

Our approach to materiality topics

Material Topics	Key Actions	SDG Linkages	Capital Linkages
1. Occupational health and safety	- Safety is inculcated in the core values of NTPC; SAP Integrated NTPC Safety Framework developed - Target of zero incidents by establishment of robust safety culture and policy - Up-gradation of operating procedures to make the work environment safer - Mitigation of potential safety hazards owing to diversification into new technologies and business areas - NTPC Unchahar Safety Academy has been established to provide hands-on training on specific safety and emergency requirements - Mandatory Periodic Occupational Health Check-ups for all employees and contract labourers - Record Keeping of medical history of employees and their family through online centralized HMS Framework "Jeevan Rekha"	 	Human Capital 
2. Business ethics and integrity	- Ethics being part of core values, all business processes are aligned to the principles of ethics and integrity - Policies of code of conduct, whistle-blower, complaint handling and banning of business dealings in place 100% compliance with laws and regulations ensuring a transparent and corruption-free work environment - Display Boards at all offices exhorting any visitor not to succumb to pressure, and report any case of corrupt practices directly to Nodal and Chief Vigilance Officer	 	Social Capital 
3. Energy management	- Stress on efficient utilization of resources and use of technological advancements for improving energy efficiency - Dedicated groups (CenPEEP & CEETEM) created to improve the Energy Efficiency Management - Energy Efficiency Management System (EEMS) consisting of periodic assessments, field tests, performance gap analysis, deviations analysis and updation of action plans at all stations.	  	Manufactured and Natural Capital 

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4. Climate change	- Enhanced geographical and technological diversification, inherently reduces our risks to any location-specific natural catastrophe - Power plants and associated infrastructure are designed to withstand cyclones, heatwaves and increase in ambient temperatures - Decommissioning of old thermal plants and a revised target of 60 GW of RE capacity by 2032 - Our current Non-Fossil based energy capacity is ~13% . And with further massive RE addition, we anticipate reducing our specific CO₂ emissions substantially over the next few years.	13CLIMATE ACTION 7AFFORDABLE AND CLEAN ENERGY 14LIFE BELOW WATER 15LIFE ON LAND	Natural, Social and Manufactured Capital 
5. Digital transformation	- Launched notable digital platforms for business approvals and Suppliers/Labour bill payments - CPM & BI tool for data monitoring and reporting	9INDUSTRY, INNOVATION AND INFRASTRUCTURE	Intellectual Capital 
6. Water & effluents management	- Optimisation of water consumption through advanced technologies and process re-engineering - NTPC is a signatory to the CEO Water Mandate - Implementation of “Water Policy” and “Rainwater Harvesting Policy” - Implementation of “Zero Liquid Discharge (ZLD)” at all stations, including ensuring good quality freshwater availability in and around plant locations through community investments and capacity building - Installation of Air-Cooled Condensers having potential to save 60% of water - Cycles of Concentration (CoC) is being increased at all stations for reducing freshwater intake	6CLEAN WATER AND SANITATION 13CLIMATE ACTION 14LIFE BELOW WATER	Natural and Social Capital 
7. Labour practices	- Uphold the best Global and Indian labour standards pertaining to wage determination, allocation of tasks, shifts & working hours, provision of training, incentive & reward schemes and occupational health & safety - Dedicated Human Rights Policy in place to promote and safeguard all kinds of human rights, including organizational rights - Operating bipartite collective bargaining forum (NTPC Bipartite Council) since 1982 - Implemented CLIMS for online labour payments, skill training and building health Information profile	3GOOD HEALTH AND WELL-BEING 8DECENT WORK AND ECONOMIC GROWTH 10REDUCED INEQUALITIES 14LIFE BELOW WATER	Human and Social Capital 

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8. Air emissions	- Installation of FGD/DSI system for SOx control completed for ~27 GW while execution work in 47+ GW is in process - Combustion modifications for all 50 units completed - Retrofitting of ESP - Continuous Emission Monitoring System (CEMS) of all stacks - Ambient air quality monitoring through an online Ambient Air Quality Monitoring System (AAQMS)	    	Natural Capital 
9. Community engagement	- Dedicated CSR policy in line with Companies Act, 2013 and Department of Public Enterprises (DPE) Guidelines for CSR - Key community-based programmes through NTPC Foundation - Our focus areas include Health, Sanitation, Water and Education - One of the top CSR spending conglomerates in country through expenditure of ₹363 Cr. in FY 2024-25	     	Social Capital 
10. Governance practices	- Committees of Audit, Nomination and Remuneration, Stakeholders Relationship, CSR and Risk Management - Govt. nominated directors on our Board, ensuring strict monitoring and transparency in our governance system - Financial Accounts are audited by Statutory Auditors appointed by o/o C&AG and supplementary audit is carried out by o/o C&AG. Further, Internal Auditors carry out review of processes and internal controls. - NTPC's pay policies are governed by DPE - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	 	Social, Human and Financial Capital 
11. Economic value creation	NTPC Group's economic performance during the FY 2024-25 has resulted in a direct economic value generation of ₹1,90,243.38 Cr.	  	Financial Capital 

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12. Waste management	- Waste (Hazardous & Non-hazardous) generated are properly handled and disposed through approved agencies - Specific guidelines and systems instituted for handling domestic waste and bio-medical waste - The scrap and recyclable waste are managed through auction on the MSTC e-platform - Other solid waste is managed according to our Waste Management Policy & applicable govt. regulations	  	Natural Capital 
13. Supply chain management	- Implementation of Sustainable Supply Chain Policy - Capacity building programmes for suppliers on Environment, Social and Governance fronts to create shared value - Capturing ESG data of suppliers and mapping the vulnerability	 	Social Capital 
14. New businesses and investments	- Transforming into an integrated energy player from a power generator only - Diversified into Renewables, Green Hydrogen, Green Chemicals, EV Ecosystem & Power Trading, etc.		Financial and Manufactured Capital 
15. Employee development and talent retention	- Continuously re-engineering HR systems to strengthen the relationship between business growth and systematic employee development - Continuous engagement activities and training programs - Systematic job rotation and career development scheme to aid employees in their horizontal and vertical growth	 	Human Capital 
16. Biodiversity and natural resource management	- Implementation of dedicated Biodiversity Policy 40+ Million saplings have been planted - Currently implementing 16 Wildlife and habitat restoration projects. - Integration of biodiversity considerations into business decision-making processes.	  	Natural Capital 
17. Innovation and R&D	- Delivering sustainable technology solutions through applied research and providing advanced scientific services through dedicated R&D centre (NETRA) - Independently developing patented technology - Mitigation of greenhouse gas emissions by taking up projects on renewable, waste to energy, CCU, etc. - R&D projects to increase the reuse of wastewater in our plants	 	Intellectual Capital 