



एनटीपीसी लिमिटेड  
(भारत सरकार का उद्यम)

**NTPC Limited**  
(A Govt. of India Enterprise)

केन्द्रीय कार्यालय/ Corporate Centre

Ref. No.: 01:SEC:LA:1

Dated: 06.08.2024

<b>General Manager</b> Department of Corporate Services BSE Limited Floor 25, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 Scrip Code: 532555	<b>Manager</b> Listing Department National Stock Exchange of India Limited "Exchange Plaza", Bandra-Kurla Complex, Bandra (E), Mumbai -400 051 Scrip Code: NTPC
--	---

ISIN: INE733E01010

**Sub.: Business Responsibility and Sustainability Reporting**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2023- 24, which also forms part of the Integrated Annual Report for Financial Year 2023-24, submitted to the Exchanges vide letter dated 6<sup>th</sup> August, 2024.

This is for your information and records.

Thanking you,

Yours faithfully,

  
Digitally signed  
by Ritu Arora  
Date: 2024.08.06  
10:59:33 +05'30'

**(Ritu Arora)**  
**Company Secretary &  
Compliance Officer**

## Business Responsibility & Sustainability Report

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L40101DL1975GOI007966
2. Name of the Listed Entity:	NTPC LIMITED
3. Year of incorporation:	1975
4. Registered office address:	NTPC Bhawan, SCOPE Complex, 7, Institutional Area, Lodhi Road, New Delhi-110 003
5. Corporate address:	NTPC Bhawan, SCOPE Complex, 7, Institutional Area, Lodi Road, New Delhi-110 003
6. E-mail:	sustainability@ntpc.co.in
7. Telephone:	011-24367333
8. Website:	<a href="https://www.ntpc.co.in/">https://www.ntpc.co.in/</a>
9. Financial year for which reporting is being done:	2023-24
10. Name of the Stock Exchange(s) where shares are listed:	NSE and BSE
11. Paid-up Capital:	₹ 9,696.67 Crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the brsr report:	Ms. Ritu Arora (Company Secretary & compliance officer). Phone: 011-24360959 Email: csntpc@ntpc.co.in
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):	Consolidated (Excluding Coal Mining)
14. Name of assurance provider	Bureau veritas
15. Type of assurance obtained	Reasonable/Limited

#### 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	Generation of Electricity	Power Generation	94.19%

##### 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	Power Generation from - Coal	35102	83.66
2	Power Generation from - Gas	35103	6.47
3	Power Generation from - Hydro	35101	2.76
4	Power Generation from - Solar	35105	1.22
5	Power Generation from - Wind	35106	0.08



## 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	93	17	110
International	1	2	3

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	25 (State & UT)
International (No. of Countries)	2 Countries (Sri Lanka and Bangladesh)

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

0.76 %

#### c. A brief on types of customers:

NTPC supplies electricity to various bulk customers located throughout the country. Our customers include.

- State-owned Electricity Utilities like State Electricity Distribution Companies, SEB Holding Companies, State Power Departments
- Indian Railways
- Private distribution companies in Delhi
- Bangladesh Power Development Board (BPDB) and
- Nepal Electricity Authority (NEA)

## Employees

### 20. Details as at the end of Financial Year: -

#### 1. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	13367	12398	92.75%	969	7.25%
2	Other than Permanent Employees (E)	2318	2124	91.63%	194	8.37%
3	Total employees (D + E)	15685	14522	92.59%	1163	7.41%
<b>WORKERS</b>						
4	Permanent (F)	6707	6053	90.25%	654	9.75%
5	Other than Permanent Employees (E)	122542	120143	98.04%	2399	1.96%
6	Total workers (F + G)	129249	126196	97.64%	3053	2.36%



## 2. Differently abled Employees and workers:-

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	334	287	85.93%	47	14.07%
2	Other than Permanent (E)	27	25	92.59%	2	7.41%
3	Total differently abled employees (D + E)	361	312	86.43%	49	13.57%
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	311	270	86.82%	41	13.18%
5	Other than permanent (G)	508	495	97.44%	13	2.56%
6	Total differently abled workers (F + G)	819	765	93.41%	54	6.59%

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9%
Key Management Personnel	7	1	14.28%

## 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.55%	5.16%	6.45%	6.55%	7.67%	6.44%	7.73%	5.48%	7.57%
Permanent Workers	8.56%	6.88%	8.39%	8.56%	9.09%	6.41%	10%	4%	9%

## 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	NTPC Electric Supply Company Ltd.	Subsidiary	100%	YES
2	NTPC Vidyut Vyapar Nigam Ltd.	Subsidiary	100%	YES
3	Bhartiya Rail Bijlee Company Ltd.	Subsidiary	74%	YES
4	Patratu Vidyut Utpadan Nigam Ltd.	Subsidiary	74%	YES
5	NTPC Mining Ltd.	Subsidiary	100%	YES
6	THDC India Ltd.	Subsidiary	74.49%	YES
7	North Eastern Electric Power Corporation Ltd.	Subsidiary	100%	YES
8	NTPC EDMC Waste Solutions Private Ltd.	Subsidiary	74%	YES



S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
9	Ratnagiri Gas & Power Private Ltd.	Subsidiary	86.49%	YES
10	NTPC Green Energy Ltd.	Subsidiary	100%	YES
11	Utility Powertech Ltd.	Joint Venture	50	YES
12	NTPC-GE Power Services Pvt. Ltd.	Joint Venture	50	YES
13	NTPC-SAIL Power Co. Ltd.	Joint Venture	50	YES
14	NTPC Tamil Nadu Energy Co. Ltd.	Joint Venture	50	YES
15	Aravali Power Company Pvt. Ltd.	Joint Venture	50	YES
16	Meja Urja Nigam Pvt. Ltd.	Joint Venture	50	YES
17	NTPC-BHEL Power Project Pvt. Ltd.	Joint Venture	50	YES
18	National High Power Test Laboratory Pvt. Ltd.	Joint Venture	21.63	YES
19	Transformers and Electricals Kerala Ltd.	Joint Venture	44.60	YES
20	Energy Efficiency Services Ltd.	Joint Venture	39.25	YES
21	CIL NTPC Urja Pvt. Ltd.	Joint Venture	50	YES
22	Anushakti Vidyut Nigam Ltd.	Joint Venture	49	YES
23	Hindustan Urvarak and Rasayan Ltd.	Joint Venture	29.67	YES
24	Jhabua Power Limited	Joint Venture	50	YES

#### CSR Details

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

(ii) Turnover (in Rs.) (NTPC Standalone): Rs. 1,65,707.27 Crore

(iii) Net worth (in Rs.) (NTPC standalone): Rs. 1,49,885.02 Crore



### 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 2023-24 Current Financial Year			FY 2022-23 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	Yes	112	9	<ul style="list-style-type: none"> <li>Infrastructure development</li> <li>Quality of life</li> <li>Employment opportunities</li> <li>Land acquisition and R&amp;R issues</li> <li>Increased community involvement</li> </ul>	347	53	<ul style="list-style-type: none"> <li>Infrastructure development</li> <li>Quality of life</li> <li>Employment opportunities</li> <li>Land acquisition and R&amp;R issues</li> <li>Increased community involvement</li> </ul>
Investors (other than shareholders)	Yes	976	0	<ul style="list-style-type: none"> <li>Improving Rol</li> <li>Climate change &amp; business sustainability</li> <li>Risk and governance compliance</li> <li>Increased disclosure on Environment, Social and Governance (ESG) aspects</li> </ul>	621		<ul style="list-style-type: none"> <li>Complaints relate to non-receipt, and revalidation of warrants.</li> <li>Cases wrt transmission and transfer of securities</li> </ul>
Shareholders	Yes	880	0	<ul style="list-style-type: none"> <li>Complaints relate to non-receipt, and revalidation of warrants.</li> <li>Cases wrt transmission and transfer of securities.</li> </ul>	1011		<ul style="list-style-type: none"> <li>Complaints relate to non-receipt, and revalidation of warrants.</li> <li>Cases wrt transmission and transfer of securities.</li> </ul>



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 2023-24 Current Financial Year			FY 2022-23 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
Employees and workers	Yes	8	0	<ul style="list-style-type: none"> <li>Professional growth</li> <li>Work life balance</li> <li>Health, safety and security</li> <li>Timely resolution of grievances</li> <li>Transparent appraisal and promotion cycle</li> </ul>	05		<ul style="list-style-type: none"> <li>Professional growth</li> <li>Work life balance</li> <li>Health, safety and security</li> <li>Timely resolution of grievances</li> <li>Transparent appraisal and promotion cycle</li> </ul>
Customers	Yes	22	0	<ul style="list-style-type: none"> <li>Resolving commercial issues</li> <li>Resolving technical issues</li> </ul>	19		<ul style="list-style-type: none"> <li>Resolving commercial issues</li> <li>Resolving technical issues</li> </ul>
Value Chain Partners	Yes	0	0	<ul style="list-style-type: none"> <li>Transparent dealings</li> <li>Timely payments</li> <li>Fair opportunities</li> <li>Sustainable supply chain</li> </ul>	0		<ul style="list-style-type: none"> <li>Transparent dealings</li> <li>Timely payments</li> <li>Fair opportunities</li> <li>Sustainable supply chain</li> </ul>
Other (please specify)					0		



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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change/ Energy Transition	Both	<p>Increased focus on energy transition associated with climate change has opened many avenues for energy sector players in terms energy diversification such as RE, energy storage and ancillary services. Also, Influx of more variable renewable energy in the grid would require greater support of flexible operation of coal stations.</p> <p>Climate change is posing both physical and transition risks to all business entities including NTPC. The risks associated with the increase in sea levels, water stress situations, increased heat waves, erratic rainfall and frequent natural disasters may impact the business.</p> <p>Rising climate change concerns and threats may bring future policy and regulatory risks in terms of carbon tax and cess.</p>	<p>NTPC is diversifying its business portfolio in RE, Green Hydrogen, Power Trading, Consultancy and doing flexibilization of its coal fleet.</p> <p>As part of NTPC's preparedness against climate change related situations our power plants and infrastructure are designed to withstand cyclones and floods while our cooling systems are designed to withstand the increase in temperatures brought forth by climate change.</p> <p>To de-risk its business from transition risk, NTPC is making substantial progress towards decarbonization of energy through increasing penetration of renewables in its portfolio.</p>	Positive
2	Water Security	Risk	Water is an essential resource for the NTPC, and hence water scarcity can significantly impact the operations of NTPC.	<p>The proactive measures for water conservation include process improvements and technology adoption in all possible manners. Some of the key measures being adopted at power generating stations are:</p> <ul style="list-style-type: none"> <li>• Optimisation of cycles of concentration (COC)</li> <li>• Implementation of ZLD to reduce freshwater consumption,</li> <li>• Adoption of Air-Cooled Condenser (ACC) based cooling in water stressed locations etc. and planning to adopt the same at all future projects excluding only where technically not feasible.</li> <li>• Dry Ash Evacuation System (DAES) &amp; High Concentration Slurry Discharge (HCSD) technology to minimize use of water in Ash handling.</li> </ul>	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Safety or Hazard Risk	Risk	With a large workforce involved in both operating stations as well as projects under construction, safety of people and property remains a potential risk.	To embed safety in all systems and processes, Safety policy has been revised and "SAP integrated Safety Framework" has been implemented across the organization to mitigate risks and eliminate hazards.	Negative
4	Digitalization	Opportunity	The dynamic business landscape is being driven through Digitalization. In this highly competitive era, digitalization is enabling faster decision making, reducing costs through automation and rendering long term competitive advantage.		Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Businesses should provide goods and services in a manner that is sustainable and safe	Businesses should respect and promote the well-being of all employees, including those in their value chains	Businesses should respect the interests of and be responsive to all its stakeholders	Businesses should respect and promote human rights	Businesses should respect and make efforts to protect and restore the environment	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Businesses should promote inclusive growth and equitable development	Businesses should engage with and provide value to their consumers in a responsible manner
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	A, B, C, D, E, F, G, H, O, P, R, S, Z	I, J, K, L, Z	M, N, O, P, I, Z	J, N, R, S, Z	N	J, K, L, T, U, V, W, X, Y, Z	A, B, C, E, Z	L, R, S, Z	A, H, X, Z





Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>All policies relevant to external stakeholders are available on NTPC's website Policies specific to principals are.</p> <p>A. CDA rules</p> <p>B. Code of Conduct</p> <p>C. ABAC policy</p> <p>D. Fraud Prevention Policy</p> <p>E. Related Party Transaction</p> <p>F. Whistle Blower Policy</p> <p>G. Training Policy for Directors:</p> <p>H. Complaint Handling Policy</p> <p>I. Safety Policy</p> <p>J. NTPC Policy for CSR</p> <p>K. Ash Policy</p> <p>L. Sustainable Supply Chain Policy</p> <p>M. Placement and Transfer Policy</p> <p>N. Human Rights Policy</p> <p>O. Equal Opportunity Policy</p> <p>P. Career development &amp; Succession planning policy</p> <p>Q. Recruitment Policy</p> <p>R. R&amp;R Policy</p> <p>S. ICD policy</p> <p>T. Environmental Policy</p> <p>U. Biodiversity Policy</p> <p>V. E-Waste Policy</p> <p>W. Water Policy</p> <p>X. Integrate Plastic Management Policy</p> <p>Y. Waste Management Policy</p> <p>Z. ESG policy</p> <p>Our policies are available at <a href="https://www.ntpc.co.in/sustainability/policies">https://www.ntpc.co.in/sustainability/policies</a></p>								
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.	SEBI LODR requirement	ISO 9001 OSHAS 18001	ISO 45001 OSHAS 18001	Schedule II part D SEBI regulation 2015	Companies Act 2013, Schedule II part D SEBI regulation 2015	ISO 14001, ISO 50001 OHSAS 18001	SEBI LODR requirement	Companies Act 2013	SDGs



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Zero cases of adverse business ethics	At NTPC we are committed to reduce our fatality rate to zero	At NTPC we are committed to reduce our fatality rate to zero		We are comitted to ensuring No human rights violation throughtout our supply chain	We are committed to reduce our energy intensity by 12% by 2032, as well as reduce our specific water consumption from 3.81 to 2.5 l/kWh by 2032. We are also planning to plant 47 million tree sapling by 2032 from 2012 baseline			We are targeting to increase the Number of cumulative beneficiaries of our community development projects to 18 million people by 2032
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	0 adverse cases in FY 23-24	5 fatalities reported in FY 23-24	5 fatalities reported in FY 23-24			5.20 % reduction in Net energy intensity/ 1 % reduction in specific water consumption and 39 million trees planted.			16.3 million people reached so far

#### 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)

The statement of CMD can be found at the page no 16 of our Integrated Annual Report 2023-24.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

DIN Number	00307037
Name	Gurdeep Singh
Designation	Chairman & Managing director
Telephone No	011-24360044
Email ID	cmd@ntpc.co.in

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.

Yes, we have the Board level Corporate Social Responsibility and Sustainability Committee along with Risk Management Committee. In addition, we also have a management level committee, named ESG and Climate Change Committee that operate under the Director (Operations).

The detailed structure can be found at <https://www.ntpc.co.in/sustainability/governance>



## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action					Yes													Quarterly and as required.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes													

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.

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Yes, NTPC has undertaken Reasonable assurance of it Integrated Annual Report as per the GRI standards by Bureau Veritas.									

The Details of the same can be found at page no 671

## 12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

The question is not applicable to the NTPC as all the NGRBC principles are covered under our policies.

## 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 programs 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	% age of persons in respective category covered by the awareness programs
Board of Directors	4	P1 & P7	18.18%
Key Managerial Personnel	4	P1 & P7	28.57%
Employees other than BoD and KMPs	3162	P1 to P9	88.23%
Workers	1616	P2 to P9	72.48%

\* NTPC standalone data

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):



NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>				
Penalty/Fine	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL
<b>Non-Monetary</b>				
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

**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.**

No instances were reported in question 2 above, hence not applicable.

**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, NTPC has a Anti Bribery and Anit Corruption (ABAC) policy in place to ensure its business is conducted in accordance with the highest ethical standards. The same can be accessed through [https://www.ntpc.co.in/sites/default/files/policy-documents/NTPC-ABAC-Policy-2023\\_0.pdf](https://www.ntpc.co.in/sites/default/files/policy-documents/NTPC-ABAC-Policy-2023_0.pdf)

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMP's	0	NA	0	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.**

No corrective action was taken as no such issues were identified.



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables*	30.62	30.38

\*NTPC standalone

**9. Open-ness of business provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:\***

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	99.92%	99.94%
	b. Number of dealers / distributors to whom sales are made	76	76
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	60.09%	58.31%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.88%	1.50%
	b. Sales (Sales to related parties / Total Sales)	1.65%	1.62%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	11.04%	44.42%
	d. Investments (Investments in related parties / Total Investments made)	99.32%	99.64%

\*NTPC standalone



### Leadership Indicators

- Awareness programs conducted for value chain partners on any of the principles during the financial year:  
We are in the process of developing a mechanism to collect data as required by BRSR format, during FY 23-24, We have conducted 43 capacity building workshops through various Vendor Development Programs.
- 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, NTPC has a robust system in place to avoid/ manage conflict of interests involving members of the Board.

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

#### Essential Indicators

- 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.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of Improvements in environmental and social impacts
R&D	100%	100%	Green Hydrogen, CCU, etc.
Capex	31%	21%	FGD, RE, Hydro, Energy Conservation

- Does the entity have procedures in place for sustainable sourcing?  
No, sustainability is not a criterion for sourcing as of now. But almost all our procurement happens from big PSUs/ MNCs who are ESG compliant and disclose their sustainability performances in public domain.
  - If yes, what percentage of inputs were sourced sustainably?  
Not Available
- 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.

S. No.	Type	Reclaiming Process
1.	Fly Ash	Ash is being utilized to produce new products, and as a second supplementary materials for cement industry, road and bricks manufacturing.
2.	Used Lube Oil/Used Transformer Oil/ Containers of Hazardous Chemicals	Sold to registered recyclers
3.	Spent resin	CPCB/SPCB-approved facilities or nearby co-processors
4.	Used Batteries	Sold to manufacturers under a buy-back policy
5.	Bio-Medical Waste	By approved agencies authorized by SPCB
6.	E-Waste	Via authorized recyclers/dismantlers endorsed by CPCB/SPCB

- 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.  
EPR is applicable to only plastic packaging of imported items.

### Leadership Indicators

- 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?  
Presently, NTPC is in the process of finalizing the LCA of its product.



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.

Presently, NTPC is in the process of finalizing the LCA of its product.

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).

	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste Water	25%	30%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	70.0	95.38	286.91	0	53.15	164.96
E-Waste	0	817.29	28.26	0	83.14	2.92
Hazardous waste	1184.30	1039.21	1731.98	340.30	1705.49	1778.74
Other Waste	13120.50	29009.23	87767.36	13091.34	39619.07	51092.22

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

There is no scope for reclaiming packaging materials in Energy generation and transmission business.

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

#### Essential Indicators

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		Number (B)	% (C/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	12398	12398	100%	12398	100%	0	0	12398	100%	12398	100%
Female	969	969	100%	969	100%	969	100%	0	0	969	100%
Total	13367	13367	100%	13367	100%	969	7.25%	12398	92.75%	13367	100%
<b>Other than Permanent Employees</b>											
Male	2124	2124	100%	2124	100%	0	0	0	0	2124	100%
Female	194	194	100%	194	100%	0	0	0	0	194	100%
Total	2318	2318	100%	2318	100%	0	0	0	0	2318	100%



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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		Number (B)	% (C/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	6053	6053	100%	6053	100%	0	0	6053	100%	6053	100%
Female	654	654	100%	654	100%	654	100%	0	0	654	100%
Total	6707	6707	100%	6707	100%	654	9.8%	6053	90%	6707	100%
<b>Other than Permanent Workers</b>											
Male	120143	120143	100%	120143	100%	0	0	0	0	0	0
Female	2399	2399	100%	2399	100%	0	0	0	0	0	0
Total	122542	122542	100%	122542	100%	0	0	0	0	0	0

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	3.65%	3.68%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others-please specify	0	0	NA	0	0	0

**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, all our offices are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

**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, our equal opportunity policy can be found at

[https://www.ntpc.co.in/sites/default/files/policy-documents/Equal\\_Opportunity\\_Policy%202019.pdf](https://www.ntpc.co.in/sites/default/files/policy-documents/Equal_Opportunity_Policy%202019.pdf)



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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Number of complaints received in relation to	0	NA	0	NA
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Yes/No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, for addressing the grievances of employees, NTPC has a time bound Grievance Redressal Mechanism for all employees at each project. The employee grievances are also captured through different forums like participative forums, communication meetings, employee organizational climate survey etc.
Other than Permanent Workers Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of associations(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of associations(s) or Union (D)	% (D/C)
Total Permanent Employees	13367	8180	61.19%	12,997	6905	53.12%
Male	12398	7712	62.20%	12074	6539	54.15%
Female	969	468	48.30%	923	366	39.6%
Total Permanent Workers	6707	6707	100.00%	7,255	7,255	100%
Male	6053	6053	100.00%	6,549	6,549	100%
Female	654	654	100.00%	706	706	100%



**8. Details of training given to employees and workers:**

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (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)
<b>Employees</b>										
Male	12398	3019	24.35%	263	2.12%	12,074	4,648	38.50%	9,661	80.01%
Female	969	182	18.78%	63	6.50%	923	318	34.45%	687	74.43%
Total	13368	3201	23.95%	326	2.44%	12,997	4,966	38.21%	10,348	79.62%
<b>Workers</b>										
Male	6053	1514	25.01%	113	1.87%	6,549	1,471	22.46%	3,744	57.17%
Female	654	151	23.09%	7	1.07%	706	137	19.41%	298	42.21%
Total	6707	1665	24.82%	120	1.79%	7,255	1,608	22.16%	4,042	55.71%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	12398	12398	100%	12074	12074	100%
Female	969	969	100%	923	923	100%
Total	13368	13368	100%	12,997	12,997	100%
<b>Workers</b>						
Male	6053	6053	100%	6,549	6,549	100%
Female	654	654	100%	706	706	100%
Total	6707	6707	100%	7,255	7,255	100%

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**. If yes, the coverage of such system?

We have established a robust management system that covers all aspects of safety and compliance with legal, regulatory, and safety requirements. Our safety framework and comprehensive safety manual provide guidance, instructions, policies, participative forums, checklists, statutory documents, and procedures to promote safe practices in the workplace, including the operation of equipment, machinery, chemicals, and tools.

We regularly assess the safety of our operations through internal and external safety audits. Internal safety audits are conducted annually by a team of Safety Officers, while external audits are carried out by reputable organisations as per statutory requirements. We also conduct special audits to assess adherence to procedures and rules. NTPC has a pool of certified auditors, including National Occupational Safety Association (NOSA) certified auditors and ISO 45001 certified lead/internal auditors, ensuring quality audits. In Financial Year 2022-23, we initiated an additional expert safety audit for all NTPC stations for internal benchmarking purposes.

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

In accordance with our safety principles, we have developed a comprehensive and centralized Hazard Identification, Risk Assessment and Control (HIRAC) document for our Coal, Gas, and Hydro stations. The hierarchy of controls of



hazards followed in preparing this document is elimination of hazard, substitution of hazard, engineering controls, administrative controls and PPEs in respective order.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

YES NTPC has launched app "Suraksha" for reporting work-related injuries and incidents. It is regularly updated for user experience and new features. Over 12,000 employees have downloaded and used this app, providing real-time data for analysis and preventive actions.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

YES, NTPC prioritizes employee health, safety, and well-being through various measures. Our NTPC hospitals provide round-the-clock medical care for employees and their dependents. We have partnerships with over 250 specialized hospitals in 25 cities for specialized treatments. Power plants are equipped with ambulances featuring Advanced Life Support systems for emergencies.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.073	0.141
	Workers	0.086	0.067
Total recordable work-related injuries	Employees	5	11
	Workers	33	30
No. of fatalities	Employees	0	1
	Workers	5	4
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

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

The safety of our operations is regularly assessed through internal and external safety audits. Every year, internal safety audits are conducted by an inter station team of Safety Officers and External safety audits are carried out by reputed organizations as per statutory requirement for each Project/ Station. Apart from that, special audits are conducted from time to time to assess adherence to laid out procedures and rules. NTPC has developed a pool of NOSA certified auditors, certified lead / internal auditors as per ISO 45001 for ensuring quality audit. In Financial Year 2022-23, we initiated an additional expert safety audit for all NTPC stations for internal benchmarking purposes. This was completed for 37 stations / projects of NTPC during 23-24. Before starting a job, a Job Safety Analysis (JSA) is performed to identify hazards and mitigation measures. The area engineer or supervisor delivers toolbox talks to workers, highlighting safety points mentioned in the JSA. Periodic mass pep talks on general safety topics are conducted to create awareness and reinforce safety practices among workers.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	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%

\*All our offices are OSHA/ ISO certified

**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.**

NTPC regularly monitor and engage to improve its working condition, and has developed centralized Hazard Identification, Risk Assessment, and Control (HIRAC) documents for its stations.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

- (A) Employees: Yes
- (B) Workers: Yes

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

We collect TDS from all our vendors to ensure the submission of the applicable taxes. In addition to this we also have clauses in our GCC to ensure that all the statutory dues and fines are collected as applicable.

**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 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	1	0	0
Workers	5	5	5	5

**1. 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, for more details refer to human capital chapter at page 84.

**2. 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	100%
Working Conditions	100%

\* We have sustainability sourcing policies as well as sections in our GCC to ensure all our suppliers have relevant ISO and OHSAS certification



### 3. 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.

Appropriate action has been taken against the contractors/ agencies who have been found guilty in cases of safety violations as per the policy.

## 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.

Stakeholder engagement is a continuous process, encompassing interactions at various management levels and through diverse communication channels. To ensure the identification of key stakeholders, the NTPC has devised a detailed stakeholder engagement framework, as well as undertake stakeholder and materiality assessment exercise at a regular frequency. Our detailed methodology for stakeholder identification can be found at <https://www.ntpc.co.in/sustainability/stakeholder-management>.

#### 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)	Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, website, others)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ other-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government of India	No	<ul style="list-style-type: none"> <li>Secretary level review</li> <li>Meeting with MoP, MoEFCC, MoC, DPE, Parliamentary committees, CEA, NITI AAYOG etc.</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>Need based</li> </ul>	<ul style="list-style-type: none"> <li>24x7 affordable power to all</li> <li>Maximizing infrastructure utilization</li> <li>Social development</li> <li>Climate Change &amp; Environment conservation</li> <li>Promote Govt. schemes (viz. Make in India, Skill India, Swachh Bharat Mission, etc.)</li> </ul>
Regulators	No	<ul style="list-style-type: none"> <li>Public hearing</li> <li>Statutory audits &amp; inspection, Meeting for clearances, Consents and compliances</li> </ul>	<ul style="list-style-type: none"> <li>Need based</li> <li>As per statutory provisions</li> </ul>	<ul style="list-style-type: none"> <li>Optimum electricity tariff</li> <li>Compliance with changing business environment</li> </ul>
Communities & NGO	Yes	<ul style="list-style-type: none"> <li>Public hearings</li> <li>Village Development Advisory Committee (VDAC)</li> <li>Public information centers</li> <li>Project-based stakeholder meets</li> </ul>	<ul style="list-style-type: none"> <li>Need based</li> <li>Annually</li> </ul>	<ul style="list-style-type: none"> <li>Infrastructure development</li> <li>Quality of life</li> <li>Employment opportunities</li> <li>Land acquisition and R&amp;R issues</li> <li>Increased community involvement</li> </ul>
Investors & Lenders	No	<ul style="list-style-type: none"> <li>Analyst and investors meeting</li> <li>Annual general meeting</li> <li>Review meets with bankers (Domestic and Foreign)</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>Annual</li> <li>Regular</li> </ul>	<ul style="list-style-type: none"> <li>Improving Return on Investment</li> <li>Responses to Climate change &amp; Business sustainability</li> <li>Risk and governance compliance</li> <li>Increased disclosure on Environment, Social and Governance (ESG) aspects</li> </ul>



Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/no)	Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, website, others)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ other-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Participative forums</li> <li>Communication meetings</li> <li>Employee surveys</li> <li>Intranet and website</li> <li>Trainings and workshops</li> <li>Internal magazines</li> </ul>	<ul style="list-style-type: none"> <li>Defined frequency of concerned Fora</li> <li>Need based</li> </ul>	<ul style="list-style-type: none"> <li>Professional growth</li> <li>Work life balance</li> <li>Health, safety and security</li> <li>Timely resolution of grievances</li> <li>Transparent appraisal and promotion cycle</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Regional customer meets</li> <li>Regional power committees (RPCs)</li> <li>Commercial meetings/ interactions</li> <li>Technical coordination committee</li> <li>Operation coordination committee</li> <li>Business partner meet</li> <li>Customer support services</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>Monthly</li> <li>Yearly</li> <li>Need Based</li> </ul>	<ul style="list-style-type: none"> <li>Resolving commercial issues</li> <li>Resolving technical issues</li> </ul>
Suppliers	Yes, some of companies suppliers belong to marginalized group	<ul style="list-style-type: none"> <li>Pre-bid conference</li> <li>Suppliers meet, Vendor enlisting</li> <li>NTPC website</li> </ul>	<ul style="list-style-type: none"> <li>Before tendering</li> <li>Need based</li> </ul>	<ul style="list-style-type: none"> <li>Transparent dealings</li> <li>Timely payments</li> <li>Fair opportunities</li> <li>Sustainable Supply Chain</li> </ul>
Media	No	<ul style="list-style-type: none"> <li>Press releases</li> <li>Press conferences</li> </ul>	<ul style="list-style-type: none"> <li>Need based</li> <li>Event based</li> </ul>	<ul style="list-style-type: none"> <li>Information sharing</li> <li>Increased transparency</li> </ul>

### 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.**

Yes, we have the Board level Corporate Social Responsibility and Sustainability Committee along with Risk Management Committee. In addition, we also have a management level committee, named ESG and Climate Change Committee that operate under the Director (Operations). The concerned committees meet regularly with CSO and take reviews of all ESG related issues.

**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.**

NTPC recognizes the importance of conducting stakeholder consultation and hence do materiality assessment, which form a core component of our Integrated Annual Report and enable us to gain understanding of the relative importance of specific environmental, social, and economic issues and their potential impact on value creation. We have adopted a structured methodology for conducting stakeholder consultation assessment using a dedicated materiality survey at a regular interval (3 to 4 years), in which we engage both internal and external stakeholders. the details of which can be found at <https://ntpc.co.in/sustainability/materiality-analysis>



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

The details can be found on our website at <https://www.ntpc.co.in/sustainability/stakeholder-management>.

## 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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	13367	923	6.91%	12,997	283	2.17%
Other than Permanent	2318	240	10.35%	1,493	40	2.68%
<b>Total Employees</b>	<b>15685</b>	<b>1163</b>	<b>7.41%</b>	<b>14,490</b>	<b>323</b>	<b>2.23%</b>
<b>Workers</b>						
Permanent	6707	442	6.59%	7,255	298	4.11%
Other than Permanent	122542	0	0.00%	1,13,355	0	0
<b>Total Workers</b>	<b>129249</b>	<b>442</b>	<b>0.37%</b>	<b>1,20,610</b>	<b>298</b>	<b>0.25%</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (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)
<b>Employees</b>										
Permanent	13367	0	0%	13367	100%	12,997	0	0%	12,997	100%
Male	12398	0	0%	12398	100%	12074	0	0%	12074	100%
Female	969	0	0%	969	100%	923	0	0%	923	100%
Other than Permanent	2318	0	0%	2318	100%	1,493	0	0%	1,493	100%
Male	2124	0	0%	2124	100%	1,350	0	0%	1,350	100%
Female	194	0	0%	194	100%	143	0	0%	143	100%
<b>Workers</b>										
Permanent	6707	0	0%	6707	100%	7,255	0	0%	7,255	100%
Male	6053	0	0%	6053	100%	6,549	0	0%	6,549	100%
Female	654	0	0%	654	100%	706	0	0%	702	100%
Other than Permanent	122542	0	0%	122542	100%	113355	0	0%	113355	100%
Male	120143	0	0%	120143	100%	111457	0	0%	111457	100%
Female	2399	0	0%	2399	100%	1898	0	0%	1898	100%



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

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median Remuneration/ salary/wages of respective category	Number	Median Remuneration/ salary/wages of respective category
Board of Directors (BoD)*	6	9638945	-	-
Key Managerial Personnel	7	9638945	1	1746606
Employees other than BoD and KMP	10598	4260958	824	3774683
Workers	4541	2126181	390	2297011

\*Only functional directors)

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	6.60%	6.55

\*NTPC Standalone

### 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, the Director (HR) is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

We have established institutional mechanisms for grievance redressal, demonstrating our commitment to resolving stakeholder concerns in a timely and fair manner. To safeguard human rights, all significant investment agreements and contracts include clauses that minimize the risk of violations. We conduct regular monitoring to ensure compliance with regulations and internal policies.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	1	0	1 case pertaining to FY 2022-23 was resolved in FY 2023-24.	4	1	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues						



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total complaints reported under Sexual harassment on of women at workplace (prevention, prohibition and redressal) act, 2013 (posh)	1	4
Complaints on posh as a % of Female employees / workers	0.06% (Considering female employees as on 31.03.2024)	0.30 % (considering female employees as on 31.03.2023)
Complaints on posh upheld	2	3

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

NTPC has formed the Internal Complaints Committees at our operational locations where complaints against sexual harassment can be registered, furthermore we have a dedicated complaint handling policy to safeguard the complainant. The link to our policy can be found at <https://www.ntpc.co.in/sites/default/files/policy-documents/Complaint-Handling-Policy.pdf>

**9. Do human rights requirements form part of your business agreements and contracts?**

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%
Other-Please specify	100%

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

Appropriate action has been taken against the contractors/ agencies who have been found guilty in such cases.

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

NTPC has implemented an in-house solution called 'Contractors' Labour Information Management System (CLIMS). This system has been implemented to streamline labour management processes, ensure the physical and social welfare of workers, comply with statutory requirements, and provide real-time information on the availability of workers. The system digitizes record-keeping, guaranteeing accurate disbursement of wages and other benefits to labourers deployed at your Company's plants.

**2. Details of the scope and coverage of any Human rights due diligence conducted.**

100%

**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:**

	<b>% of value chain partners (by value of business done with such partners) that were assessments</b>
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other-Please specify	100%

\* All the NTPC's vendor adheres to the Human rights policy which is covered under its GCC

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

No action was taken since no significant risk/ concern was identified.

**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:**

<b>Parameter</b>	<b>FY 2023-24 (Current Financial Year) (TJ)</b>	<b>FY 2022-23 (Previous Financial Year) (TJ)</b>
<b>From Renewable Sources</b>		
Total Electricity Consumption (A)	82.6	97
Total Fuel Consumption (B)	2317.92	246.7
Energy Consumption Through Other Sources (C)	-	-
<b>Total Energy Consumed From Renewable Sources (A+B+C)</b>	<b>2400.52</b>	<b>343.7</b>
<b>From Non-Renewable Sources</b>		
Total Electricity Consumption (D)	376.1	352.11
Total Fuel Consumption (E)	3939364.49	3742448.77
Energy Consumption Through Other Sources (F)	-	-
<b>Total Energy Consumed From Non Renewable Sources (D+E+F)</b>	<b>3939740.6</b>	<b>3742800.9</b>
<b>Total Energy Consumed (A+B+C+D+E+F)</b>	<b>3942141.11</b>	<b>3743144.58</b>
<b>Energy Intensity Per Rupee of Turnover</b> (Total Energy Consumed / Revenue From Operations) (KJ/Rs.)	2176	2103
<b>Energy Intensity Per Rupee Of Turnover Adjusted For Purchasing Power Parity (PPP)</b> (Total Energy Consumed / Revenue From Operations Adjusted For PPP) (KJ/USD)	7934.54	7669
<b>Energy Intensity In Terms Of Physical Output (MJ/kWh)</b>	9.97	10.01
Energy Intensity (Optional) - The Relevant Metric May Be Selected By The Entity		

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



**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.**

Most of our stations have successfully met their PAT targets, and by the end of PAT cycle III, NTPC had a net surplus of 228,725 ESCerts. Additionally, two NTPC stations under PAT cycles IV and V have earned ESCerts, though the official notification is still awaited.

To achieve PAT targets, our stations implement various schemes and adopt best O&M practices aimed at improving the Net Heat Rate. These efforts, detailed under the "Energy Conservation" section, reflect our commitment to energy efficiency and sustainable operations.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	6015033779	5478260000
(ii) Groundwater	359086*	
(iii) Third party water	455000	550000
(iv) Seawater / desalinated water	168757000	179100000
(v) Rainwater	5850000	41,00,000
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>6190454865</b>	<b>5662010000</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1132753015</b>	<b>1073790000</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover) (Ltr/Rs)</b>	<b>0.625</b>	<b>0.603</b>
<b>Water intensity (optional) - the relevant metric may be selected by the entity (Ltr/Kwh)</b>	<b>2.68</b>	<b>2.69</b>

\*Water Used by NEEPCO (Subsidiary) of NTPC.

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

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water Discharge by Destination and Level of Treatment (In Kilolitres)</b>		
(I) To Surface Water		
- No Treatment	4889288342	4410800000
- With Treatment - Primary & secondary treatment	512441	914400
(ii) To Groundwater	0.00	0.00
- No Treatment		
- With Treatment - Please Specify Level of Treatment		
(iii) To Seawater		
- No Treatment	155256459.9	117340000
- With Treatment - Please Specify Level Of Treatment	0	0



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(Iv) Sent To Third-Parties		
- No Treatment		
- With Treatment - Please Specify Level Of Treatment		
(V) Others		
- No Treatment		
- With Treatment - Please Specify Level Of Treatment		
Total water discharged (in kilolitres)	5045057242.9	4529054400

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

YES, we have implemented Zero Liquid Discharge (ZLD) across all our stations except few JVs companies plants.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Metric tonnes	671807.38	657376.38
SOx	Metric tonnes	1863639.27	1767481.60
Particulate matter (PM)	Metric tonnes	96752.02	89294.96
Persistent organic pollutants (POP)	Metric tonnes	0	0
Volatile organic compounds (VOC)	Metric tonnes	0	0
Hazardous air pollutants (HAP) (Mercury)	Metric tonnes	8.53	7.00
Others -	Metric tonnes	0	0

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Million Metric tonnes of CO2 equivalent	352.47	335.72
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Million Metric tonnes of CO2 equivalent	0.07	0.07
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)</b>	Tonnes/Rs	0.000188722	0.000194654
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Tonnes/USD	0.000688157	0.000709791



Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
-----------	------	---	--

<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	gCO <sub>2</sub> /Kwh	834.81	840.75
---	-----------------------	--------	--------

**Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity**

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

#### 8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes, we embrace our ethical duty to support the country's endeavors in reducing GHG emissions and mitigating climate change. We have adopted cleaner, more energy-efficient technologies to reduce GHG emissions per unit of electricity. We're transitioning from sub-critical to supercritical and ultra-supercritical technology. NTPC is an early adopter of supercritical and ultra-supercritical boilers in India, saving ~2% fuel per unit of power and reducing emission intensity by 8% compared to conventional subcritical plants. It also increases efficiency by around 8%.

In addition to this, we are also exploring cleaner energy avenues and are looking to increase the over RE percentage in our energy mix. We are also working carbon sink development, and has planted 39 million trees so far, with the target of planting at least 1 million tree saplings annually.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
-----------	---	--

#### Total Waste generated (in metric tonnes)

Plastic waste (A)	385.79	353.43
-------------------	--------	--------

E-waste (B)	873.4	84.88
-------------	-------	-------

Bio-medical waste (C)	211.1	138.44
-----------------------	-------	--------

Construction and demolition waste (D)	90439.46	61052.50
---------------------------------------	----------	----------

Battery waste (E)	1658.0	887.28
-------------------	--------	--------

Radioactive waste (F)	0	0
-----------------------	---	---

Other Hazardous waste. Please specify, if any (spent resin, used lube oil, containers of hazardous waste, insulation waste, FO sludge). (G)	4382.9	4832.2435
---	--------	-----------

Other Non-hazardous waste generated (H). Please specify, if any. (ferrous, non-ferrous, municipal solid waste - biodegradable, municipal solid waste - non degradable) (Break-up by composition i.e. by materials relevant to the sector)	41044.71	42029.83
---	----------	----------

<b>Total (A+B + C + D + E + F + G + H)</b>	<b>138995.33</b>	<b>109378.60</b>
--	------------------	------------------

#### For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

#### Category of waste

Hazardous Waste

(i) Recycled	1034.93	1703.3995
--------------	---------	-----------

(ii) Re-used	1184.30	340.3
--------------	---------	-------

(iii) Other recovery operations	4.28	2.1
---------------------------------	------	-----

<b>Total</b>	<b>2223.51</b>	<b>2045.80</b>
--------------	----------------	----------------



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Non-Hazardous Waste</b>		
(i) Recycled	26868.85	39565.71
(ii) Re-used	344.26	238.84
(iii) Other recovery operations	1229.49	372.14
<b>Total</b>	<b>28442.59</b>	<b>40176.69</b>
<b>Other Waste</b>		
(i) Recycled	1025.49	186.07
(ii) Re-used	12846.24	12852.5
(iii) Other recovery operations	798.07	3.67
<b>Total</b>	<b>14669.80</b>	<b>13042.24</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
<b>Hazardous Waste</b>		
(i) Incineration	180.25	39.843
(ii) Landfilling	1392.13	1725.04
(iii) Other disposal operations	159.59	13.775
<b>Total</b>	<b>1731.98</b>	<b>1778.66</b>
<b>Non-Hazardous Waste</b>		
(i) Incineration	105.32	429.12
(ii) Landfilling	3570.38	2606.89
(iii) Other disposal operations	7593.25	184.97
<b>Total</b>	<b>11268.95</b>	<b>3220.98</b>
<b>Other Waste</b>		
(i) Incineration	205.03	129.66
(ii) Landfilling	56157.61	47904.3
(iii) Other disposal operations	20450.94	4.98
<b>Total</b>	<b>76813.58</b>	<b>48038.94</b>

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.

**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.**

We are dedicated to handling and disposing of all waste generated on our premises in an environmentally friendly, socially responsible, and commercially viable manner. Our comprehensive waste management approach includes collection, segregation, transportation, processing, recycling, and disposal of different types of waste. Our primary goal is to maximize resource utilization, minimizing the waste that must be disposed of. However, when disposal is necessary, we ensure full compliance with rules and regulatory requirements. Managing hazardous and non-hazardous waste generated by our power plants is governed by regulations and NTPC Waste Management Guideline. Furthermore, we have successfully eliminated Polychlorinated Biphenyl (PCBs) from our operation in an effort to reduce hazardous waste generation.



**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.
1.	Bongaigaon	Power Generator	Conditions of EC are compiled. However, some of the components of projects (Ash Dyke) has come within the eco sensitive zone of the nearby Chakrashila Wildlife Sanctuary notified later. The approval wildlife clearance for the same is under process in MOEF&CC.
2.	Kahalgaon	Power Generator	Conditions of EC are compiled. However, in view of the declaration of Vikramshila Wildlife Sanctuary after commissioning of Stage - I and changes in regulations afterward, wildlife clearance to required and the same in under process.
3.	Tapovan Vishnugad	Under Combined	Conditions of EC are compiled. The project and its components are outside eco sensitive zone of Nanda Devi Biosphere Reserve. Hence wildlife clearance is not required.
4.	Korba	Power Generator	Conditions of EC are compiled. However, the EC for additional ash dyke (yet to be completed) stipulates the requirement of wildlife clearance which is being obtained. The Clearance shall be obtained before construction of additional dyke.
5.	Koldam	Power Generator	Yes, all the Clearance has been obtained & being complied.
7	Firoze Gandhi Unchahar Thermal Power Plant	Power Generation	Yes, All the Clearances have been obtained and conditions are being complied. The project is located in Raebarelli district of U.P. beyond the Eco-sensitive Zone of Samaspur Bird Sanctuary.

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

Yes, EIA assessment details for Financial Year 2023-24 are as follows.

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
Lara STPP Stage-II (2x800MW)	S.O.1533(E)	14.09.2006	Yes	Yes	Website of SPCB & MoEF&CC
Sipat STPP Stage-III (1x800MW)	S.O.1533(E)	14.09.2006	Yes	Yes	Website of SPCB & MoEF&CC
Darlipalli STPP Stage -II (1x800MW)	S.O.1533(E)	14.09.2006	Yes	Yes	Website of SPCB
Meja STPP Stage-II (3x800MW)	S.O.1533(E)	14.09.2006	Yes	Yes	Website of SPCB
Telangana STPP Phase -II (3x800MW)	S.O.1533(E)	14.09.2006	Yes	No	NA. Yet to be published
Nabinagar STPP Stage -II (3x800MW)	S.O.1533(E)	14.09.2006	Yes	No	NA. Yet to be published
Gadarwara STPP Stage-II (2x800MW)	S.O.1533(E)	14.09.2006	Yes	No	NA. Yet to be published



**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, NTPC is compliant with the applicable environmental law/ regulations/ guidelines in India.

**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: Barauni, Barh, Bongaigaon, Gadarpura, Kahalgaon, Korba, Kudgi, Mouda, Ramagundam, Solapur, Talcher Super Thermal, Tanda, Vindhayachal, NCPS- Dadri Coal & Gas, Lara, Auraiya, Faridabad, Kawas, RG CCCP, Kayamkulam, Jhanor Gandhar, Khargone, BRBCL, Nabinagar, Kanti, Jhajjar, NSPCL-Durgapur, NSPCL-Rourkela, Meja, North Karanpura, Telangana, Jhabua Power Limited, NSPCL-Bhilai, AGBPP, AGTCCPP, TGBPP
- (ii) Nature of operations: Power Generation
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	5924938658	5570362775
(ii) Groundwater	359086	
(iii) Third party water	455000	550000
(iv) Seawater	168757000	179101800
(v) Rain Water	4130017	3351358
<b>Total volume of water withdrawal (in kilolitres)</b>	6098280676	5753365933
<b>Total volume of water consumption (in kilolitres)</b>	1043186029	987040310.1
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.58	0.54
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	-	
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	4889800783	4410800000
- With treatment - Primary & secondary treatment	512441	914400
(ii) Into Groundwater	0	
- No treatment	0	-
- With treatment - please specify level of treatment	0	-
(iii) Into Seawater		
- No treatment	155256459.9	117340000
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	
- No treatment	0	-
- With treatment - please specify level of treatment	0	-
(v) Others		
- No treatment	-	
- With treatment - please specify level of treatment	-	
<b>Total water discharged (in kilolitres)</b>	5045057243.29	4529054400



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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3266221.74	4359388.78
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> / (₹)	0	0
<b>Total Scope 3 emission intensity</b> (optional) - the relevant metric may be selected by the entity	gCO <sub>2</sub> /kWh	7.74	10.97

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

Yes, assurance has been conducted by Bureau Veritas.

**1. With respect to the ecologically sensitive areas reported at Question 10 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.**

All the power projects of NTPC have been provided with pollution control and environmental management system. Further, the activities of the projects have no direct interfaces with these areas. Hence, the impacts on biodiversity of such areas is insignificant.

**2. 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:**

Information on this topic can be found in the Integrated Annual Report under Natural Capital, or on the NTPC website.

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

Our corporate plan 2032 is our business continuity plan. Same can be referred from the below link:  
<https://ntpc.co.in/diversified-growth>

All NTPC plants have respective Disaster Management plan in place. Also, the NTPC Disaster Management Cell formulates policies and action plans, collaborating with regional offices and stations.

**4. 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.**

NTPC recognizes the potential for significant adverse environmental impacts arising from its value chain, particularly in areas such as emissions, waste management, and resource consumption. To mitigate these impacts, NTPC has implemented a comprehensive environmental management system that includes rigorous monitoring and reporting of emissions, adoption of cleaner technologies, and promotion of sustainable practices among its suppliers and contractors. Specific measures include the use of high-efficiency equipment to reduce emissions, waste recycling programs, and the enforcement of stringent environmental standards for all value chain partners. Additionally, NTPC is actively investing in renewable energy projects and energy efficiency initiatives to reduce its overall carbon footprint. Through these efforts, NTPC is committed to minimizing its environmental impact and fostering sustainability across its value chain.

**5. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

0 %.



**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.  
25
- 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.	INSTITUTE OF INTERNAL AUDITORS	National
2.	WORLD ENERGY COUNCIL	National
3.	CONFERATION OF INDIAN INDUSTRY	National
4.	DELHI PRODUCTIVITY COUNCIL	National
5.	QUALITY COUNCIL OF INDIA	National
6.	NATIONAL SAFETY COUNCIL	National
7.	INDIAN CHAMBER OF COMMERCE	National
8.	STANDING CONFERENCE OF PUBLIC ENTERPRISE	National
9.	WORLD ECONOMIC FORUM	National
10.	S&P GLOBAL INC	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.**

No action taken as there was no case of issues related to anti- competitive during the Financial Year 2023-24.

**Leadership Indicators**

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

Not applicable.



## 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.

No SIA done during 2023-24 Final Year, as there is land acquisition done by District administration for NTPC project.

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

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 / paid	Amounts paid to PAFs in the FY (In ₹)
1	NTPC Lara, Raigarh, Chhattisgarh	Chhattisgarh	Raigarh	2449	100% / 100%	0.00
				17	100% / 100%	0.00
2	NTPC North Karanpura	Jharkand	Chatra	2963	100% / 94.6%	12,65,19,584.00
				2963	100% / 41%	
3	Nabinagar STPP	Bihar	Aurangabad	3000	100% / 51.16%	4,50,00,000.00
4	Rammam Hydro Power Project	West Bengal	Darjeeling	363	100% / 100%	0.00
5	Tanda STTPP	Uttar Pradesh	Ambedkar Nagar	1143	100% / 83.38%	4,85,00,000.00
				1238	100% / 68.90%	
6	Khargone	Madhya Pradesh	Khargone	1575	100% / 100%	0.00
7	Kanti	Bihar	Mujaffarpur	288	100% / 100%	0.00
				174	100% / 83%	0.00
8	Darlipali STTPP	Odisha	Sundargarh	397	100% / 100%	0.00

#### 2. Describe the mechanisms to receive and redress grievances of the community.

In order to facilitate resolution of grievances in transparent and time bound manner NTPC has developed an interactive grievance redressal mechanism which can be accessed through our website at <https://www.ntpc.co.in/grievance>. In addition to this, a Grievance Redressal Officer is also nominated for at all Projects/ stations/ Regions, Further grievances are also received through RTI, which are answered in a time-bound manner.



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	51.64	40.06
Sourced directly from within the district and neighboring districts	<1%	<1%

### 4. 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	45.27	45.50
Semi-urban	5.07	5.55
Urban	42.41	41.47
Metropolitan	7.25	7.49

\*NTPC standalone

### 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):

No SIA done during 2023-24 Final Year, as there is land acquisition done by District administration for NTPC project.

#### 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: -

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Andhra Pradesh	Vishakhapatnam	239533
2	Andhra Pradesh	Vizianagaram	9550826
3	Bihar	Aurangabad	39321073
4	Bihar	Muzaffarpur	3902092
5	Chhattisgarh	Korba	64186567
6	Jharkhand	Chatra	782823
7	Jharkhand	Godda	626503
8	Jharkhand	Hazaribagh	1501414
9	Jharkhand	Ranchi	8003511
10	Jharkhand	Sahibganj	7302576
11	Madhya Pradesh	Mahasamund	8000000
12	Madhya Pradesh	Singrauli	55551757
13	Odisha	Kalahandi	4864785
14	Rajasthan	Baran	6492562
15	Uttar Pradesh	Siddharthnagar	2646000
16	Uttar Pradesh	Sonbhadra	59833369



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

Yes, NTPC is governed by The Government of India's Public Procurement

As per the Public Procurement Policy for MSEs Amendment Order dated November 9, 2018, every Central Ministry, Department, and PSU is required to set an annual target of 25% procurement from the MSE sector. Within this target, 4% should be earmarked for procurement from MSEs owned by SC/ST individuals and 3% for those owned by women. However, according to a letter from the DC (MSME) dated August 31, 2021, NTPC's target has been revised to a minimum of 40% procurement from MSE vendors, considering the exemptions.

- (b) From which marginalized /vulnerable groups do you procure?

NTPC has procurement targets for marginalized communities of 4% from MSEs owned by Scheduled Castes or the Scheduled Tribes and 3% owned by Women entrepreneurs for the Goods and Services procured.

- (c) What percentage of total procurement (by value) does it constitute?

MSME: 51.64%, SC/ST: 0.17%, Women entrepreneurs: 0.34%

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:**

Data consolidation is still in progress.

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.**

No action was taken since there was no adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	563946	~ 62.96%
2	Education	77805	~ 100.00%
3	Sanitation	417361	~ 90.22%
4	Water	111604	~ 62.99%
5	Rural Development	227356	~ 62.96%
6	Vocational Training & Women Empowerment	113561	~ 97.77%
7	PCP, Art & Culture, Sports & Others	117616	~ 64.12%
	Grand Total	1629249	

\* NTPC's CSR interventions are primarily focused on the communities in the vicinity of its stations and projects, aiming to improve the quality of life for local residents. The majority of beneficiaries are underprivileged, marginalized, vulnerable, and belong to backward sections of society. These figures are based on the CSR activities where beneficiary categorization is available or derived from secondary sources such as publicly available information

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

### Essential Indicators

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

We have an elaborate system of Customer Relationship Management (CRM), through which we reach out to our customers to collect their valuable feedback/ experiences/ expectations using regular structured interactions including support



services and training. In addition to this, we also have a grievance portal on our website, through which customers can share their grievances. The link for the same is <https://www.ntpc.co.in/grievance>

**2. 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 Safe and responsible usage	0
Recycling and/or safe disposal	0

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

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

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

YES, our cyber security policy is available at <https://www.ntpc.co.in/sites/default/files/policy-documents/CCIT-IMS-PLCY-CSP.pdf>

**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.**

No action was taken since no significant 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 was identified.



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

- a. Number of instances of data breaches = 0
- b. Percentage of data breaches involving personally identifiable information of customers = 0
- c. Impact, if any, of the data breaches

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

The information of our products and services can be found at our website <https://www.ntpc.co.in/about-us>

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

We offer customer support in various areas, including health and safety through workshops and seminars, with safety instructions displayed in local languages.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

NTPC has The Regional Power Committee (RPC) and Load Dispatch Centers (NLDC, RLDCs, and SLDCs) which ensure coordination within their respective regions.

**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.

**5. Provide the following information relating to data breaches:**

- (a) Number of instances of data breaches along-with impact: Zero
- (b) Percentage of data breaches involving personally identifiable information of customers: Zero

