help employees work at their ease. Some of these include, smart working and remote working solutions, whenever possible. We also conduct trainings and workshops by psychiatrists to manage stress and anger.

Benefits provided to employees

Benefits	On roll	Contractual
Parental leave	Yes	No
Mediclaime	Yes	Workman Compensatory policy in place
Insurance	Yes	Employees' State Insurance (ESI)
Transportation	Yes	Through Agency (Within specified perimeter through service provider)
Housing Loan	Yes	No

Parental Leave

Entitled



Availed



Returned after availing leave



Returned and employed till next 12 months



* includes numbers of employees that returned and had availed leave from the earlier financial years

The minimum notice period term at the company is four weeks for all employees .

"Our townships are made with a view to ensure a comfortable lifestyle for our employees and their families." We have made our townships accessible to our employees and their families, so that they can make use of the amenities required for health, education, entertainment and social well-being.

All our plants are equipped with an occupational health center, ambulance facility with life-support systems, qualified doctors and paramedical staff. We have third party ties-ups for conducting pre-employment and periodic medical examinations for our workforce. There is a mobile-based application Emcare which enables our employees and their families to consult expert doctors for medical needs and access digital health records.

Our health centers organize several camps and counselling sessions for the employees and their families. Some of these programs cover topics such as Diabetes, Arthritis, Yoga therapy, Naturopathy, and Vitamin deficiency, among others. Further, we have an in-house dietitian at our corporate office to ensure the health of all our employees.

We provide a medical insurance policy to all our employees and their families, which also extends to the employees' parents. Regular medical check-ups are conducted for the employees, which includes preemployment check-ups before joining the organisation, followed by the check-up during the tenure. Employees below the age of 45 undergo medical check-ups once in two years and those above 45 are scheduled for annual check-ups.

As a part of employee engagement activities, we organise annual cricket tournaments across all our facilities. We also encourage our employees to practice playing table tennis, basketball, volleyball, badminton, chess, carrom, and other games. These activities help in team building and act as a medium for employees with diverse roles to collaborate and interact with each other.

We have been organizing a number of cultural programs and CSR drives where we have a number of employees participating. These initiatives help in both the personal as well as professional growth of our employees and ensure the creation of long-term bonds with the organisation.

Safeguards for COVID-19 pandemic

- Aarogya-Setu, a mobile app by the Government of India was installed in the mobiles of all employees, helping them check the status and get updates on of COVID-19 on a daily basis
- We conducted awareness sessions for our employees
- At all the strategic locations 'Do's and Don'ts' have been displayed in print collaterals and are available at all digital platforms
- Daily checking of the employees' body temperature through non-contact type of thermometers
- Mandatory practice of social distancing at all workplaces, with flexible work hours and work from home facilities, based on the nature of work.
- Installation of sanitizers and dispensers throughout the workplace
- Mandated use of masks for everyone
- Provision of immunity boosting medicines free or cost for all employees



Nurturing the future workforce

We, as an organisation, believe in nurturing our in-house talent. We place a lot of emphasis on talent development through various learning initiatives.

We hire trainees from India's leading engineering colleges and National Power Technology Institute. We conduct a specific induction training program called 'Campus to Corporate'. This is a month-long programme and it covers various aspects of power plant operations. During this programme, we expose our trainees to theoretical concepts and impart insights on crucial aspects of a power plant. Further, we also provide knowledge on all core and service functions of the organisation and their roles in the organisation. Our trainees are also exposed to plant visits which help them in learning all concepts through exposure to practical

knowledge. Technical trainings and behavioural trainings are also imparted related to workplace communication, teamwork, positive attitude and accountability.

Post the induction, each trainee is assigned a department and allotted mentors, who then help familiarize the trainees with the organisation and its cultures and values. These trainees ultimately become the Company's ambassadors and share their experiences with the juniors.

With our ongoing performance evaluations, our employees feel better suited to perform the job with greater efficiency. In FY 2020-21, 93.67% of the employees were eligible for performance appraisals and this process was completed for all eligible employees .

Employee Engagement

"Our channels helps us engage with employees across levels. Organisation-wide mailers, newsletters and 'Vartaalap' – a town hall meeting of leaders with all employees are instances of such channels. Through them employees are encouraged to raise their viewpoints and directly interact with the leaders.

We also drive online surveys to collect employee feedback." A third party survey was carried out to understand the pulse and needs of our employees. This survey showcased results of our employees' perception and motivation levels.

This bi-annual survey assesses the engagement level of all the employees in an effective way. The methodology is based on twelve questions designed around the below key questions:

What do I get?	What do I give?
Do I belong?	How can we grow?

The scores achieved are then compared with database scores in the country and globally.

Employee engagement score
 A total of 93% of the employees responded to the survey.
 The Grand Mean Score for Adani Power stood at 2.87 out of 5, representing a higher level of engagement with the Company.

The employees at APL are encouraged to share their suggestions, through 'Madhayam- a suggestion box' adopted to capture ideas around environmental and operational eco-efficiency. We have a Group-level document on employee volunteering, which provide guidelines to Adani Power. We encourage

our employees to lend their voluntary support towards community development activities. However, this year due to the on-going pandemic, we ensured minimal employee volunteering in all our initiatives, for the health and well-being of our workforce.

Response to COVID-19 Pandemic

One of the most pressing and pertinent risks that faced the world this year, was the COVID-19 pandemic. This was identified by the Company's Risk Management Committee, along with its impacts and urgent actions were taken to make arrangements for uninterrupted operations. The Company has included pandemics in the Business Continuity Plans and made SOPs for ensuring interrupted operations in case of such events in future.

During the lockdown phase imposed by the government, the Company stood by all its commitments and ensured maximum availability of its capacity to generate power, as a response to the pandemic scenario, systems were created at each location to control spread of the virus. Frequent sanitisation, fumigation activities, and awareness drives were planned and executed to limit the impact of the pandemic on employees and surrounding communities. Remote operations were started using digital remote centres.

Each plant and the Head Office had a special COVID-19 Task Force set up, which made arrangements for temperature screening of employees and contractors, hand sanitizations, advisory and provision of masks, social distancing, quarantine rules and arrangements for travelers and work from home schedule. Further, constant communications were made and standing instructions were put to keep employees and contract workers informed.

Special arrangements were made for the logistics of manpower and raw materials. To ensure the smooth functioning of suppliers and manpower

contractors / agencies, advance payments were made for retaining the workers, where essential.

Further, every plant went beyond its operations and helped the nearby communities by distribution of masks, sanitizers and food packets.



Management workforce interactions

At APL, there are no recognised unions for workforce, and hence, there were no collective bargaining agreements applicable. However, we ensure effective interactions on a periodic basis between management and workforce.

Our HR team has developed employee connect programs, where the HR personnel will visit the employee workplace and listen to employees' grievances regarding provident funds, mediclaim, safe and hygiene working conditions and attendance records, to name a few. Resolution of these grievances is provided within 48 hours. Additionally, there is a formal grievance redressal mechanism available at APL for employees to raise their grievances.

At APL, we organise site level townhalls and e-townhalls. Townhall meetings are conducted where the senior management at every plant location addresses all the employees collectively. These meetings are an open forum for employee suggestions, queries, best-practice sharing and ideation. These issues are either addressed at the meetings or are followed-up based on the requirements.

Occupational Health and Safety

Our Company's leadership is committed to the development, implementation, and continual improvement of Occupational Health & Safety, Objectives, Policy and goals. We believe that all injuries, occupational illnesses as well as incidents are preventable. Over the past few years we have enhanced our efforts on OHS through robust processes and governance to achieve excellence and benchmark in OHS performances.

Our health and safety priorities are articulated in our EHS Policy. With the overarching aim of 'Zero harm to life', our operations are certified with the OHSAS 18001 or ISO 45001 standard except REGL, for which it is underway. Safety of our people is the utmost priority for Adani Power. We ensure several levels of checks and balances throughout the organisation, policies and management systems. Training and awareness raising sessions are in place with this regard.

Safety trainings provided to the employees



We ensure a healthy and safe work environment for all our employees, contractors, and all the people engaged directly or indirectly with our workplace.



Rituraj Mehta
Head Safety

“ At Adani, we believe that Occupational Health & Safety is driven through collective and conscious efforts in technical upgradations, designed intervention and most importantly requires a behavioural change. We have effectively transformed safety practices organisation-wide through the launch of 'Project Chetna' (Chetna is a hindi word for Consciousness) which is now in its third phase. Working towards the achievement of our strategic objective of 'Zero Harm, we have put in place several safety measures while adhering to internationally known standards like ISO 45001. ”



As per ISO 45001:2018 we cover the process of HIRA, job safety analysis, and the hierarchy of control in our safety management system. HIRA and job safety analysis are conducted to help identify and eliminate the potential risks involved in our working environment. For the routine activities, which are carried out on a day-to-day basis, HIRA is reviewed every three years. HIRA and job safety analysis are carried out when there is a change in operating procedure, change in process and expansion work, the occurrence of safety incidents, non-routine activity and any observations in HIRA made by internal and external auditors.

Cross-functional teams are also engaged in the process of HIRA and Job Safety Analysis, which helps ensure the effectiveness of the process. Workers involved in carrying out the activity are also engaged, which eliminates the obstacles of effective implementation for the same.

Our robust Incident Investigation process under the Safety Management System helps investigate any safety-related incidents. If any such incidents are found, they follow an immediate incident investigation by a cross-functional team, where the root cause analysis is done to identify the cause and propose suitable corrective actions. Additionally, there is a formal grievance redressal mechanism available at APL for employees to raise their grievances.

A safe and healthy workplace is paramount to our business operations. Our initiatives like safety observation sessions and routine Gemba walk, ensure a proactive approach towards capturing work-related hazards and hazardous situations.

To minimize the occurrence of any hazards or hazardous situations, we encourage our employees and contract workers to report on the same and raise concerns through reporting managers, suggestion boxes or workers representative in safety committees. We empower our staff to ensure prevention against retaliation towards works, rights to workers to refuse or stop unsafe or unhealthy work through our Whistle Blower policy, Human Rights policy, and grievance handling mechanism.

A plant specific disaster management plan is made available at all the operating locations, which is a part of ISO 14001 and ISO 45001.

We encourage the participation of employees including contractor workmen in various safety related initiatives and programmes. These include observing safety week, fire week and road safety week. Employees are rewarded and given recognition appropriately.

Project Chetna

A safety culture transformation journey

In consultation with M/s DuPont, a pioneer organisation in the field of safety management we have set forth on the safety cultural transformation journey titled 'Project Chetna'. The Phase-I of 'Project Chetna' comprised of an 'as-is-analysis' and quick-win opportunity identification through DuPont's dynamic assessment.

The implementation of this project highlights the responsibility towards health and safety issues and their importance to the organisation and line management function. All levels of line management possess great knowledge on how to develop and implement high quality safety management systems.

Phase-II of the project involves developing a governance structure that integrates business processes to include safety risk management. It is more focused on systematic deployment of Safety Interaction, Incident Management, Contractor Safety Management, Process Safety Management and High Risk Activities.

Post the completion of both phases, we will be driving our own initiatives for further embedding safety in our culture and bringing a behavioural change. One of these initiatives is a one-on-one interaction of shop-floor workers with our senior management. Our comprehensive process for incident management and detailed Contract Safety Management includes interaction of cross-functional teams. Contract awards are based on due diligence of safety standards, discussion on safety mandates, compliance monitoring and a detailed contract closure audit.

The key initiatives undertaken during FY 2020-21 include:

- An approved SOP for COVID-19
- Life Saving Safety Rules training and undertaking covering all our employees
- 100% implementation of Gensuite, an online Safety Management Platform
- Initiatives for Felt Leadership undertaken through message from CEO, Steering

Committee Meeting and location-wise Town Hall meets

- Extension of Safety Interaction (SI), Safety Risk Field Audit (SRFA) and use of Gensuite Training extended for business partner employees
- Quarterly Meetings with business partners' CMD to review safety performance
- Special sessions undertaken on safety contact
- Mock drills and first-aid training carried out, covering 100% of the employees

Key milestones achieved by Project Chetna (since inception):

1. More than **10 safety standards** developed and implemented
2. More than **15 safety procedures** deployed and implemented
3. More than **100 Train the Trainer** developed for various safety standards
4. Apex and APSSC Meetings conducted
5. More than **47,000 Safety Interactions** carried out
6. More than **11,500 SRFA Audits** carried out
7. More than **2,500 near-misses reported** and learnings shared
8. More than **150 Corporate Subcommittee** Meetings carried out

Our leadership has taken several measures to implement strong Contractor Safety management (CSM) for managing the Contractor OHS requirements. The intent of this CSM Standard is to ensure a formal approach for selection, managing and monitoring OHS performance of contractors. Every contractor is critically examined through the pre-qualification process. Contract is awarded once all safety requirements are agreed upon.

Evaluation of Contractor OHS Performance against expectations is done periodically and monitored regularly by our leadership.

Process safety and technical upgradations

This year a number of upgradations to our existing processes were made at all our sites for ensuring worker's safety through various digital and mechanical initiatives. These include the following:

- Use of RFID tags for working in confined space
- Blackline Safety devices
- Welding safety
- Confined space safety
- Chemical safety
- Guarding safety
- Fire-fighting equipment
- Traffic safety
- Electrical equipment safety
- Work at height safety

Inculcating cultural change in safety

At APL we have due consideration of ergonomically design aspects for workplace of employees so as to ease their physical and mental efforts.

The importance of safety is a top down approach at APL and to ensure this culture of safety flows throughout the organisation, we have a Reward & Recognition system. This system helps us positively reinforce the safety practices among all our employees. Healthy competitions based on safety performances of the operational units are often encouraged. Our safety practices have at the core openness, trust and communication. This helps us improve our safety measures.

The Site Apex Committee on Safety meets at regular intervals to share their experiences and learnings, document the findings, review investigation reports, as well as support and facilitate line management for implementing better practices. There are multiple cross-functional teams that include workers and managers involved in the identification and communication of safety practices .

Further, we have introduced Gensuite mobile application that helps track and manage employee care programs and mitigate workplace illnesses and injuries.

Training and awareness building on safety

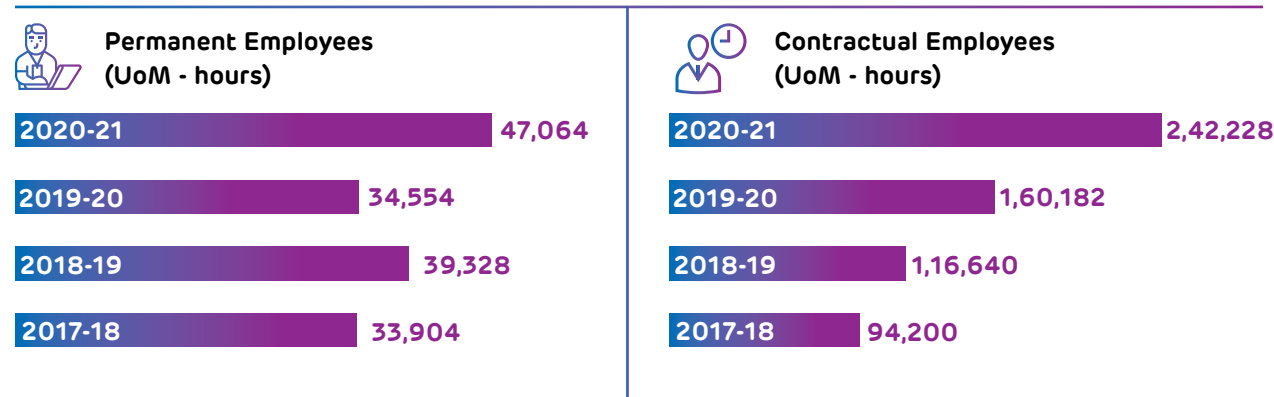
Communication for safety starts before the employee joins the organisation or before any contract agency is onboarded in the system. All our employees whether contractual or permanent are required to be a part of the regular safety training programs conducted. A number of extensive trainings are undertaken to ensure utmost preparedness. The safety data showcased below includes 100% of our permanent and contractual employees .

Safety Performance

	Contractual Employees				
	UoM	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Injuries	No.	2	4	3	2
Lost time injury rate	-	0.03	0.05	0.03	0.04
Lost days	No.	159	144	262	115
Lost days (Including fatalities)	No.	6,090	6,144	262	12,115
Lost day rate		0.83	1.38	2.99	1.18
Lost day rate (Including fatalities)		31.87	58.75	2.99	124.64
Million hours worked	No.	29.28	20.91	17.53	19.44
Fatalities	No.	1	1	0	2

	Permanent Employees				
	UoM	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Injuries	No.	0	0	0	2
Lost time injury rate	-	0	0	0	0.08
Lost days	No.	0	0	0	49
Lost days (Including fatalities)	No.	0	0	0	49
Lost day rate		0	0	0	1.90
Lost day rate (Including fatalities)		0	0	0	1.90
Million hours worked	No.	5.81	5.38	5.04	5.16
Fatalities	No.	0	0	0	0

Safety Training



Responsible Supply Chain Management

At the core of all our operations lies our philosophy of shared value creation and inclusive growth. We ensure adequate measures are integrated with regard to environmental and social parameters not only across the organisation but also in our value chain.

We have a publicly available supplier code of conduct that lays down our expectations from suppliers and can be viewed through the link mentioned below. [CLICK HERE](#)

Engagement with Vendors

To leverage synergy across the group companies, we have developed a common vendor base across all the Group companies. Engagement with the vendors follows a vendor screening process involving quality, safety and pricing criteria and in-depth environmental and social responsibilities fulfilled by our vendors. As part of our efforts towards the betterment of the economy and for job creation, we encourage vendor selection from domestic market.

All our vendors are expected to follow ISO 14001, OHSAS 18001 and other recognized management systems and standards. In addition to this, under our Human Rights Policy, we ensure that our vendor partners uphold and protect human rights of all their employees.

During FY 2020-21, we had a base of 5,646 vendors for a non-fuel supplier, (based on last 3 year transactions)**. 98% of the associated vendors are local domestic. The total services and materials contract value for FY 20-21 was 99.90%, awarded to domestic vendors. A total of INR 1,061 crores were spent on the domestic suppliers.

This year no new suppliers were screened using environmental and social criteria (for critical suppliers).

Based on our vendor assessments, there were no negative environmental and social impacts identified for critical suppliers.

**except – fuel procurement vendors, which include traders and logistics partners

During the challenges brought on by the pandemic, we stood by our vendors and extended our support in every way possible. We issued additional payments from March 2020 till September 2020 to all those contract workers who were on sick leave, not able to work or were advised to not work to maintain minimum workforce at the plant. This practice was continued even beyond September 2020 at our sites on case to case basis. Further, all the government protocols were strictly followed at the site maintaining safety and hygiene.

Customer satisfaction

As an organisation our constant focus is on ensuring customer satisfaction and adhering to the statutory and regulatory requirements. We have adopted ISO Management System (IMS) with an aim to improve our overall performance and consistently provide products/services that meet and exceed expectations. Under this system, APL is required to effectively communicate the details of the products/services to its customers and also ensure that a grievance redressal mechanism is in place for handling enquiries and obtaining feedbacks. During the current financial year, no major unresolved grievances were reported from the customers.

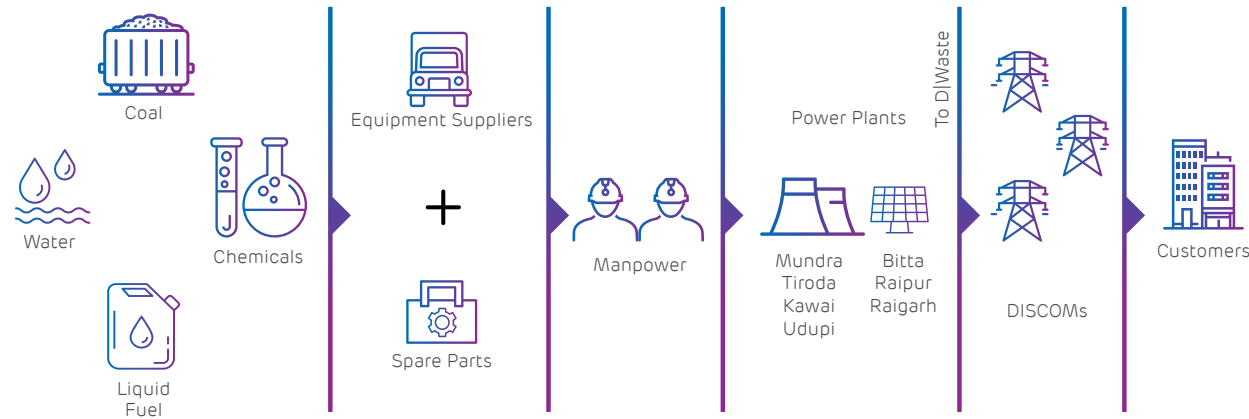


Upendra Varmora
Vice President-
Energy Contracts
Management Group

“ With an aim of shared value creation, building lasting relationships and seamless transactions with our vendor partners, we have worked on streamlining vendor selection, management and retention processes and launched several initiatives. Some of these include the introduction of digital platforms to help us with the vendor management process and ensure faster and seamless communications. ”

Our value-chain

The core foundation of our business is the integration of our suppliers in the value chain. Our suppliers have been very critical for ensuring uninterrupted operations at APL. It is the synergy of our value chain that helps us deliver value and have a quick turnaround for stakeholders.



The Vendor selection process is given a lot of importance at APL because of the competitiveness the business derives. We have in place a systematic vendor selection process based on knowledge-sharing initiatives and constant interactions with our vendor-base. There are continuous performance reviews and feedbacks on quality that help improve the supplier relations and form supply chain initiatives. There were no significant changes in the supply chain during the reporting period.

Our approach to suppliers with respect to the ESG aspects and information on the plant-wise fuel supply is available on our Company's website under Investor Presentation.

Stages of our procurement practice

Step 1: Vendor identification and onboarding

For the onboarding of a new vendor, the initial steps comprise of identification, prescreening, pre-qualification and approval. Vendors that qualify during the tender process are moved into the Vendor Master list. A unique code is generated for the vendor, following which the Category Lead begins formulating the contract.

Step 2: Vendor performance management

Further, we ensure regular performance evaluation for the vendors. Vendors that are involved in the delivery of materials or goods are evaluated on the following criteria:

1. Quality of product
2. Delivery adherence
3. Price competitiveness

Vendors delivering services at our sites are also evaluated on the Health, Safety and Environment (HSE) aspects in addition to the above mentioned list.

Customer health and safety

Our customer base consists of the distribution companies since we are into thermal power generation. We also have adopted the group level Customer Privacy Policy, that ensures the safety of all our customers' information. However, we ensure we do not have any products or services that can pose health and safety risks to our customer. Additionally, we have in place programs as a part of our CSR initiative, where trainings are provided to the electricians and workmen on various safety practices for electrical equipment handling. In the current financial year, no incidents of non-compliance concerning the health and safety impacts of products and services were reported.

Community Development

As a company, our constant efforts are aligned towards the welfare of our stakeholders. To this end, Adani Foundation has been actively involved in the upliftment of marginalized communities. We have in place a CSR policy that guides our activities and initiatives. The thrust areas of our policy are Primary education, Community health, Sustainable livelihood development and Rural infrastructure development.

The activities of the Foundation are not only in the areas where the Group's operations are prevalent but also in areas that require upliftment and development. The Foundation has been serving the community for over two decades with a strong sense of focus on inclusive growth and well-being. The key priorities of the Foundation include but are not limited to women empowerment, children, differently-abled people, socially marginalized communities, tribal communities, fisher folk and farmers.

Belonging to the thermal power sector, our projects may lead to land use changes that can impact the lives of the people in the vicinity of our operations. We constantly engage communities in order to understand and address their needs and concerns. All our programs are designed to be self-sustainable and we ensure the involvement of local communities from the planning stage itself. Environmental and social impact assessments are conducted to make sure that the programs developed, address the issues identified. We identify the actual and potential impacts of our operations on local communities in the locations we operate. However, the degree of socioeconomic development incurred by us through Adani foundation coheres for a better societal value. From the project stage itself, we engage with the local communities for all the operations. We continuously monitor the stakeholder concerns and create responses specific to their concerns. At APL, we have in place a monitoring mechanism where the information monitored at the site is shared with the CSR committee and then the board.

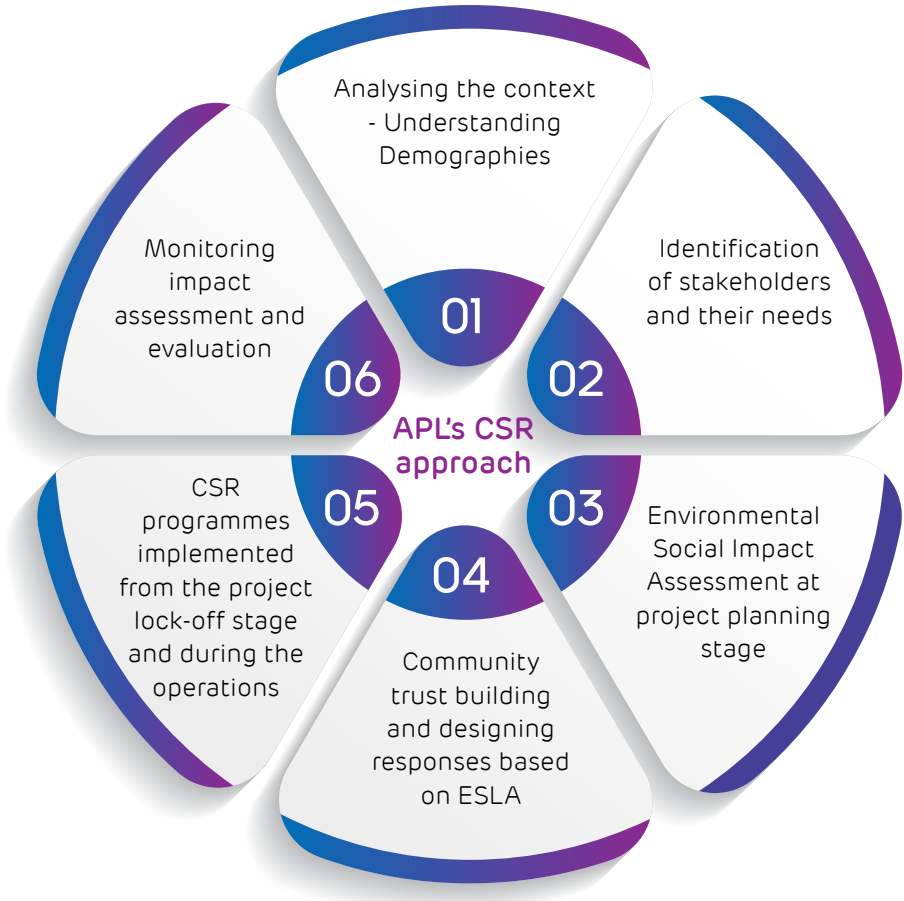
19,41,367	Beneficiaries annually
INR 164.3mn	CSR expenditure
2,410	Villages covered
18	States covered

As a business, we are dependent on these interactions to derive environmental, social and business value. Our wide-spread CSR programs are created with an aim to generate a positive impact on the communities in the nearby areas. Furthering the concept of shared growth, we build relationships on trust and co-existence as the direct results of our programs.



Through Adani Foundation, we have made efforts to restore the Namda form of art which is a felting wool craft. This craft has originated from Gujarat, Rajasthan and Kashmir. With the objective of preserving the Namda art, Mansuri Karimbhai Umarbhai is leading a group of artisans to promote the same. Our efforts to restore the art has ensured a future for this felted craft and those of its artisans.

Approach to Value creation



Education
 Key programmes: Gyanodaya, Navodaya Coaching Centre, scholarships

Health
 1. Mobile Healthcare Units (MHUs), Health Camps
 2. 1,15,136 treatments provided through 9 MHUs

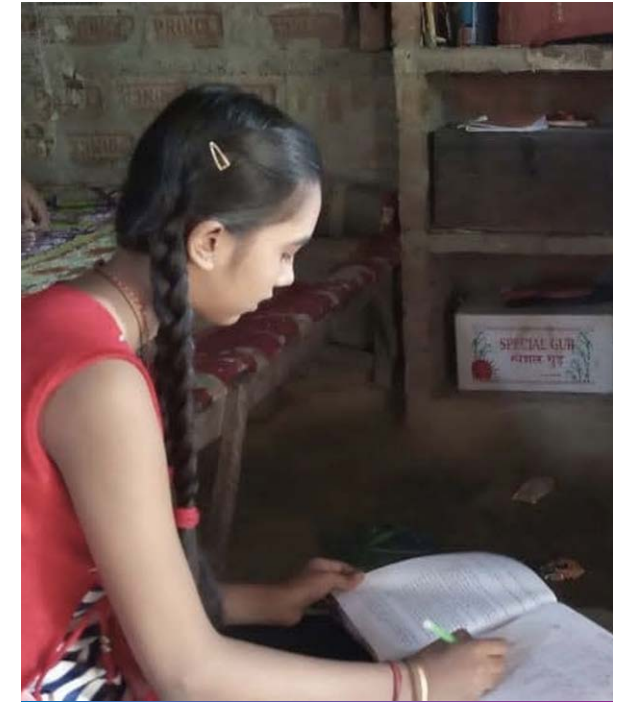
Sustainable Livelihood Development:
 1. Modern and Organic methods in agriculture
 2. Livestock Development Community
 3. Women Empowerment

Rural infratructure and Water Conservation
 1. Water conservation projects, Infrastructure projects
 2. Disaster Relief Work
 3. 4,588 families benefited from water conservation

Education

One of the areas of key focus for the Adani Foundation has always been educational initiatives. The Foundation strives to make quality education accessible and affordable to all young minds. This is jointly reviewed and approved by the CSR committee and the Board. A number of programmes have been put in place by the foundation to reach out to the marginalized population. Cost-free and subsidized schools are run across India, along with, smart learning programs being implemented in remote areas.

The Foundation provides infrastructural support to existing educational facilities and transportation support to college and school going children from the marginalized sections such as the tribal, fisher folk and low-income groups. Further, through its numerous projects, the foundation continuously works towards delivering quality education to build a prime and sustainable life.



Key Projects

Aamchi Shala Adarsha Shala

The 'Aamchi Shala Adarsha Shala' competition by Adani Foundation is a unique initiative which is conducted amongst the government schools in collaboration with the District Education Department at Tiroda in Maharashtra, India. This competition helps revive the government-run schools through a competition-based format. Schools participating are judged on 41 parameters under 11 heads, the foundation records the on-ground impact.



Through the continued and dynamic involvement of teachers, Gram Panchayat members and the Foundation team, the education experience of the government schools in Tiroda block has improved remarkably.

Outreach and Impact

In FY 2020-21, the District Evaluation Committee completed the school evaluation process of 267 schools from 89 centres, declaring four schools from Tiroda, Sadak-Arjuni, Gondia and Deori Blocks as winners. Additionally, there has been an increase in the applicability of scholarship rates to 29%.

Gyanodaya

Launched in 2018, Gyanodaya is a digital learning mission in the Godda district. This initiative is in collaboration with the Adani Foundation, district administration of Godda and Eckovation Pvt. Ltd. Gyanodaya's digital learning platform delivers an operative model to help both students and teachers. Given the effects of the pandemic, it gained more and more importance and was continuously by the students to gain knowledge. The digital material is carefully curated with visually appealing, easy-to-grasp and retainable concepts.

Outreach and Impact

A total of 846 classes have been conducted covering 277 schools and benefitting more than 67,000 students, till date. The Foundation also conducted 2 batches of digital literacy classes for students up to matriculation, training a total of 221 students. In congruence with this program e-learning package distribution was also launched in Tiroda, Maharashtra covering 126 government schools.



Navodaya Coaching Centre

The Navodaya Coaching Centre (NCC) is a unique initiative by the Foundation, which selects talented rural children as a target group and provide them with quality education comparable to the best residential school system. The Foundation guides the ambitious students from economically poor backgrounds complete their education from Jawahar Navodaya Vidyalaya (JNV's) free of charge. The coaching center helps the students prepare for their entrance exams.

Outreach and Impact

During the year, a total of around 149 students have enrolled themselves for this program across the centers. These programs were held in Kawai, Rajasthan to get admission in Jawahar Navodaya Vidyalayas and in four Navodaya Centres in Chhattisgarh.

Sponsorship/ Scholarship Program

This initiative is designed by the Foundation to encourage meritorious students to complete their further studies. The Foundation rewards these students with timely scholarships.

Additionally, under this initiative the Foundation provides 100% education support to one child of each of the families of Jitpur mines in Motia, Jharkhand.

Outreach and Impact

During FY 2020-21, scholarships worth INR 6,000 were awarded to 80 students scoring the highest percentage in the SSC exam in Tiroda, Maharashtra. In Udupi, Karnataka INR 20 lakhs were awarded to 700 students as a scholarship award for achieving 85% and above in their SSLC, Diploma, PUC, Graduation, Post-Graduation, Engineering, Medical and Nursing. Also, education support was provided to one candidate belonging to the project affected family pursuing his engineering.

Health



One of the key focus areas for the Foundation has been healthcare. With the topical increase in the need for healthcare, the Foundation ensured uninterrupted and improved access to healthcare services for local communities. All the nearby regions of Kawai (Rajasthan), Tiroda (Maharashtra), Udupi (Karnataka), Raipur (Chhattisgarh) and Godda (Jharkhand) were served. Further, this year Adani Aarogya Card, a tailor-made health insurance policy was provided to 9,526 community members of the Mudarangadi and Yellur region in Udupi, Karnataka. The card holders can avail cashless medical treatment amounting to INR 50,000 per family.



Key Projects

Mobile Healthcare Units (MHCUs)

The Foundation arranged for well-equipped ambulances with experienced doctors and nurses to reach the remote villages, across various states. The facilities provided include but are not limited to diagnostics services, COVID-19 care, medicines, consultation and referrals by certified doctors at the doorstep of the community members.

Outreach and Impact

In the current financial year, a total of 131 villages were covered where medical assistance was provided to 1,15,136 patients covering men, women, and children of different age groups. In some areas Electrocardiogram (ECG) tests were also provided in addition to treating patients for Musculoskeletal, Hypertension, Skin Disorder, Diabetes, Asthma, to name a few. Additionally, the foundation also supported Helpage India and Wockhardt to carry out its MHCU program for the distribution of medicines, mitigating COVID-19 crisis and providing ambulances for COVID-19 patients.

Health and Awareness Camps

Regular medical camps comprising of general and specialized services were conducted by Adani Foundation, around the operation locations. These camps aimed to provide services of gynaecologists, orthopaedic surgeons, heart specialists, skin specialists, paediatricians, ophthalmologist and ENT surgeons are provided to the people free of cost, along with follow-up services.

This year more than 20 health camps were conducted at various locations that include Motia, Jharkhand, Udupi, Karnataka, Kawai, Rajasthan and Raipur, Chhattisgarh.

Outreach and Impact

A fully functioning Health and Wellness Clinic was established on October 2020 in Motia,

Jharkhand, till date it has treated 3,123 patients by providing them with primary healthcare facilities. Additionally, specialized health camps, homeopathic health camps, anemia detection cum hemoglobin screening camps and critical health cases of laborers were conducted in the region.

Health check-up camps were conducted in 36 public schools across the villages benefitting 1,247 children in Kawai, Rajasthan. Further, specialized and general health camps were also organized in four Gram Panchayats which benefitted 1,717 patients. Raipur, Chhattisgarh had four such specialized health camps treating over 273 patients for Blood Pressure, Sugar, ECG and Echocardiogram, these camps also conducted COVID-19 tests.



Sustainable Livelihoods

To create a sustainable and lasting economy, it becomes important to support initiatives that help uplift the community. Programs have been designed to support the fishermen communities, farmers and cattle owners and women. A need for having alternative livelihood opportunities was seen as an important starting point leading to additional sources of income. For instance, the women Self-Help Groups across locations were involved in tailoring, farming and lac bangle making among others.



Anuradha Dairy

At Tiroda, the Adani Foundation has set up a project for dairy development named "Anuradha Dairy" to support the farmers of the surrounding villages. With the help of the Farmer Producer Company at Tiroda, three milk collection centers consisting of bulk milk coolers (BMC) have been set up, along with the associated accessories. This dairy was set up with an aim to increase the bovine milk production of the surrounding villages and help the milk producers get the right price.



The Foundation has tied up with Gujarat Cooperative Milk Marketing Federation Ltd. (AMUL), which will transport the milk to their milk processing centers at Durg, Chhattisgarh.

This journey became operational through the collection of 3300 liters of milk on the first day itself.

Key Projects

Modern and Organic Methods in Agriculture

To promote organic farming and to boost the yield, the Foundation conducted training programs for farmers in FY 2020-21. Innovative and cost-effective farming techniques that helped optimising resources, were a part of these programs.

Further, vermi-composting was encouraged among farmers and they were given help in initiating cultivation of Indian Lac insect as an alternate livelihood. 200 farmers received packets of lac insects.

Outreach and Impact

During the year, the System of Rice Intensification (SRI) method has increased the production by 87.8% and net profit by 94% in Tiroda region, Maharashtra.

Additionally, in Udupi, Karnataka, a plantation drive was conducted to encourage forestry where almost 13,000 fruit bearing saplings were distributed. In Kawai, Rajasthan, program on fruit plantation for developing benefitting 920 farmers was made operational.

The Foundation in Raipur, Chhattisgarh, distributed vegetable seeds to 16 farmers and 10 poshan vatika beneficiaries and supported 50 kg elesia fetida earthworms. In Motia, Jharkhand, farmers from 14 villages were trained on Vermicomposting resulting in 111 vermicomposting units, 352 saplings of horticulture plants.

Livestock Development

Along with the Group companies, Adani Foundation has initiated a Cattle Breed Improvement Program (CBIP). This program helps in generating revenue from alternative sources as well as ensures self-reliance.

Outreach and Impact

Animals treated in the medical camps were treated for free and medicines were provided to cattle owners. Under the Animal Husbandry initiative 2,072 artificial inseminations were completed at Tiroda, Maharashtra and checkup camps were conducted as well. At Motia, Jharkhand, the Foundation conducted 53 veterinary health camps treating 17,511 livestock. In addition to this, four vaccination & treatment camps were conducted vaccinating 2,000 cattle and 500 goats in Raipur, Chhattisgarh.

Women Empowerment

Through this initiative, the Foundation extends its programs to help women develop skills that generate a constant source of income for their families. Many of the SHGs run the tailoring production center producing masks and cotton bags. Some SHGs are also involved in running utensil rental stores, LED bulb manufacturing, mushroom plantation and lac bangle making.

Outreach and Impact

This year a total of 30 women have been trained in the tailoring centers in Kawai, Rajasthan. In Raipur, Chhattisgarh 15 women and 15 trainee girls are engaged in sewing work and have produced 27,000 face masks as per the COVID-19 protocol.

In Tiroda, Maharashtra, the foundation supported 253 women with the technique of oyster mushroom cultivation, lac bangles and agarbatti making.

During the year, agarbattis worth INR 39.8 lakhs were produced and sold, and 3,712 mushroom beds were laid producing 9,280 kg of Oyster Mushrooms and generating a profit of INR 12.4 lakhs. The lac bangles fetched an income of INR 3,000-4,000 per month and amazon was used as the platform to sell their product. This year an additional initiative was taken by the foundation to encourage organic foods, called the vegetable van. The seasonal vegetables and fruits grown in Kitchen Gardens were sold in the market, fetching the women a profit of INR 200-300/- per day.



Rural Infrastructure and Water Conservation



Adani Foundation believes in collective growth and has always pioneered initiatives that have a direct influence on the standard of living and economic development in the rural areas. The Foundation has worked towards ensuring infrastructural growth, access to resources, and safe and clean sources of drinking water, to name a few.



Key Projects

Rural Infrastructure

During the year, the Foundation, provided need-based infrastructure support to villages in Tiroda, Raipur, Udupi and Kawai. This included construction and renovation of toilets, classrooms, libraries and laboratories in anganwadis, schools and colleges.

Further, construction and renovation of road connected to the village, community halls and other public utility services are also facilitated by Adani Foundation.

Water Conservation

In an effort to conserve water, the Foundation has introduced rooftop rainwater harvesting systems, pond deepening and recharging borewells techniques in the areas near its operations. These techniques have resulted in recharging the groundwater tables and have increased the availability of water for consumption and irrigation purposes.

Outreach and Impact

During the year, at Raipur, Chhattisgarh, deepening of five ponds took place along with the completion of cleaning work of three community ponds. Further, till date 56 drinking water facilities were provided in the form of bore wells and the installation and repairing for 197 hand pumps and platforms was done. Additionally, two RO machines were installed in the hospitals.

The Foundation, in Rajasthan, helped 8,856 villagers by providing drinking water and basic infrastructure. In Udupi, Karnataka, the Adani Foundation team installed portable drinking water plants in five villages benefitting 6,400 villagers.

The Tiroda, Maharashtra team took initiatives like the soil bund construction where they built a soil bund on the water stream of Chikhali village and installed two pumps benefitting more than 78 farmers.

Disaster Relief Work

The Foundation has put in place a team to respond to emergencies like fire, accidents, floods and the pandemic. The safety and fire team extends its support during fire calls and sends ambulances to the villages. During the nation-wide lockdown many of the migrant workers returned to their villages but were not able to sustain themselves. The Adani Foundation reached out to all the distressed individuals in the nearby villages and provided them with basic necessities in the form of a kit including rice, dal, wheat flour, cooking oil, salt, soaps (washing and bathing) and hand sanitizers.

Outreach and Impact

This year 7,140 kgs of rice were distributed to the flood affected people and many proactive initiatives were taken during the pandemic.

Every operational location of Adani, in consultation with the district administration sanitized the villages in the vicinity.

Apart from this, Udupi, Karnataka, the team provided relief kits to more than 975 migrant workers, freelance journalists and their families.

The team at Tiroda, Maharashtra, provided ration kits to 7,635 families. Further, the foundation installed an oxygen storage tank with a total capacity of 12,655 liters and provided the front-line workers with 215 PPE kits.

In Raigarh, Chhattisgarh, the foundation in consultation with the district administration conducted sanitation activities in 18 villages, distributed 1,605 ration kits and 10,000 face masks. Further, an ambulance was provided for two months and an active role was played in the awareness campaigns for the prevention of the spread of Corona virus. In Raipur, Chhattisgarh, the team distributed 4,500 kgs of dal, 2,500 kg of rice and 27,000 nose masks. They also actively participated in the awareness generation programs conducted in 13 villages. In Motia, Jharkhand, to show its support the foundation donated INR 1 crore towards the CM Relief Fund. In addition to that activities like conducting a relief program for migrant workers, distributing 30,000 soaps and ration kits to 700 poor households and supporting the community kitchen that prepared meals for over 2,000 laborers' in and around the plant area were conducted.



Other Projects

Other than the mentioned priority areas, there are various initiatives undertaken by the Foundation. These programs have been undertaken based on the need assessments carried out and the findings of the frequent engagement. Key projects include:

Smart Gruhini
Suposhan

SaHAJ
SAKSHAM

Smart Gruhini Project

The Smart Gruhini project is an ideal house competition, which motivates and promotes women in villages to adopt a healthier and more hygienic lifestyle. During the financial year, 2,000 households participated in this competition and were judged on 12 parameters, which included cleanliness and hygiene, use of water filter and waste segregation practices among others.

SaHAJ: Sanitation and Health Awareness Joint-venture

Under SaHAJ, the Foundation has created an awareness about hygiene during the menstrual cycle. The foundation has also trained women in the villages to produce sanitary pads which are then sold and distributed at nominal rates. Additionally, awareness programs were also conducted where the communities were informed about the use, importance and disposal of these pads. This program benefitted 10,008 women and adolescent girls.

Suposhan Program

With the aim of creating awareness and providing facilities for proper care and nutrition to lactating and pregnant women. Reducing the occurrence of malnutrition and anemia amongst children, adolescent girls and women in reproductive age, Suposhan was launched by the Foundation.

The team at Raipur, conducted 60 health checkups for Lactating and Pregnant Women

along with Adolescent Girls and 1,475 anthropometric measurement of children below the age of five. They also organized 24 focused group discussions and family counselling to generate awareness about health and nutrition. Additionally, in Jharkhand, 13 new villages were included under this program where activities like telephonic follow-up and family counselling sessions were conducted. In Tiroda, Maharashtra, as well, the team worked with 48 villages where various activities like observing World Menstrual Hygiene Day, International Yoga Day, National Nutrition Month and World Breastfeeding Week were conducted. During the World Breastfeeding Week, telephonic counselling for 28 women was carried out.

Skill Development Program (SAKSHAM)

The business carries out, this program to train individuals with skills to be industry ready and seek employment.

During the year, the Adani Skill Development Centre has trained 1,112 candidates for jobs that include but are not limited to electrician, welder, fitter, computer courses and trade jobs, 395 of those candidates have joined various organisations with decent pay.

The foundation has also trained women and girls for tailoring, beauty and wellness and basic computer courses. In FY 2020-21, these courses have benefitted 239 women and girls in the villages.



Corporate Governance and Risk Management

- 01 Board of Directors
- 02 Enterprise Risk Management Framework
- 03 Data Privacy and Cyber Security Policy

Our Sustainability Governance highlights the two SDGs shown above with 31 targets. The key targets have been mapped against our performance for FY 2020-21 in the below chapter. Some of the targets mapped are as follows:

- Enhance policy coherence for sustainable development
- Ensure responsive, inclusive, participatory and representative decision-making at all levels
- Substantially reduce corruption and bribery in all their forms



Alignment with other voluntary disclosures

GRI Indicators	DJSI	FTSE
GRI 102-15	Risk & Crisis Management: Risk Governance Emerging Risks	Risk Management GRM05: Qualitative: Board specifically oversees: a) Code of Conduct, Code of Ethics or equivalent
GRI 102-16	Codes of Business Conduct:	Risk Management
GRI 102-17	Codes of Conduct	GRM12: Qualitative: The company: a) Reviews compliance with its Code of Conduct/Code of Ethics and identifies any non-compliance
GRI 102-18	Corporate governance:	Corporate governance:
GRI 102-19	Board Structure	GCG06: Qualitative: Commitment to gender diversity on the board
GRI 102-22	Board Effectiveness	
GRI 102-23	Board Industry Experience	
GRI 205-2	Codes of Business Conduct:	SHS03: Health & Safety: Oversight responsibility assigned to member or committee of the Board
GRI 206-1	Corruption & Bribery Codes of Conduct: Systems/ Procedures Anti-Competitive Practices	SHR23: Human Rights and Community: Oversight responsibility assigned to member or committee of the Board
GRI 405-1	Corporate governance: Board Gender Diversity	
GRI 415-1	Policy Influence	
GRI 419-1	Contributions & Other Spending	

Board of Directors

Our Board of Directors consists of 6 Directors of which 4 Directors (67%) are Non-Executive Directors which includes our Chairman. The minimum Board attendance at APL is 33%. The two Executive Directors are the Managing Director and the Whole-time Director. Among the four Non-Executive Directors, three are Independent Directors. None of the Directors are related to one another except for Mr. Gautam S. Adani and Mr. Rajesh S. Adani, who are brothers. The Board of Directors at Adani Power as on 31st March 2021 are as follows:



Name of Directors	Category of Directorship	Directorship in other Companies
Mr. Gautam S. Adani (Chairman) (DIN 00006273)	Promoter and Non-Executive Director	5
Mr. Rajesh S. Adani (Director) (DIN 00006322)	Promoter and Non-Executive Director	5
Mr. Anil Sardana (Managing Director) (DIN 00006867)	Executive Director	4
Mr. Raminder Singh Gujral (Director) (DIN: 07175393)	Independent and Non - Executive Director	5
Mr. Mukesh Shah (Director) (DIN:00084402)	Independent and Non - Executive Director	5
Ms. Gauri Trivedi (Director) (DIN: 06502788)	Independent and Non - Executive Director	4

The Board is the highest level of our Corporate Governance practice. The Board exercises appropriate controls to ensure that the Company is managed in the best possible manner so as to meet its strategic objectives and stakeholder expectations. The key responsibility of the Board is to extend strategic guidance and direction to our senior management while also discharging its

fiduciary responsibilities. The average tenure of the Board is five years. As per our Board Diversity Policy, we encourage the appointment of women at senior executive levels to achieve a balanced representation on the Board. According to the Companies Act, 2013, the Company shall at all times have at least one woman director on the Board .

List of core competencies and skills of the Board of Directors is given below:

1. Business Leadership
2. Global Experience
3. Risk Management
4. Merger and Acquisition
5. Financial Expertise
6. Technology and Innovations
7. Corporate Governance and ESG

Name of Directors	Business Leadership	Global Experience	Risk Management	Merger and Acquisition	Financial Expertise	Technology and Innovations	Environment, Social and Governance (ESG)
Shri Gautam Adani	✓	✓	✓	✓	✓	✓	✓
Shri Rajesh Adani	✓	✓	✓	✓	✓	✓	✓
Mr Anil Sardana	✓	✓	✓	✓	✓	✓	✓
Mr. R.S. Gujral	✓	✓	✓	✓	✓	✓	✓
Mr. Mukesh Shah	✓	-	✓	✓	✓	-	✓
Ms. Gauri Trivedi	✓	-	✓	-	✓	-	✓

For Board/Board Committee meetings there are internal guidelines for facilitating decision-making. There is a structured agenda in place for governing the effectiveness of the Board meetings. The Board is well informed about the agenda items. This enables the Board to take informed decisions. The agenda for the meetings is prepared by the Company Secretary in consultation with the Senior Management. The presentations that are prepared at the Board meetings are comprehensive and elaborate covering a host of areas such as strategy, business opportunities, risk management, global environment, finance and business operations. There is a minimum of four pre-scheduled Board meetings that are carried out annually. Moreover, there are additional Board meetings that are organized during the year. However, in the event of sudden requirements or urgencies, resolutions are also passed through circulation.



Nitin Rohila
CIO, Thermal Business

At Adani Power, we are leveraging on the futuristic technologies to attain actionable insights and process automation. These initiatives help us in improving our performance and automated reporting. They are carried out through the deployment of robotic process automation and Energy Network Operation Centre (ENOC) in our plant operations. Further, to safeguard our IT infrastructure and ensure information security, we are in the process of implementing an information security management system (ISMS), ISO 27001.

Remuneration

Our Non-Executive Independent Directors are paid their remuneration in terms of commission and sitting fees. As per the Shareholders' approval received during the Annual General Meeting that was held on August 21, 2010, the commission should not exceed 1% per annum of the company's net profits. For attending meetings of the Board of Directors and Audit Committee, INR 50,000 is paid to Non- Executive Directors and INR 25000 for attending meetings of Stakeholders' Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee and Corporate Social Responsibility Committee. Based on the inputs provided to the Board by the Nomination and Remuneration Committee, remuneration of the Executive Directors is recommended keeping in view factors such as performance, industry benchmarks, and level of responsibility among others. The remuneration of Executive Directors is payable in terms of salaries, and variable and fixed components. These are determined as per the Act approved by the members in the General Meeting and the Board of Directors. Sitting fees for attending meetings of the Board of Directors is not payable to the Executive Directors. We have established a Clawback policy to safeguard the interests of our valued stakeholders from potential misconducts by senior management employees. Such misconducts as a consequence could lead to re-statement of financial statements in future. Under the Clawback provision, performance-based incentives paid

to the senior management can be recovered by the organisation in the event of misconducts. The Clawback policy is applicable to both the CEO and senior management employees at APL and its subsidiaries. The CFO's compensation considers financial and non-financial KPIs including aspects around operational efficiency. The CEO does not draw any compensation from APL. The CFO is the highest paid employee. The ratio of the annual compensation of the CFO to the median of the annual compensation of employees is 49:1.

The Board Committees are responsible for ensuring sound Corporate Governance practices in the company. The Committees manage specific activities and focus on resolving issues pertaining to their respective areas, effectively. Upon the formal approval of the Board, the Board Committees are established. They have clearly defined roles and responsibilities focusing on effective corporate governance.

As on date, there are five main Committees of the Board:

- Audit Committee
- Risk Management Committee
- Sustainability and Corporate Social Responsibility Committee
- Nomination and Remuneration Committee
- Stakeholders' Relationship Committee



Enterprise Risk Management Framework

The Enterprise Risk Management (ERM) framework is approved by the Board of Directors and the CEO. We follow a structured risk management process. Our Enterprise Risk Management Framework focuses on the early identification of key risks and on establishing relevant mitigation and management actions to either reduce or eliminate the risk. The risks identified are prioritized and evaluated to understand the probability and magnitude of impact on business and an appropriate management plan is developed and executed. It comprises of four steps.

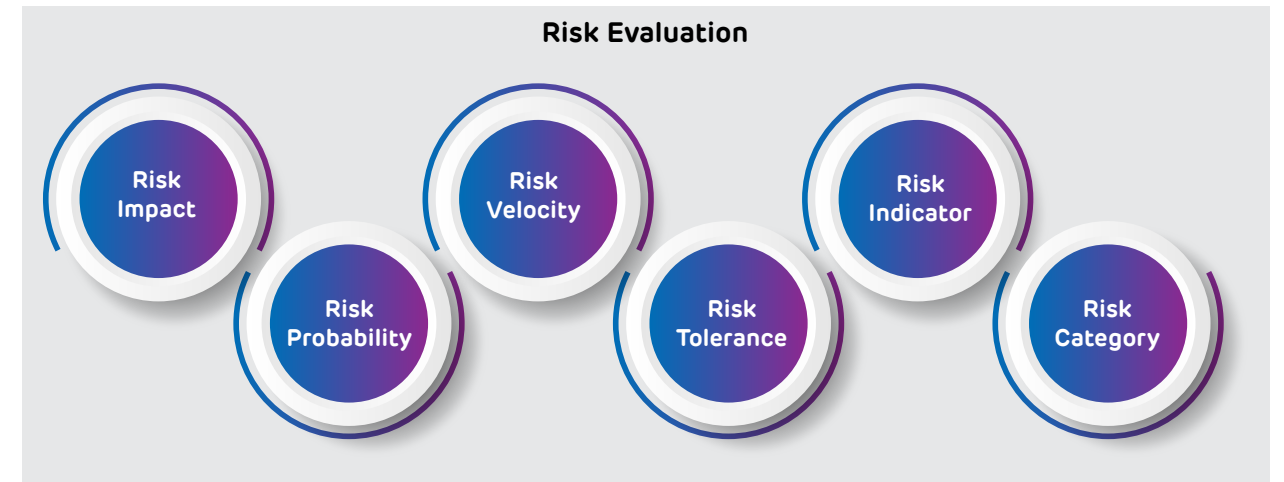


The risk management process follows four main steps which include risk identification, risk assessment, risk mitigation and review and monitoring. This process is carried out to ensure that the various levels of management are well aware of the potential risks that may threaten the organisation's strategies and objectives. The management of these risks is undertaken as per the defined action plan and the acceptable risk limits are established as part of the process. APL's risk management framework takes into account key TCFD aspects.

Risk identification entails the identification of strategic risks and department specific risks. Risk identification is carried out by functional heads, business heads, and senior leaders based on their business experience, business environment

considerations and performance results. At APL there are provisions for all internal stakeholders to identify and report on risks. Employees are encouraged to give their opinions/suggestions in suggestion boxes. Experts' opinions on business risks are also sought. Internal audit reports are utilized for identifying control weaknesses and strategic challenges. Once risks have been identified, they are then evaluated based on parameters such as impact, probability, and velocity. Risks are assessed based on severity and are prioritized accordingly. We have a defined risk classification structure to facilitate a complete identification of the risks for detailed evaluation. Within this structure, risks are classified into three levels of aggregation: high-level risks, medium-level risks and low-level risks.

Elements of Risk Evaluation



The level of risk is established by combining two variables, namely, the probability of occurrence and the impact of the said risk on the Company. Based on the probability of occurrence and the level of impact of each risk, the risk gets prioritized under the relevant category in the probability/impact matrix, which in turn determines the level of risk.

Based on the risks identified and evaluated, a decision is taken for risk treatment. A decision on accept, treat and transfer is taken for every enterprise risk. After this, a mitigation plan is finalized, based on cost-benefit analysis. The selected mitigation measures are tracked for their implementation and effectiveness in achieving the desired outcome in terms of time

and benefit. Risk owners and functional heads monitor enterprise risk and the effectiveness of the corresponding risk mitigation plans. Monthly reports are prepared, and appropriate steps are taken for further improvements.

The monitoring and reporting of enterprise risks and the status of mitigation plans help us to understand trends in risks. This also involves understanding the effectiveness of the mitigation plans. Review by the functional committee followed by the senior leadership committee helps in the identification of focus areas and mitigation plans to be worked on. The effectiveness of our risk management process is also examined and assessed by the highest governing body for ESG aspects which is the Apex Risk Management Committee .

Structure of Enterprise Risk Management System at APL



Our Risk Management System follows a structured hierarchy with the Apex Risk Management Committee operating at the Board Level. Members of this committee are the Chairman, Promoter and Executive Director; Non-independent and Managing Director; Independent and Non-Executive Director; and Chief Financial Officer. The Risk Management Committee holds two meetings in a year. The Business Risk Management Committee (BRMC) consists of the MD who is the Chairperson, the Chief Operating Officers (COOs), the Chief Financial Officer (CFO), the Company Secretary and the Chief Risk Officer (CRO). There are 11 Functional Risk Committees (FRCs) which are as follows:

1. BD- Revenue and Regulatory
2. BD- Fuel Management
3. BD- Legal
4. Finance and Accounts
5. Projects (including Engineering and Quality)
6. Human Resource (including Industrial Relations)
7. Techno Commercial
8. Information Technology
9. Environment, Health and Safety (EHS)
10. Governance and Secretarial
11. Operation and Maintenance

Similarly, there are 7 Station Risk Committees (SRCs) namely, Mundra TPP and Bitta Solar Power Plant, Tiroda Thermal Power Plant, Godda Thermal Power Project, Raipur Thermal Power Plant, Kawai Thermal Power Plant, Raigarh Thermal Power Plant, and Udupi Thermal Power Plant.

Our CRO, Mr. Santosh Kumar Singh is responsible for risk management, reviewing and monitoring performance. The Enterprise Risk Management (ERM) System at APL encompasses key ESG aspects and our risk management framework. The ERM system allows for the evaluation, prioritization and the escalation of risks identified, to the highest governing body. A key objective within the ERM system is to allow our employees and business associates to escalate risks identified by them to the next level. It is through the resolution of the Board of Directors

that the Apex Risk Management committee identifies and manages operational and financial risks pertaining to ESG. Details pertaining to the process, structure and updates on enterprise risks are communicated by the CRO/CSO on a half yearly basis.

There are three main categories of risks namely, Strategic, Tactical and Operational risks. Strategic risks are those that may pose failure to business decisions. Tactical risks are those that could lead to losses because of changes in business conditions. Operational risks are risks that emerge from day to day activities of the firm. While strategic risks call for treatment at the business head level, tactical and operational risks may be treated at the functional/station head level. Based on in-depth assessment and evaluation, there are seven key risks that we have identified. These cover business and commercial risks, operational risks, regulatory risks, financial risks, people risks, security risks and enterprise and governance risks.

Demand volatility, infrastructural requirements, emergence of new business models, market volatility and lack of long-term fuel security etc are examples of business and commercial risks. The mitigation measures for such risks mainly pertain to identifying and establishing alternatives should such issues arise. This covers measures such as identifying alternatives to raw materials in the event of price volatilities, identifying and developing new markets and ensuring that demand side pressures are managed efficiently.

Operational risks arise when there are process lapses or process related issues within the organisation. These could cover business operation risks such as non-availability of plant due to forced shutdowns, compliance related issues in O&M practices, and supply chain bottlenecks. The mitigation measures for such risks include the effective implementation of management standards, corrective actions through innovation and continuous focus on ensuring business excellence.

Any stringent measures in the regulatory environment can have a significant impact



on a business leading to implications such as loss of business opportunity, loss of revenue or unsatisfactory revenues and energy security issues. Regulatory risks are a key area of focus particularly in the power industry because any type of deviation may lead to plant shutdowns, huge penalties and even reputational damage. We have an elaborate compliance monitoring system to ensure compliance to regulatory norms. Our legal team monitors whether the other functional departments comply with the laid down regulations. We actively participate in advocacy initiatives and also liaison with regulatory bodies.

Financial risks include risks such as surging cost of funding and reduced accessibility to funds. Such risks generally arise from inappropriate allocation of funds. Financial risks may lead to reputational damage, legal issues and even credit risk. By establishing a robust capital structure, we endeavour to keep ourselves insulated from such market challenges.

People risk covers risks that could adversely impact the company's ability to recruit a skilled talent pool. Such risks could also lead to improper and unsatisfactory utilization of the company's current pool of talent. Attrition and productivity related issues could have an adverse effect on leadership and innovation. Other risks within this risk category include low employee productivity, sluggish career growth and development, communication gaps between employees and higher management, and employee poaching tactics by peer companies to name a few. We have established several measures to mitigate people related risks. Some of these covers

adopting best practices in managing human resources, maintaining health and safety standards, defining a clear growth trajectory for employees, and ensuring that employees get equal opportunities.

Security risks pertain to three main categories: namely assets, intellectual capital and employees. These are crucial areas, which if not managed duly can lead to severe implications such as damage to property and fatalities. In addition to ensuring the security of intellectual capital and data security, we take relevant measures to safeguard physical assets and resources such as manpower. We maintain the highest standards of industrial safety.

Enterprise and governance risks cover those pertaining to organisational governance, strategy and decision-making. We follow best industry practices with regard to corporate governance. The Company's overall philosophy is of paramount importance to the Board.

Emerging Risks

Given the severe implications of the COVID-19 pandemic, we have endeavored to identify possible risks arising from such a global crisis. Our focus is on establishing a resilient system by further strengthening our existing risk management system and identifying emerging risks and mitigating the same. While cyber security and data privacy are two key emerging risks, risks pertaining to unforeseen crises such as the pandemic have been a huge area of concern in recent times. Natural disasters and pandemics can pose a major threat to business

continuity which is why we are committed to identifying and mitigating such risks through our robust and effective risk management mechanisms.

Data Privacy and Cyber Security Policy

We have a cyber security risk management policy that focuses on maintaining cyber security risks within APL's risk appetite, and promoting a pro-active approach in reporting, analyzing, evaluating, and treating risks pertaining to information and technology assets. Furthermore, our group guidelines for data leak prevention focuses on ensuring that our employees understand their roles and responsibilities for protecting Adani Group's business-related information and data.

To ensure cyber security, protect sensitive data and to address application information and transaction processing, we have developed the system acquisition development and maintenance policy. The policy is applicable to all information and technology systems that are to be procured by or developed for us. To address cyber security issues as part of our business continuity management, we have developed the cyber security aspects of business continuity management policy. The objective of this policy is to mitigate the impacts of potential disasters that may hamper critical business processes. This policy is applicable to our employees, vendors, service providers, distributors and third-party consultants. For the timely and effective management of cyber security incidents, we have developed the cyber security incident management policy. The policy focuses on the importance of communicating adverse events and weaknesses associated with information and technology assets, to our employees, vendors, service providers, distributors and third-party consultants. This helps to initiate timely corrective actions. We provide risk management trainings to employees which include trainings on cyber security and data privacy. Additionally, we send continuous mailers to all employees

on how to identify and report on these threats. During the current financial year, there were zero incidents of IT and cybersecurity breaches.

We have established a comprehensive backup management and restoration policy to protect against loss of data and to ensure that the information and technology asset images are backed up as per the risk appetite and are tested periodically. This is applicable to all our network devices, security devices, computers, servers and all other applications that are connected to our network through a standard network or wireless connection, virtual private network connection or modem connection. We have a dedicated cyber security team that is responsible for policy development and maintenance while the policy enforcement is carried out by the IT operations team. The Chief Information Security Officer (CISO) is responsible and accountable for policy approvals.

The rationale of our communications security policy is to ensure the safety of information shared on the company's network traffic. We have appropriate controls and mechanisms in place to keep a check on unauthorized access, interruptions and information disclosures. In addition to minimizing network and system errors, the objective of this policy is to prevent exploitation of network services and control inappropriate access to the network, prevent breaches to the internal networks by un-trusted (external) networks, and to ensure a secure means of information transfer both within and outside the company. Our vulnerability and penetration test management policy addresses vulnerabilities before they can be exploited by attackers to compromise our critical resources. This policy lays down guidelines for conducting vulnerability assessment and penetration testing with the objective of proactively discovering the extent of the threat to the security of information systems.

Assurance Statement



INDEPENDENT ASSURANCE

OPINION STATEMENT

Statement No: **SRA-IND- 747025-1**

Adani Power Limited Sustainability Report 2020-21

The British Standards Institution is independent to Adani Power Limited (APL) and has no financial interest in the operation of APL other than for the assessment and assurance of this report.

This independent assurance opinion statement has been prepared for APL only for the purposes of assuring its statements relating to its Sustainability report, more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read. This statement is intended to be used by stakeholders & management of APL. Owing to the prevailing extraordinary situation due to the outbreak of the COVID-19 pandemic, the stage 1 assurance was completed using immersive techniques. A remote assurance was conducted over Microsoft Teams video-conferencing tool, where the assessor and the assessee client connected through the computer systems and internet.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by APL. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to APL only

Scope

The scope of engagement agreed upon with APL includes the following:

A. The assurance covers the Sustainability Report 2020-21 of the APL, prepared "In accordance" with GRI Standards – Comprehensive option, and focuses on systems and activities of APL covering the eight power plants (operating and under project stage) in India and their corporate office located at Ahmedabad, India during the period from 1st April 2020 to 31st March 2021.

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- B. APL has mapped its disclosure with the requirements of other reporting standards like:
- Integrated Reporting framework by the International Integrated Reporting Council (IIRC)
 - United Nations' Sustainable Development Goals (UN SDGs)
 - Principles of United Nations Global Compact (UNGC)
 - Task Force on Climate Related Financial Disclosures (TCFD)
 - Carbon Disclosure Project (CDP)

The power plant locations covered in scope of assurance included:

1. Adani Power Mundra Ltd. (APMuL)
2. Adani Power Maharashtra Ltd. (APML)
3. Adani Power Rajasthan Ltd. (APRL)
4. Udupi Power Corporation Ltd. (UPCL)
5. Raipur Energen Ltd. (REL)
6. Raigarh Energy Generation Ltd. (REGL)
7. Adani Power Ltd. Bitta Solar Plant
8. Adani Power Jharkhand Ltd. (APJL)

C. The AA1000 Assurance Standard, AA1000AS v3, Type 2 moderate level engagement evaluates the nature and extent of APL's adherence to all four AA1000 AccountAbility Principles: Inclusivity, Materiality, Responsiveness and Impact. The specified sustainability performance information/data disclosed in the report has been evaluated.

Opinion Statement

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance standard, AA1000AS v3 and GRI Standards 2020. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that APL's description of their self-declaration of compliance with the GRI Standards were fairly stated.

We conclude that the APL's Sustainability Report 2020-21 review provides a fair view of the APL's CSR programmes and performances during FY 2020-21. We believe that the 2020-21 economic, social and environment performance disclosures are fairly represented. The sustainability performance disclosures disclosed in the report demonstrate APL's efforts recognized by its stakeholders.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- A top level review of issues raised by external parties that could be relevant to APL's policies to provide a check on the appropriateness of statements made in the report,

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- Discussion with senior executives and their sustainability team on APL's approach and methodology of collection and evaluation of stakeholder engagement. We had no direct contact with external stakeholders.
- Interview with staff and authorities involved in sustainability management, report preparation and provision of report information were carried out,
- Review of key organizational developments,
- Review of supporting evidence for claims made in the reports,
- An assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard v3.
- A sample-based assessment of the reliability and quality of information as company's performance provided in the Sustainability report

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out below:

Inclusivity

This report has reflected a fact that APL is seeking the engagement of its stakeholders through various channels. This year being a year of Pandemic, face to face interaction has been reduced and supplier meets have been limited. However, feedback collection from all key stakeholders have continued and in all 21 topics were compiled for materiality assessment. Employees were given special importance this year. Adopting the GRI principles, the materiality assessment was conducted that yielded three new material topics to the current list of material topics.

This report focuses on the activities undertaken by APL, covering the eight power plant locations in India and the corporate office at Ahmedabad, India. This report covers the fair reporting and disclosures for economic, social and environmental information. APL is also planning and implementing a more robust feedback process in 2022. In our professional opinion, the report covers the APL's inclusivity issues that demonstrates participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.

Materiality

APL publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance.

The material topics identified are:

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Climate Change	Occupational Health and Safety	Compliance
Waste Management	Human Rights– forced labour, child labour and working conditions	Anti- Corruption
Plant Efficiency	Community Engagement and Development	Economic Performance
Water Management	Cultural Heritage and Indigenous Rights	Business Continuity
Emissions (Air and GHG)	Employment and Industrial Relations	Modernization and Upgradation
Efficient use of land resources	Competent Manpower	Grievance redressal
Biodiversity	Security Practices	Risk Management
Resource Optimization	Innovation	

The adequacy of currently identified material topics for future is being re-assessed by APL. The organization adopted a stakeholder consultation process to identify their material issues, which was specifically organized for the Sustainability reporting.

In our professional opinion the report covers the APL’s material issues by using APL materiality matrix, internal and external stakeholder consultation and boundary mapping, however, the future report should be further enhanced by including suitable performance indicators for the newly identified material aspects for which GRI indicators are not available.

Responsiveness

APL has implemented the practice to respond to the expectations and perceptions of its stakeholders. Feedback from all the internal stakeholder representatives were collected along with few selected external stakeholders.

In our professional opinion nothing has come to our attention to suggest that the responses related to identified material topics are not adequately represented in the Report.

Impact

APL has also demonstrated that adequate systems are in place to monitor, measure and be accountable for their actions that affect the economy, the environment, society, stakeholders and the organization itself.

GRI-reporting

APL provided us with their self-declaration of compliance GRI Standard and the classification to align with “In accordance” - Comprehensive.

Based on our verification review, we are able to confirm that social responsibility and sustainable development disclosures in all 3 categories (Environmental, Social and Economic)

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are reported with reference to “In accordance” with the GRI Standard – Comprehensive option.

In our professional opinion the self-declaration covers APL Corporate’s social responsibility and sustainability issues. On the basis of the verification undertaken, nothing has come to our attention to suggest that the Report does not properly describe the following sustainability disclosures as stipulated in the GRI Standards.

Environmental

- GRI 301: Materials (2016)
- GRI 302: Energy (2016)
- GRI 303: Water and Effluents (2018)
- GRI 304: Biodiversity-2016
- GRI 305: Emissions (2016)
- GRI 306: Waste (2020)
- GRI 307: environmental-compliance-2016

Social

- GRI 205: Anti-corruption-2016
- GRI 401: Employment (2016)
- GRI 403: Occupational Health and Safety GRI (2018)
- GRI 404: Training and Education (2016)
- GRI 405: Diversity and Equal Opportunity
- GRI 406: Non-discrimination (2016)
- GRI 408 (2016); GRI: Forced or Compulsory Labour (2016)
- GRI 410: Security-practices (2016)
- GRI 411: Rights-of-indigenous-peoples (2016)
- GRI 413: Local Communities (2016)
- GRI 419: socioeconomic-compliance-2016

Details of site wise data parameters are provided in the annexures attached:

- Annexure I: APL SR 2020-21: Data parameters – APMuL
- Annexure II: APL SR 2020-21: Data parameters – APML
- Annexure III: APL SR 2020-21: Data parameters – APRL
- Annexure IV: APL SR 2020-21: Data parameters – UPCL
- Annexure V: APL SR 2020-21: Data parameters – REL
- Annexure VI: APL SR 2020-21: Data parameters – REGL
- Annexure VII: APL SR 2020-21: Data parameters – APL Bitta Solar plant
- Annexure VIII: APL SR 2020-21: Data parameters – APJL Godda plant

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- Annexure IX: APL SR 2020-21: Data parameters – H.O
- Annexure X: APL SR 2020-21: Data parameters – APL (Business)

Competency and Independence

The assurance team was composed of Lead auditors experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including GRI-G4 and GRI Standard, AA1000, ISO10002, ISO 14001, OHSAS 18001, ISO 14064, ISO 50001 and ISO 9001, etc. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Assurance Level

The type 2 moderate level of assurance provided is in accordance with AA1000 Assurance standard, AA1000AS, v3 in our review as defined by the scope and methodology described in this statement.

Responsibility

It is the responsibility of APL's senior management to ensure the information presented in the Sustainability Report is accurate. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Reliability

The assurance statement on the performance was issued based on the evidence collected from ground level provided by the employees of APL. The sample selection on the data was on random basis and selection is done by BSI auditor. The sampled data covered all power plant locations included in the reporting boundary. The assurance team was convinced that the performance information presented in the report are reliable and representative.

Quality

The quality of information was checked through cross verification of data. Field level measurement and records were verified with the procurement and supply chain invoices/bills. Interview with the responsible persons detailed the activities, maintenance, and process performance. The fitness of the measuring devices, frequency of measurement and recording, competency of the person concerned, and review & approval of information were checked and found in conformance.

Performance Information

APL Sustainability report has addressed their Environment, Social and Governance performance through GRI indicators. The assurance team has evaluated the requirements of the GRI indicators for general disclosures and those relevant to the material topics only.

For the specific data presented in the report, minimal technical/compilation errors were identified during the sampling process which were corrected for the final report.

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Based on the processes and procedures conducted with a moderate assurance, there is no evidence that the Environmental and Social data and information are not materially correct and are not a fair representation of their Environmental and Social performance.

For and on behalf of BSI:



Kumaraswamy Chandrashekara
Head – System Certification Operations, BSI Group India
New Delhi, India
08 November 2021

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GRI Content Index

GRI Indicators	Section and Page Number	Mapping with SDG	Mapping with IFC performance standards	Mapping with UNGC	Mapping with TCFD	Mapping with FTSE	Mapping with WEF ESG Metrics
GRI 102-1: Name of the organization	About Adani- Page 21	-	-	-	-	-	-
GRI 102-2: Activities, brands, products, and services	About Adani-Page 21	SDG 13	-	-	-	-	-
GRI 102-3: Location of headquarters	About Adani- Page 21	-	-	-	-	-	-
GRI 102-4: Location of operations	About Adani- Page 22	-	-	-	-	-	-
GRI 102-5: Ownership and legal form	About Adani- Page 21	-	-	-	-	-	-
GRI 102-6: Markets served	About Adani-Page 23	-	-	-	-	-	-
GRI 102-7: Scale of the organization	About Adani-Page 22	-	-	-	-	-	-
GRI 102-8: Information on employees and other workers	Social Report: Our People- Page 76	SDG 8	-	-	-	-	-
GRI 102-9: Supply chain	Social Report: Responsible Supply chain- Page 90	-	-	-	-	-	-
GRI 102-10: Significant changes to the organization and its supply chain	Social Report: Responsible Supply chain- Page 90	-	-	-	-	-	-
GRI 102-11: Precautionary principle or approach	Sustainability Governance- Page 31	-	-	-	-	-	-
GRI 102-12: External initiatives	About Adani- Page 27	SDG 9	-	-	-	-	-
GRI 102-13: Membership of associations	About Adani- Page 27	SDG 9	-	-	-	-	-
GRI 102-14: Statement from senior decision-maker	Message from the MD- Page 7	-	-	-	-	-	Governing purpose
GRI 102-15: Key impacts, risks, and opportunities	Message from the MD, Corporate Governance and Risk Management- Page 8, 108	-	-	-	Governance, Strategy, Risk Management	GRM11, GRM10, GAC01	Risk and opportunity oversight, Governing purpose
GRI 102-16: Values, principles, standards, and norms of behavior	About Adani-Page 18	SDG 9, 16	-	-	-	GRM10	Ethical Behaviour
GRI 102-17: Mechanisms for advice and concerns about ethics	Sustainability Governance- Page 31	SDG 16	-	-	-	GAC11, GAC05	Ethical Behaviour
GRI 102-18: Governance structure	Corporate Governance and Risk Management- Page 105	-	-	-	-	GRM12	Quality of governing body
GRI 102-19: Delegating authority	Sustainability Governance - Page 33	-	-	-	-	-	Quality of governing body
GRI 102-20: Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance - Page 34	-	-	-	-	-	Quality of governing body
GRI 102-21: Consulting stakeholders on economic, environmental, and social topics	Sustainability Governance- Page 34	SDG 16	-	-	-	-	Quality of governing body
GRI 102-22: Composition of the highest governance body and its committees	Corporate Governance and Risk Management- Page 105 and 106	SDG 5	-	-	-	-	-
GRI 102-23: Chair of the highest governance body	Corporate Governance and Risk Management- Page 105 and 106	-	-	-	-	-	-
GRI 102-24: Nominating and selecting the highest governance body	AR-Page 105	SDG 5	-	-	-	GCG22	-
GRI 102-25: Conflicts of interest	AR-Page 112	-	-	-	-	-	-
GRI 102-26: Role of highest governance body in setting purpose, values, and strategy	AR-Page 86	-	-	-	-	-	-
GRI 102-27: Collective knowledge of highest governance body	AR-Page 100	SDG 4	-	-	-	-	-

GRI Indicators	Section and Page Number	Mapping with SDG	Mapping with IFC performance standards	Mapping with UNGC	Mapping with TCFD	Mapping with FTSE	Mapping with WEF ESG Metrics
GRI 102-28: Evaluating the highest governance body's performance	AR-Page 71	-	-	-	-	-	-
GRI 102-29: Identifying and managing economic, environmental, and social impacts	Sustainability Governance- Page 32	-	-	-	Governance, Strategy, Risk Management	ECC50, GAC04	Risk and opportunity oversight
GRI 102-30: Effectiveness of risk management processes	Corporate Governance and Risk Management- Page 109	-	-	-	Governance, Strategy, Risk Management	GAC10	Risk and opportunity oversight
GRI 102-31: Review of economic, environmental, and social topics	Sustainability Governance- Page 34	-	-	-	-	-	-
GRI 102-32: Highest governance body's role in sustainability reporting	Sustainability Governance- Page 34	-	-	-	-	ECC08, GRM05, GCG01	Quality of governing body
GRI 102-33: Communicating critical concerns	Sustainability Governance- Page 33 and 34	-	-	-	-	-	-
GRI 102-34: Nature and total number of critical concerns	AR-Page 125	-	-	-	-	-	-
GRI 102-35: Remuneration policies	AR-Page 105	-	-	-	-	GCG40	-
GRI 102-36: Process for determining remuneration	AR-Page 106	-	-	-	-	GCG47, GCG48, GCG27	-
GRI 102-37: Stakeholders' involvement in remuneration	AR-Page 81	-	-	-	-	GCG21	-
GRI 102-38: Annual total compensation ratio	AR-Page 81	-	-	-	-	-	-
GRI 102-39: Percentage increase in annual total compensation ratio	AR-Page 81	-	-	-	-	-	-
GRI 102-40: List of stakeholder groups	Stakeholder Engagement and Materiality Assessment - Page 38 and 39	-	-	-	-	SHR11	-
GRI 102-41: Collective bargaining agreements	Social Report- Page 83	SDG 8	-	Principle 3	-	SLS06	-
GRI 102-42: Identifying and selecting stakeholders	Stakeholder Engagement and Materiality Assessment - Page 38 and 39	-	-	-	-	-	Stakeholder engagement
GRI 102-43: Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment - Page 38 and 39	-	-	-	-	SHR11	Stakeholder engagement
GRI 102-44: Key topics and concerns raised	Stakeholder Engagement and Materiality Assessment - Page 38 and 39	-	-	-	-	-	Stakeholder engagement
GRI 102-45: Entities included in the consolidated financial statements	AR-Pages 66-69	-	-	-	-	-	-
GRI 102-46: Defining report content and topic Boundaries	About the Report- Page 4 and 5	-	-	-	-	-	-
Stakeholder Engagement and Materiality Assessment- Page 40	-	-	-	-	-	-	-
GRI 102-47: List of material topics	Stakeholder Engagement and Materiality Assessment - Page 40 and 41	-	-	-	-	-	Stakeholder engagement
GRI 102-48: Restatements of information	About the Report- Page 5, 61	-	-	-	-	-	-

GRI Indicators	Section and Page Number	Mapping with SDG	Mapping with IFC performance standards	Mapping with UNGC	Mapping with TCFD	Mapping with FTSE	Mapping with WEF ESG Metrics
GRI 102-49: Changes in reporting	About the Report- Page 5, Stakeholder Engagement and Materiality Analysis- Page 41	-	-	-	-	-	-
GRI 102-50: Reporting period	About the Report- Page 5	-	-	-	-	-	-
GRI 102-51: Date of most recent report	About the Report- Page 5	-	-	-	-	-	-
GRI 102-52: Reporting cycle	About the Report- Page 5	-	-	-	-	-	-
GRI 102-53: Contact point for questions regarding the report	About the Report- Page 5	-	-	-	-	-	-
GRI 102-54: Claims of reporting in accordance with the GRI Standards	About the Report- Page 5	-	-	-	-	GRM04	-
GRI 102-55: GRI content index	Page 120-131	-	-	-	-	-	-
GRI 102-56: External assurance	Page 113-119	-	-	-	-	EWT07, SHS10, EPR12, ECC41, ECC42	-
GRI 103-1: Explanation of the material topic and its Boundary	Stakeholder Engagement and Materiality Assessment- Page 40 - 43	-	PS-1 to PS-8	-	-	-	-
GRI 103-2: The management approach and its components	Sustainability Governance, Environment Report, Social Report- Page 31, 32, 50, 51, 52, 74, 75, 84, 85	-	-	-	-	-	-
GRI 103-3: Evaluation of the management approach	Sustainability Governance, Environment Report, Social Report- Page 31, 32, 50, 51, 52, 74, 75, 84, 85	-	PS-1 to PS-8	-	-	-	-
GRI 201-1: Direct economic value generated and distributed	Economic Performance- Page 46	SDG-2,5,7,8	PS-1 to PS-8	-	-	ECC60, ECC59	-
GRI 201-3: Defined benefit plan obligations and other retirement plans	AR-Page 257	SDG-8	PS-1 to PS-8	-	-	-	-
GRI 203-1: Infrastructure investments and services supported	Social Report: Community Development- Page 99	SDG-3,4,6, 8,9, 10, 11	PS-1 to PS-8	-	-	SHR15	-
GRI 203-2: Significant indirect economic impacts	Social Report: Community Development- Page 92	SDG-1,2, 3,4,5,6, 8,9, 10	PS-1 to PS-8	-	-	SHR15, EWT25	-
GRI 204-1: Proportion of spending on local suppliers	Social Report: Responsible Supply Chain Management- Page 89	SDG-12	PS-3	-	-	SHR05	-
GRI 205-2: Communication and training about anti-corruption policies and procedures	Sustainability Governance- Page 31	-	PS-2	-	-	GAC08, GAC07	Ethical Behaviour
GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Governance- Page 31-33	-	-	-	-	GRM20	Governing purpose
GRI 301-1: Materials used by weight or volume	Environment Report- Page 59	SDG-12	PS-3	-	-	EPR11	-
GRI 302-1: Energy consumption within the organization	Environment Report- Page 53	SDG-7,8,12,13	PS-3	-	-	ECC23, ECC15, ECC31	-
GRI 302-2: Energy consumption outside of the organization	Environment Report- Page 53	SDG-7,8,12,13	PS-3	-	-	-	-
GRI 302-3: Energy intensity	Environment Report- Page 53	SDG-7,8,12	PS-3	-	Strategy	-	-
GRI 302-4: Reduction of energy consumption	Environment Report- Page 51	SDG-7,8,12,13	PS-3	Principle 8	Strategy	ECC43, ECC76, ECC13, ECC05, ECC03, ECC01	-

GRI Indicators	Section and Page Number	Mapping with SDG	Mapping with IFC performance standards	Mapping with UNGC	Mapping with TCFD	Mapping with FTSE	Mapping with WEF ESG Metrics
GRI 303-1: Interactions with water as a shared resource	Environment Report- Page 59	SDG-6,12	PS-3	-	-	EWT24, EWT26, EWT29, EWT13, EWT24	-
GRI 303-2: Management of water discharge-related impacts	Environment Report: Wastewater generated- Page 61 and 62	SDG-6, 14,15	PS-3	-	-	EWT30	-
GRI 303-3: Water withdrawal	Environment Report- Page 60	SDG-6,12	PS-3	Principle 7	-	EWT31, EWT41	Freshwater availability
GRI 303-4: Water discharge	Environment Report- Page 61	SDG-6,14, 15	PS-3	Principle 7, 8	-	EWT30, EPR10	-
GRI 303-5: Water consumption	Environment Report- Page 61	SDG-6,12	PS-3	Principle 7, 8	-	EWT09, EWT06	Freshwater availability
GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment Report- Page 65	SDG-14,15	PS-5, PS-6, PS-7, PS-8	Principle 7,8, 9	-	EBD14, EBD17, EBD09, EBD02	Nature loss
GRI 304-2: Significant impacts of activities, products, and services on biodiversity	Environment Report- - Page 66	SDG-14,15	PS-5, PS-6, PS-7, PS-8	Principle 7,8, 9	-	EBD08	Nature loss
GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment Report- - Page 68	SDG-14,15	PS-5, PS-6, PS-7, PS-8	-	-	EBD06, EBD05	-
GRI 305-1: Direct (Scope 1) GHG emissions	Environment Report- Page 53	SDG- 3, 12, 13, 14, 15	PS-3, PS-4	-	Strategy, Metrics and Targets	EPR04, ECC40, ECC39, ECC38, ECC14	Climate change
GRI 305-2: Energy indirect (Scope 2) GHG emissions	Environment Report - Page 53	SDG- 3, 12, 13, 14, 15	PS-3, PS-4	-	Strategy, Metrics and Targets	EPR04, ECC40, ECC39, ECC38, ECC14	Climate change
GRI 305-3: Other indirect (Scope 3) GHG emissions	Environment Report- Page 53	SDG- 3, 12, 13, 14, 15	PS-3, PS-4	-	Strategy, Metrics and Targets	EPR04, ECC40, ECC39, ECC38, ECC49	Climate change
GRI 305-4: GHG emissions intensity	Environment Report- Page 53	SDG- 13, 14, 15	PS-3, PS-4	-	Metrics and Targets	ECC45, ECC12	Climate change
GRI 305-5: Reduction of GHG emissions	Environment Report- Page 53	SDG- 7,13, 14, 15	PS-3, PS-4	-	-	ECC45, ECC44	Climate change
GRI 305-6: Emissions of ozone-depleting substances (ODS)	Environment Report- Page 64	SDG-3, 12,13	PS-3, PS-4	-	-	ECC45	Climate change
GRI 305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environment Report- Page 64	SDG- 3, 12, 13, 14, 15	PS-3, PS-4	-	-	EPR18, EPR19	-
GRI 306-2: Waste by type and disposal method	Environment Report- Page 62	SDG-3, 6,12, 14, 15	PS-3, PS-4	-	-	EPR05, EPR06, EPR08, EPR24	-
GRI 307-1: Non-compliance with environmental laws and regulations	Environment Report- Page 69	SDG-12,13,14, 15	PS1- to PS-8	Principle 7,8,9	-	EPR27	-
GRI 308-1: New suppliers that were screened using environmental criteria	Environment Report- Page 89	-	PS-3	-	-	-	-
GRI 401-1: New employee hires and employee turnover	Social Report- Page 77 and 78	SDG-5, 8	PS-2	-	-	-	Employment and wealth generation
GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Report- Page 80	SDG-8	PS-2	-	-	-	-
GRI 401-3: Parental leave	Social Report- Page 80	SDG-5, 8	PS-2	-	-	-	-
GRI 402-1: Minimum notice periods regarding operational changes	Social Report- Page 81	SDG-8	PS-2, PS-4	-	-	-	-

GRI Indicators	Section and Page Number	Mapping with SDG	Mapping with IFC performance standards	Mapping with UNGC	Mapping with TCFD	Mapping with FTSE	Mapping with WEF ESG Metrics
GRI 403-1: Occupational health and safety management system	Social Report- Page 85	SDG- 8	PS-2	-	-	SHS01, SHS02, SHS03, SHS08, SHS11, SHS39	-
GRI 403-2: Hazard identification, risk assessment, and incident investigation	Social Report- Page 85	SDG-3, 8	PS-2	-	-	SHS04	-
GRI 403-3: Occupational health services	Social Report- Page 85	SDG-8	PS-2	-	-	-	-
GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	Social Report- Page 87	SDG-8	PS-2	-	-	SHS05	-
GRI 403-5: Worker training on occupational health and safety	Social Report- Page 88	SDG-3, 8	PS-2	-	-	-	Health and well being
GRI 403-6: Promotion of worker health	Social Report- Page 83	SDG-3, 8	PS-2	-	-	-	Health and well being
GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social Report- Page 85 and 86	SDG-3, 8	PS-2	-	-	-	-
GRI 403-8: Workers covered by an occupational health and safety management system	Social Report- Page 88	SDG-8	PS-2	-	-	-	-
GRI 403-9: Work-related injuries	Social Report- Page 88	SDG-3, 8	PS-2	-	-	SHS10, SHS37	Health and well being
GRI 403-10: Work-related ill health	Social Report- Page 88	SDG-3, 8	PS-2	-	-	SHS10, SHS37	Health and well being
GRI 404-1: Average hours of training per year per employee	Social Report- Page 80	SDG-4, 5,8	-	-	-	-	Skills for the future
GRI 404-2: Programs for upgrading employee skills and transition assistance programs	Social Report- Page 79	SDG-8	-	-	-	SLS29	Skills for the future
GRI 404-3: Percentage of employees receiving regular performance and career development reviews	Social Report- Page 82	SDG-5, 8	-	-	-	-	-
GRI 405-1: Diversity of governance bodies and employees	Social Report, Corporate Governance and Risk Management-Page 76, 77 and 105	SDG-5, 8	-	-	-	SLS16, GCG06	Dignity and equality
GRI 405-2: Ratio of basic salary and remuneration of women to men	Social Report- Page 76	SDG-5, 8	PS-2	-	-	SLS34	Dignity and equality
GRI 406-1: Incidents of discrimination and corrective actions taken	Social Report- Page 74	SDG-5, 8, 16	PS-2	Principle 6	-	SLS03, SLS30	-
GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social Report- Page 83	SDG-8	PS-2	Principle 3	-	SLS05, SLS06	-
GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	Social Report- Page 75	SDG-8,16	PS-2	Principle 5	-	SHR24, SLS01	Dignity and equality
GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social Report- Page 75	SDG-8	PS-2	Principle 4	-	SHR24, SLS02	Dignity and equality
GRI 410-1: Security personnel trained in human rights policies or procedures	Social Report- Page 75	SDG-8	PS-2	Principle 1	-	SLS12	-
GRI 411-1: Incidents of violations involving rights of indigenous peoples	Social Report- Page 75	SDG-2	PS-5 to PS-8	-	-	-	-
GRI 412-1: Operations that have been subject to human rights reviews or impact assessments	Social Report- Page 75	-	PS-2	Principle 1	-	SHR04, SHR21, SHR22, SHR23, SHR24, SHR26, SLS08,	-
SLS10, SLS13, SLS14	Dignity and equality						
GRI 412-2: Employee training on human rights policies or procedures	Social Report- Page 75	-	PS-1	Principle 1	-	SHR24, SLS12, SLS29	-

GRI Indicators	Section and Page Number	Mapping with SDG	Mapping with IFC performance standards	Mapping with UNGC	Mapping with TCFD	Mapping with FTSE	Mapping with WEF ESG Metrics
GRI 413-1: Operations with local community engagement, impact assessments, and development programs	Social Report- Page 91	SDG-1,2,3,4,5,6, 8, 9, 10	PS-1 to PS-8	-	-	SHR03, SHR15, SHR16, SLS11, EWT25	-
GRI 413-2: Operations with significant actual and potential negative impacts on local communities	Social Report- Page 91	SDG-1,2,3,4,5,6, 8, 9, 10	PS-1 to PS-8	-	-	SHR03, SHR15, SHR16, SLS11, EWT25	-
GRI 414-1: New suppliers that were screened using social criteria	Social Report- Page 89	SDG-8	PS-1	-	-	SLS12	-
GRI 414-2: Negative social impacts in the supply chain and actions taken	Social Report- Page 89	SDG-8	PS-1	-	-	-	-
GRI 415-1: Political contributions	Sustainability Governance- Page 31	SDG-16	-	Principle 10	-	-	-
GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	Social Report- Page 90	-	-	-	-	-	-
GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Social Report- Page 89	-	-	-	-	-	-
GRI 419-1: Non-compliance with laws and regulations in the social and economic area	Sustainability Governance- Page 31	SDG-16	PS-1 to PS-8	-	-	SLS21	Governing purpose



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