



September 04, 2025

Scrip Code- 533122

RTNPOWER

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (East),
Mumbai-400 051

Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-2025

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2024-25 which forms a part of the Annual Report for the financial year 2024-25.

This is for your information and records please.

Thanking you,

Yours faithfully,
For **RattanIndia Power Limited**

Lalit Narayan Mathpati
Company Secretary

Encl: a/a

RattanIndia Power Limited

CIN: L40102DL2007PLC169082

Registered Address: A-49, Ground Floor, Road No. 4, Mahipalpur, New Delhi - 110037

Website: www.rattanindiapower.com; **Email ID:** ir_rpl@rattanindia.com; **Phone:** 011 46611666; **Fax:** 011 46611777

Annexure 'D' to Board's Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

INTRODUCTION:

The Business Responsibility and Sustainability Report (BRSR) plays a crucial role in bridging the gap between a business's financial performance and its Environmental, Social, and Governance (ESG) practices. In terms of the Regulation 34(2)(f) of the Listing Regulations, the Business Responsibility Report for the financial year ended March 31, 2025 to provide investors with enhanced disclosure about the ESG practices of the Company, based on National Guidelines for Responsible Business Conduct (NGRBC), consisting of three sections, is set out below:

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L40102DL2007PLC169082
2.	Name of the Listed Entity	RattanIndia Power Limited
3.	Year of incorporation	2007
4.	Registered office address	A-49, Ground Floor, Road No. 4, Mahipalpur, New Delhi-11003
5.	Corporate address	5th Floor, Tower-B, Worldmark-I, Aerocity, New Delhi-110037
6.	E-mail	ir_rpl@rattanindiapower.com
7.	Telephone	011-46611666
8.	Website	www.rattanindiapower.com
9.	Financial year for which reporting is being done	2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 5997,02,58,600/- (Rupees Five Thousand Nine Hundred Ninety Seven Crore Two Lakhs Fifty Eight Thousand Six Hundred), divided into 537,01,05,860 (Five Hundred Thirty Seven Crore One Lakh Five Thousand Eight Hundred and Sixty) fully paid up equity shares of face value ₹ 10/- each, 37,69,20,000 (Thirty Seven Crore Sixty Nine Lakhs Twenty Thousand) optionally convertible cumulative redeemable preference shares of face value of ₹ 10/- each and 25,00,00,000 (Twenty Five Crore) Cumulative Non Convertible Redeemable Preference Shares of face value of ₹ 10/- each.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Lalit Narayan Mathpati Company Secretary and Compliance Officer (Tele: 011-46611666 and E-mail: ir_rpl@rattanindiapower.com)
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Reporting is done on Standalone Basis (In case of any exceptions, they have been highlighted against the respective disclosures) The information/data measurement techniques used, and the basis of calculations and estimates have been mentioned in the relevant sections of this report.
14.	Name of assurance provider	N.A
15.	Type of assurance obtained	N.A

Annexure 'D' to Board's Report (contd.)

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Power Generation	Power Generation & Supply	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Thermal Power Generation & Supply	35102	100

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	1	2	3
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	One (1) state, Maharashtra, Indian Energy Exchange (IEX) through Open Access
International (No. of Countries)	None

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

c. A brief on types of customers: RPL majorly serves B2G, its sole customer is Maharashtra State Electricity Development Corporation Limited. In addition, a small portion being supplied to Indian Energy Exchange (IEX) through Open Access

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	430	409	95%	21	5%
2.	Other than Permanent (E)	26	26	100%	0	0%
3.	Total employees (D + E)*	456	435	95%	21	5%
	WORKERS					
4.	Permanent (F)	92	79	86%	13	14%
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	92	79	86%	13	14%

Annexure 'D' to Board's Report (contd.)

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	2	2	100%	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	2	2	100%	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel*	5	0	0

- Key Management Personnel includes the Managing Director or Chief Executive Officer, Whole Time Director, Chief Financial Officer and Company Secretary.

* Inclusive of Mr. Rajiv Rattan Executive Chairman, Mr. Himanshu Mathur, whole-time director and Mr. Baliram Ratna Jadhav, whole-time director.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-2025			FY 2023-2024			FY 2022-2023		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.8%	23.8%	16.28%	15.77%	22.22%	16.05%	-	-	-
Permanent Workers	0	0	0	4.94%	0	4.25%	-	-	-

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding/subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Poena Power Development Limited	Subsidiary	100%	No

Annexure 'D' to Board's Report (contd.)

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 3,284 crores

(iii) Net worth (in ₹): 4,371 crores

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	Yes*	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes*	NIL	NIL	NIL	NIL	NIL	NIL
Employees and workers	No	NIL	NIL	NIL	NIL	NIL	NIL
Customers	No	NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners	No	NIL	NIL	NIL	NIL	NIL	NIL
Other(please specify)	-	-	-	-	-	-	-

*(<https://www.rattanindiapower.com/rpl/investor-contacts/>)

26. Overview of the entity's material responsible business conduct issues

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Stack Emissions - PM, SO2 and NOx	Risk	Failure to comply with the norms fixed by Ministry of Environment may lead to imposition of penalties	BHEL made pollution control equipment's installed to limit emissions. Continuous online monitoring being carried out.	Negative

Annexure 'D' to Board's Report (contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water & Effluent Management	Risk	Plant operations require water, which is an indispensable input. For environmental and social stability, it is essential to reduce water consumption and increase reutilization	Our plant runs on the highest Cycles of concentration (COC), a factor which establishes reuse of water. Also our plant has been designed on zero discharge basis. All effluents are reused for horticulture, dust suppression, spraying on coal stock etc.	Negative
3	Hazardous waste management	Risk	Hazardous waste is generated as part of plant operations which have the potential to negatively affect the environment	Authorized 3rd party vendor deployed for Recycling and Disposal of waste as per the statutory requirements	Negative
4	Occupational Health and Safety	Risk	Accidents/Incidents, Fatal or Non-Fatal due to improper health and safety measures could result in reduction in availability of manpower, higher cost of litigation, or even hinder operations.	Implementing best industry practices of EHS, identifying and eliminating risk factors, regular training of workers. Applicability and compliance with regard to regulatory requirements for occupational health and safety safeguards	Negative
5	Labour management	Risk	Labour issues can disrupt plant operations	RPL ensures timely labour compliances as per the statutory requirements	Negative
6	Cyber Security	Risk	Cyberattack is a global threat for major industrial organizations including the generating plants	The company adheres to the requirements laid down by Govt. Company continuous check on internal as well as external factors.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.rattanindiapower.com/rpl/policies/								

Annexure 'D' to Board's Report (contd.)

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the policies are firmly rooted with the NGRBC Principles which align with internationally recognized standards such as ISO 9000, 14000 and 45001, UNGC principles, ILO principles and United Nations Sustainable Development Goals(SDGs)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Towards the effectuation of various Programmes and initiatives in pursuit of the policy of promoting equitable growth and Development, the Company has also been coming to the aid of the local population by providing assistance and succor in various forms.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): <i>Please refer the Chairman's message.</i>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board of Directors is responsible for the decision making.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually (A)/ Half yearly (H)/ Quarterly (Q)/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									As a practice, the policies of the Company are reviewed periodically or on need basis by respective department heads, business heads and executive directors								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									The Company is in compliance with extant regulations as applicable								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

Annexure 'D' to Board's Report (contd.)

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable since the policies of the Company cover all Principles on NGRBCs.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors (BOD)	3	During the year, the Board was engaged in various updates on business safety, technology updation, CSR (Energy, Water, Waste, Life Cycle Assessment), work ethics, ESG matters and workplace diversity. These topics provided insights on the said Principles	100
Key Managerial personnel (KMPs)	3		100
Employees other than BoD and KMPs	3	During the year, various trainings were given to the employees and workers of the Company on various topics including POSH, work ethics, work life balance, effective communication skills etc.	100
Workers	3		100

Annexure 'D' to Board's Report (contd.)

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Not Applicable: There were no instances of (i) any fines or penalties, compounding fee or settlement amounts having to be paid by the Company or (ii) such punishments being imposed or awards being passed against the Company, as would have any monetary implications for it, for any violations of the provisions of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 or of other regulations / guidelines enacted in terms of the SEBI Act, 1992, or the provisions of any other applicable law, during the financial year 2024-25.				
Settlement					
Compounding Fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not applicable : There were no instances of any punishments being ordered against the Company or imprisonment of any of its promoters, directors or KMPs or senior management or other employees, being ordered for violation of any provisions of various applicable laws including the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 or of other regulations / guidelines enacted in terms of the SEBI Act, 1992.			
Punishment				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable: Please refer to the tables set out under point no. 2 above	

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

We are committed to conducting business in an ethical and honest manner and is committed to formulating, implementing, and enforcing systems to prevent corruption at every level. <https://www.rattanindiapower.com/rpl/policies/>

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

Annexure 'D' to Board's Report (contd.)

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.: **Not Applicable**

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payable.	223.92	236.26

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format: Not Applicable

Parameter	Metrics	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Concentration of purchase	a. Purchases from trading houses as % of total purchases.	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of sales	a. Sales to dealers/distributors as % of total sales.	NA	NA
	b. Number of dealers/distributors to whom sales are made.	NA	NA
	c. Sales to top 10 dealers as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	* Purchases (purchases with related parties/Total purchases)	NA	NA
	* Sales (sales to related parties/Total sales)	NA	NA
	* Loans & advances (Loans & advances given to related parties/Total loans & advances)	NA	NA
	* Investments (Investments in related parties/Total investments made)	NA	NA

Annexure 'D' to Board's Report (contd.)

LEADERSHIP INDICATORS

1. Awareness Programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness Programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness Programmes
5	Human Rights - Prevention of child labour, Gender equality, Education for all, Awareness regarding Human Trafficking Integrity i.e. ethical, transparent & accountable behaviour i.e. Truthfulness, Honesty Safety Regulations inside the plant, Action to be taken in case of Emergency, Analysis of Risks involved in various tasks, Hazardous nature of material that will be in use, Written work Instructions, Impact of the task on the environment, Sustainability aspects related to the task	100

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No)
If Yes, provide details of the same.

Yes, The Code of Conduct for Non-Executive Directors and for Independent Directors carries explicit clauses covering avoidance of conflict of interest. The Company places a strong emphasis on transparency, integrity, fair practices, and is equipped with robust systems to address conflicts of interest.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:

(₹ in Lacs)

percentage of	Current Financial Year 2024-25	Previous Financial Year 2023-24	Details of improvements in environmental and social impacts
R&D	6.20	107.94	Payment towards CSR Activities: <ol style="list-style-type: none"> Improves community infrastructure (schools, hospitals, roads, sanitation, crematoriums, etc.). Enhances access to education, healthcare, clean water, and livelihood opportunities. Promotes social equity by uplifting weaker sections of society. Strengthens the bond between company and local communities.
Capex	70.52	3.43	Comments to be taken from user

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

Yes, RPL has laid down procedures in place for sustainable sourcing.

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

100% of the non-fuel inputs are sourced sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company has implemented several measures and established processes to enhance its waste management practices. These processes are regularly reviewed, with continuous improvement initiatives undertaken and closely monitored to ensure effective implementation.

The primary waste produced by the Company is Fly Ash from its thermal power plant. This is utilized in the manufacturing of ash bricks, ready-mix concrete in accordance with the Fly Ash Notification, and for quarry filling as permitted by the State

Annexure 'D' to Board's Report (contd.)

Pollution Control Board's No Objection Certificate. RPL is also committed to utilizing bottom ash in accordance with the guidelines set by the Ministry of Environment, Forest and Climate Change.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. Not applicable

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? Not applicable

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product /Service	Description of the risk /concern	Action Taken
Fly Ash	Contamination of landfill	HDPE Lining of ash pond has been done. Endeavor is to utilize 100% fly ash by supplying to brick manufactures, RMCs, quarry filing etc.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):. Not Applicable

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Not Applicable		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not Applicable

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastic (Including Packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category: Not Applicable

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

Annexure 'D' to Board's Report (contd.)

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

ESSENTIAL INDICATORS

To promote safety and well-being in the workplace, the Company offers various training sessions for both employees and workers

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	409	409	100	409	100	0	0	0	0	0	0
Female	21	21	100	21	100	21	100	0	0	0	0
Total	430	430	100	430	100	21	100	0	0	0	0
Other than permanent Employees											
Male	26	26	100	26	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	79	79	100	79	100	0	0	0	0	0	0
Female	13	13	100	13	100	13	100	0	0	0	0
Total	92	92	100	92	100	13	100	0	0	0	0
Other than permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.05%	0.05%

Annexure 'D' to Board's Report (contd.)

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

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	397/87%	90/98%	Y	247/56%	91/97%	Y
Gratuity	456/100%	92/100%	N.A	100%	100%	N.A
ESI	5/1%	87/95%	Y	13/0.1%	92/100%	Y
Others - please specify						

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.:

Yes, the company diligently ensures that all pathways and walkways within the office premises are meticulously maintained, cleared, and kept free from any obstructions. Furthermore, the installation of ramps and lifts is thoughtfully implemented wherever necessary, thereby prioritizing accessibility and convenience for all individuals.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.:

Yes, It is governed by Central government rule of equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016

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

Gender	Permanent Employee		Permanent Worker	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total				

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

Yes, Employee can directly write/ meet CHRO about their grievances which is further taken up by CHRO in HOD Meeting every Week.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Employee can directly write/ meet CHRO about their grievances which is further taken up by CHRO in HOD Meeting every Week.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Annexure 'D' to Board's Report (contd.)

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: Not Applicable

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	NA	NA		NA	NA	
Female	NA	NA		NA	NA	
Total						
Permanent Workers						
Male	NA	NA		NA	NA	
Female	NA	NA		NA	NA	

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	350	200	57	277	79	323	187	57	290	89
Female	18	12	66	11	61	12	8	66	9	75
Total	368	212	57	288	78	335	195	58	299	89
Workers										
Male	78	25	32	39	50	78	25	32	39	50
Female	13	6	46	7	53	13	6	46	7	53
Total	91	31	34	46	50	91	31	34	46	50

Annexure 'D' to Board's Report (contd.)

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

The Management of the Company provide clear guidance on the steps to be taken and the expectations for all Employees and Workers. The Company has well established Performance Evaluation mechanism with a well-established process. The process covers activities related to measuring performance of employees as part of the year-end review, rating & promotion recommendation.

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (B)	% (D/C)
Employees						
Male	350	260	74	323	225	69
Female	18	11	61	12	9	75
Total	368	271	73	335	234	69
Workers						
Male	78	56	72	78	57	73
Female	13	9	69	13	9	69
Total	91	65	71	91	66	72

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?** The Company has well established Occupational Health & Safety Management System, which covers all employees and workers. The Company aims to avert all work-related injuries and illnesses by identifying, evaluating, and mitigating potential health and safety hazards in all the operations. The Company offers comprehensive training programs for Employees, Workers and manpower of Contractors working in premises of the plant to nurture a strong safety culture and enhance the ability for safe work practices.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** A well-defined safety observation system, hazard identification and risk assessment procedures is in place. The Company adheres to identification of hazards and Risk assessment, safety checks and assurance, pre-start up safety reviews, safety audits, inspection.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)** Yes, we have a system for identification of hazards from the routine as well as non-routine activity. HIRA, JSA/JHA tools are being used to identify the hazards.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)** Yes, the site has access to non-occupational medical & healthcare services. In addition, personnel are being trained to respond appropriately to medical emergencies.

Annexure 'D' to Board's Report (contd.)

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

Safety Incident/Number	Category	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy work place:

Ensuring the safety and health of the workforce has been and will continue to be of paramount importance for RattanIndia. The workforce undergoes an induction before starting work so that they are familiarised with the work processes, safety rules and also the hazards and the related controls in their respective tasks. Company has established a robust process for hazard identification and risk assessment for tasks that may pose a risk, and puts in place control measures to mitigate the identified risks. The workforce is continuously involved in analysis of workplace conditions in an effort to identify and eliminate potential or existing hazards, this ensures they are aware of the hazards for each job and process and the role that they have in controlling the hazard.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NA	NA	NIL	NA	NA
Health & Safety	NIL	NA	NA	NIL	NA	NA

14. Assessments for the year:

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

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

The incidents are investigated thoroughly as per Safety Guidelines. The employees and workers are encouraged to ensure Zero Tolerance on safety lapses. The Company took proactive measures by providing extensive and specialized training to the workmen specifically for executing the shutdown work. By offering hands-on training and practical experience, the Company aimed to enhance the workmen's skills and proficiency in conducting shutdown activities, thereby minimizing the risk of errors or accidents during the process.

Annexure 'D' to Board's Report (contd.)

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) - Y (B) Workers (Y/N). Y.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.: Yes, Statutory Dues has been directly deposited by the entity which is quarterly and annually audited
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No): Yes
5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.: Not Applicable as no such significant risk or concerns were reported.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

We have identified our stakeholders, which include customer, various suppliers, communities, government regulators, shareholders and employees on regular basis. However, this process is ongoing and we continuously strive to identify additional stakeholders We take a proactive approach to engage with our stakeholders regularly, seeking to understand their perspectives, receive feedback and address any issues that are important to them. Our stakeholder engagement is based on seamless dialogue, empathy and a focus on value creation.

Annexure 'D' to Board's Report (contd.)

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group(Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Banks & FI	No	Through meetings, emails, regular reports	On regular basis	Financing, Bank guarantees, working capital requirement and CapEx
Customer	No	Official communication channel, website, social media, emails and meetings	On regular basis	Power Supply and Billing
Employees	No	Website, Circulars, Notification etc. on Notice Boards, e mails	On regular basis	Training, orientation, employee wellbeing, health care, safety
Regulatory Authorities	No	Official communication channel, website, social media, emails and meetings	Frequent as and when required	Compliances, Suggesting, Policy Improvements
Investors/ Shareholders	No	General Meetings, News Paper publications, Websites, Social Media	Quarterly/ Half yearly/ Annually	To educate about Company's growth prospects and present working

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We believe that consultation with our stakeholders is an ongoing process, and our leadership takes the lead by engaging with them regularly across various platforms. We provide shareholders with the opportunity to interact with all board members on an annual basis during Annual General Meeting. This enables us to keep a constant pulse on the needs and concerns of our stakeholders and ensures that we remain accountable to them.

We maintain a constant and proactive engagement with our key stakeholders that enables us to communicate our strategy and performance. We practice continuous communication and engagement to align expectations. The Board of Directors are updated on various developments arising out of such engagement and they provide their guidance / inputs on such matters. We follow the norms of communication with the Board

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes the company receives various input from its stakeholders. The Board of Directors analyze the same and wherever finds suitable incorporates the same into the policies and activities of the entity.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Board of Directors on voluntary basis had been giving back to the society by addressing the grass root social and development issues.

Annexure 'D' to Board's Report (contd.)

PRINCIPLE 5 Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	430	235	54%	240	224	93%
Other than permanent	26	26	100%	95	67	70%
Total Employees	456	261	57%	335	291	86%
Workers						
Permanent	92	48	52%	39	29	74%
Other than permanent	0	0	0%	7	5	71%
Total Workers	92	48	52%	46	34	74%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024-25 Current Financial Year				FY 2023-24 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	430			430	100	403			403	100
Male	409			409	100	388			388	100
Female	21			21	100	15			15	100
Other than Permanent	26			26	100	26			26	100
Male	26			26	100	26			26	100
Female	0			0	0	0			0	0
Workers										
Permanent	92			92	100	92			92	100
Male	79			79	100	79			79	100
Female	13			13	100	13			13	100
Other than Permanent										
Male										
Female										

Annexure 'D' to Board's Report (contd.)

3. a. Details of remuneration/salary/wages, in the following format:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	3	2,67,30,712		
Key Managerial Personnel	2	38,87,082		
Employees other than BoD and KMP	406	5,74,385	21	3,00,000
Workers	81	2,34,168	13	2,21,688

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Gross wages paid to females as % of total wages paid	3%	3%

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No):** The CHRO and the Human Resource team is responsible for addressing human right impact & issues
5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.:** In case of any query/ grievance the Employee can directly write/ meet CHRO about their grievances which is further taken up by CHRO is HOD Meeting every Week
6. **Number of Complaints on the following made by employees and workers:**

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NA	NIL	NIL	NA	NIL
Discrimination at workplace	NIL	NA	NIL	NIL	NA	NIL
Child Labour	NIL	NA	NIL	NIL	NA	NIL
Forced Labour/Involuntary Labour	NIL	NA	NIL	NIL	NA	NIL
Wages	NIL	NA	NIL	NIL	NA	NIL
Other human rights related issues	NIL	NA	NIL	NIL	NA	NIL

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total complaints reported under Sexual Harassment on of woman at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NII	NII
Complaints on POSH as a % of female employees/workers	NII	NII
Complaints on POSH upheld	NII	NII

Annexure ‘D’ to Board’s Report (contd.)

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.:** The Company has implemented the sexual harassment policy. POSH Committee in place to address complainant related discrimination and harassment cases. On yearly basis POSH awareness training is provided to all the employees and workers
9. **Do human rights requirements form part of your business agreements and contracts? (Yes/No):** Yes
10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others - please specify	Nil

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.:** Nil

LEADERSHIP INDICATORS

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.:** In FY 2024-25, no such grievances was reported. The Company ensures adherence to the fundamental principles of human rights.
2. **Details of the scope and coverage of any Human rights due-diligence conducted.:** The company have internal control system to manage the process
3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?** Yes
4. **Details on assessment of value chain partners:** NA

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.:** Nil

Annexure 'D' to Board's Report (contd.)

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

ESSENTIAL INDICATORS

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
From Renewal sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewal resources (A+B+C)	-	-
From non -renewal sources		
Total electricity consumption (D)	26,38,553	27,16,270
Total fuel consumption (E)	9,13,68,618	9,54,66,827
Energy consumption through other sources (F)	-	-
Total energy consumption from non - renewal resources (D+E+F)	9,40,07,171	9,81,83,097
Total energy consumed (A+B+C+D+E+F)	9,40,07,171	9,81,83,097
Energy intensity per rupee of turnover		
(Total energy consumption/ Revenue from operation)	0.0028627	0.0029186
Energy intensity per rupee of turnover adjusted for purchasing Power Parity* (Total energy consumption/ Revenue from operation adjusted for PPP)	0.0591442	0.0602991
Energy Intensity in terms of physical output (Total energy consumed (GJ)/ Total Power Generation Units (kWh))	0.0101313	0.0100613
Energy intensity (optional) - the relevant metric may be selected by the company	-	-

* For PPP, Conversion factor of 20.660 has been used for FY24 and FY25 as per Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: Not Applicable

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

RPL is part of PAT Cycle VII (FY 2024-25). The target heat rate is 2580.49 kcal/kwh. Assessment is to be done in this FY 2025-26.

RPL was also part of PAT Cycle III. The target heat rate was 2,539.34 kcal/kwh. The Normalized specific energy consumption (achieved in the target year) was 2,533.7 kcal/kwh. Total energy saving certificate achieved is 3,231 MTOE (equivalent to 3,231 Nos. Escerts).

Annexure 'D' to Board's Report (contd.)

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,3131,078	2,4086,949
(ii) Ground Water		
(ii) Third party water	NIL	NIL
(iv) Seawater/desalinated water	NIL	NIL
(v) Other	NIL	NIL
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	2,3131,078	2,4086,949
Total volume of water consumption (in kiloliters)	2,3131,078	2,4086,949
Water intensity per rupee of turnover (Total water consumption /Revenue from Operations)	0.0007044	0.0007160
Water intensity per rupee of turnover adjusted for purchasing Power Parity (PPP) (Total water consumption/ Revenue from Operations adjusted for PPP)	0.0145528	0.0147930
Water intensity in terms of physical output	0.0024929	0.0024683

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.: Not Applicable

4. Provide the following details related to water discharged:

Amravati Thermal Power Plant is a Zero Liquid Discharge Plant. All effluents are treated and reused for horticulture, dust suppression

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
• No treatment		
• With treatment - please specify the level of treatment		
(ii) To Groundwater		
• No treatment		
• With treatment - please specify the level of treatment		
(iii) To Seawater		
• No treatment		
• With treatment - please specify the level of treatment		
(iv) Sent to third-parties		
• No treatment		
• With treatment - please specify the level of treatment		
(v) Other		
• No treatment		
• With treatment - please specify the level of treatment		
Total water discharged (in kilolitres) (i + ii + iii + iv + v)		
Total water discharged in kilolitres		

Annexure 'D' to Board's Report (contd.)

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.:** Not Applicable

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Amravati Thermal Power Plant is a Zero Liquid Discharge Plant. All effluents are treated and reused for horticulture, dust suppression.

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
NOx	mg/Nm ³	171	287
SOx	mg/Nm ³	429	554
Particulate matter (PM)	mg/Nm ³	28	30
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others - please specify		NA	NA

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.:** Not Applicable

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	79,46,102	82,65,943
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0002457	0.0002420
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPA)		0.0050765	0.0049993
Total Scope 1 and Scope 2 emissions intensity in terms of physical output		0.0008470	0.0008564

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.:** Not applicable

8. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. No**

Annexure 'D' to Board's Report (contd.)

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	NA	NA
Bio-medical waste (C)		
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (Glass wool) (G)	0.560	0.980
Other Non-hazardous waste generated (H). Please specify, if any. (Fly ash & bottom ash) (Break-up by composition i.e. by materials relevant to the sector)	30,26,493	24,12,266
Total (A + B + C + D + E + F + G + H)	30,26,493	24,12,266
Water intensity per rupee of turnover (Total waste generated/Revenue from operation)	0.0000922	0.0000717
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity. (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.0019041	0.0014815
Waste intensity in terms of physical output	0.0003262	0.0002472
Waste intensity(optional) - the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	30,26,493	24,12,266
Total	30,26,493	24,12,266
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	30,26,493	24,12,266
Total	30,26,493	24,12,266

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: Not applicable

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

The Company has vigorous waste management practices and aims to be Zero Waste plant. The major waste at RPL includes ash (fly ash + bottom ash). 100% of the hazardous and toxic waste is treated/discarded as per the statutory rules and requirements.

Annexure 'D' to Board's Report (contd.)

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

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is 100% compliant with the applicable environmental law/ regulations/ guidelines in India.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL				

Annexure 'D' to Board's Report (contd.)

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area - Amravati
- (ii) Nature of operations - Power Generation
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,3131,078	2,4086,949
(ii) Groundwater	NIL	NIL
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres)	2,3131,078	2,4086,949
Total volume of water consumption (in kilolitres)	2,3131,078	2,4086,949
Water intensity per rupee of turnover (Water consumed / turnover)	0.0007044	0.0007160
Water intensity (<i>optional</i>) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Annexure 'D' to Board's Report (contd.)

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	79,46,102	82,65,943
Total Scope 3 emissions per rupee of turnover equivalent	Metric tonnes of CO2	Not Applicable	Not Applicable
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		0.0002457	0.0002420

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: Not applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. NA
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Under Implementation - FGD and De-NOx systems	Reduction in fuel emissions, specifically SO2 and NOx from the stack emissions	

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, RPL has a robust disaster management plan in place. Regarding dangers, including health hazards and the measures to overcome such Hazards arising from the exposure to or handling of the material or substances in the manufacture, transportation, storage and other process, workers engaged in the factory and to the general public living in the vicinity of the factory the safety measures required to be taken in the event of an accident taking place.

RPL prepared the ON-SITE EMERGENCY PLAN on properly studying through the process of manufacturing, types of Raw materials.

The key elements of the plan are:

- Safeguard the personnel located in the premises,
- Minimize damage to property and environment,
- Organize rescue and treatment of affected persons,
- Initially contain and ultimately bring the incident under control,
- Identify the causalities,
- Provide required help to the relatives,
- Provide authoritative information to the news media/ concerned officials,
- Secure the Safe rehabilitation of affected persons,
- Preserve relevant records and equipment for the subsequent enquiry into the cause and circumstances of emergency.

The main objective of involving the Emergency and Disaster Control Plan is, to create a procedure and infrastructure based on the combined resources of the factory as well as the external services, with a view to minimize damage and losses arising out of emergency and disastrous situations in the plant premises, which may directly or indirectly affect the employees, the property of the Company and the local community.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. No such event reported.

Annexure 'D' to Board's Report (contd.)

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Nil
8. How many Green Credits have been generated or procured: NA
 - (a) by the listed entity
 - (b) by the top ten value chain partners

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

ESSENTIAL INDICATORS

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Association of Power Producers (AAP)	National

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

Name of authority	Brief of the case	Corrective action taken

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity: Nil

S. No.	Public Policy Advocate	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quaterly/Others - Please specify)	Web Link, if available

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.: Not Applicable

Name and brief detail of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results Communicated in Public Domain (Yes/No)	Relevant Web Link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not Applicable

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

Annexure 'D' to Board's Report (contd.)

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

The company regularly engages with local community representatives in the vicinity of plant area for hearing out any grievances/feedback/suggestions and implement the same.

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	Nil	Nil
secured directly from within the district and neighboring districts.	Our ERP system does not differentiate between local procurement, based district. 100% of Non-fuel procurement at RPL was sourced locally in FY25.	Our ERP system does not differentiate between local procurement, based district. 100% of Non-fuel procurement at RPL was sourced locally in FY24.

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

Location	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Rural		
Semi- urban	72/9%	49/7%
Urban		
Metropolitan	19/3%	24/7%

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Not Applicable

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No): No

(b) From which marginalized /vulnerable groups do you procure?: Not applicable

(c) What percentage of total procurement (by value) does it constitute?: Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: Not Applicable

S. No.	Intellectual Property based on traditional knowledge	Owned/Aquired (Yes/No)	Benefit shared (Yes/No)	Basis of Calculating benefit share
Nil				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

S. No.	Name of authority	Brief of the Case	Corrective action taken
Nil			

6. Details of beneficiaries of CSR Projects: NIL

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

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

ESSENTIAL INDICATORS

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback. - Our only consumer is Maharashtra State Electricity Distribution Company Limited (MSEDCL). Any queries/complaints are directly received on the company e mail IDs.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-2025 (Current Financial Year)		Remarks	FY 2023-2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Not Applicable					
Not applicable						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for
Voluntary recalls	Not applicable	
Forced recalls		

Annexure 'D' to Board's Report (contd.)

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

Yes, the Company maintains a Cybersecurity Framework and Policy. This document delineates established limits, mitigation strategies, and internal controls, and can be accessed via the Company's intranet portal.

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

There are no issues underway or in past as of now related to cyber security. The company ensures timely compliance of any queries raised by the regulatory authorities.

7. **Provide the following information relating to data breaches**

- a. Number of instances of data breaches : No breach observed
- b. Percentage of data breaches involving personally identifiable information of customers : No breach observed
- c. Impact, if any, of the data breaches : N.A

LEADERSHIP INDICATORS

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Website - RattanIndia Power Limited (RPL) | RattanIndia/ www.rattanindiapower.com

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** Not applicable, entire power supplied to DISCOM at Plant Periphery. Further distribution and supply to consumer done by DISCOM/MSEDCL.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.** Planned outages are informed in advance to DISCOM.
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Not Applicable