

# Sustainable by Design, Scalable by Purpose



Sustainability Report  
FY 2024-25

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## Message from Chairman's Desk

At Hinduja Renewables Energy Private Limited (HREPL), sustainability is not merely an obligation; it is a responsibility that we embrace with both commitment and purpose. Our sustainability report reaffirms our commitment to building a cleaner, greener, and more resilient future. Sustainability has always been deeply embedded in the Hinduja Group's legacy, guided by the principle of "Work to Give," which has shaped our businesses and communities for over a century.

The world today stands at a crucial crossroads, where energy transition is no longer a choice but an imperative. Climate change, resource scarcity, and environmental degradation pose significant challenges, but they also present an opportunity to redefine the way we produce and consume energy. At HREPL, we are committed to playing a pivotal role in accelerating India's clean energy transformation, contributing to national and global sustainability goals.

Our sustainability strategy is not limited to producing renewable energy but also includes the creation of long-term value for our stakeholders, the empowerment of communities, and the promotion of responsible business practices. Through innovative renewable energy solutions, we are helping industries and businesses transition towards a low-carbon future while ensuring energy security and economic growth. We are actively exploring opportunities in RE for EVs, battery energy storage systems with battery management, and other emerging technologies.

We are integrating ESG principles into our operations, ensuring that our business is aligned with the highest standards of ethics, transparency, and accountability. Furthermore, our investments in technology, digitalization, and energy efficiency will continue to drive our vision of a sustainable and self-reliant India.

This report is a testament to our progress, but more importantly, it marks the beginning of an ongoing journey. We remain committed to innovation, collaboration, and responsible leadership, working towards a future where economic growth and environmental stewardship go hand in hand.

I extend my gratitude to all our stakeholders who share this vision with us. Together, we will continue to shape a more sustainable and inclusive world for future generations.

**Shom Hinduja**

Chairman

Hinduja Renewables Energy Private Limited





## CEO's Message

It is with great pride that I present HREPL's first Sustainability Report—a significant milestone in our journey toward responsible and purpose-driven growth.

Rooted in the theme “Sustainable by Design, Scalable by Purpose,” this report reflects our commitment to integrating sustainability into every aspect of our operations. From clean energy generation to responsible asset management, we are intentionally shaping a future where growth is in harmony with environmental stewardship, social responsibility, and strong governance.

The global urgency to confront the climate crisis is not merely a challenge it is a generational opportunity to shape a sustainable future. At Hinduja, we are privileged to help power this transformation. It is with immense pride that I present our very first Sustainability Report, a significant step forward to demonstrate our commitment to helping India's growth with clean, renewable energy.

Our vision is clear and ambitious; to be a leader in India's clean energy transition, we are racing towards our target of 10 GW in the next few years.

Our strategy is all about execution. This year was marked by significant growth with the commissioning of major projects, including HREPL Sabarmati Phases I & II in Gujarat. We are committed to technological leadership and have innovated with one of India's first single-axis tracker projects in Rajasthan. We utilize modern tools like Data Analytics, AI, and drone-based monitoring to achieve superior plant performance. Since a stable grid is key, we are expanding our portfolio into complementary technologies like battery energy storage systems and green hydrogen generation to build a robust and sustainable energy ecosystem.

## A Foundation of Responsible Growth

For us, sustainability is the foundation of long-term value creation. This report outlines our performance on key ESG metrics.

### **Environmental Stewardship:**

At HREPL, our commitment to sustainability goes beyond decarbonizing the grid. Our environmental initiatives drive real impact, from recycling wastewater to supporting afforestation efforts in the northern regions of India. We have set ambitious goals, including achieving Zero Waste to Landfill by 2030 and becoming Water Positive.

### **Social Impact:**

Our mission extends to reaching into the heart of the communities we serve. Through focused, high-impact initiatives in areas such as education, healthcare, and skill development, we have mobilized over 5,000 beneficiaries to date. We shall remain dedicated to expanding our reach, fostering inclusive development, and making a lasting difference at the grassroots level.

### **Governance and Integrity:**

Underlying our operations is a robust governance framework led by our Board of Directors and an ESG Committee to ensure transparency and build stakeholder trust. Driven by the passion and expertise of our people, we turn vision into reality, and this report celebrates their accomplishments.

This is just the start. As we go forward, we will continue to scale, innovate, and collaborate.

Thank you to all our stakeholders for your trust and we are confident we can build a cleaner, greener, and better world for all.

**Sumit Pandey**

CEO - Hinduja Renewables Energy Private Limited



# Overview

# About the report

**“We believe that our share in renewable energy and sustainable solutions will not only empower our customers but also protect the environment and catalyse India’s clean energy transformation, in line with Hinduja Renewables commitment to scaling toward a greener and robust future.”**

As a new leader in the clean energy business, we are driven by our mission to positively impact humanity and conserve the environment by electrifying and decarbonizing the world, which has never seemed more transparent or pressing. The world today, in terms of climate change, geopolitical changes, and the necessity of a resilient power grid structure, sees climate change as a global priority, and hence we are all well-placed to serve this vital transformation. Our company's mission and culture is focused on sustainability, guided by a strategic framework consisting of three pillars: Decarbonize, Preserve, and Grow.

We are pleased to publish our first Sustainability Report, addressing the increasing interest from investors and stakeholders in our goals and performance. We intend to continue this initiative on an annual basis. This report has been prepared "with reference" to the Global Reporting Initiative (GRI) 2021 Standards, reflecting our company's commitment to transparency, accountability, and sustainable development. follows underlying principles like materiality, stakeholder engagement, accuracy, clarity, and reliability, reflecting a balanced picture of our sustainability journey.

This Sustainability Report presents the ESG performance of Hinduja Renewables Energy Private Limited (HREPL) for the FY 2024-2025. The report's boundaries encompass all entities, facilities, and operations under Hinduja Renewable's direct operational control, including corporate headquarters, active renewable energy installations, and development sites throughout operational geography in India.

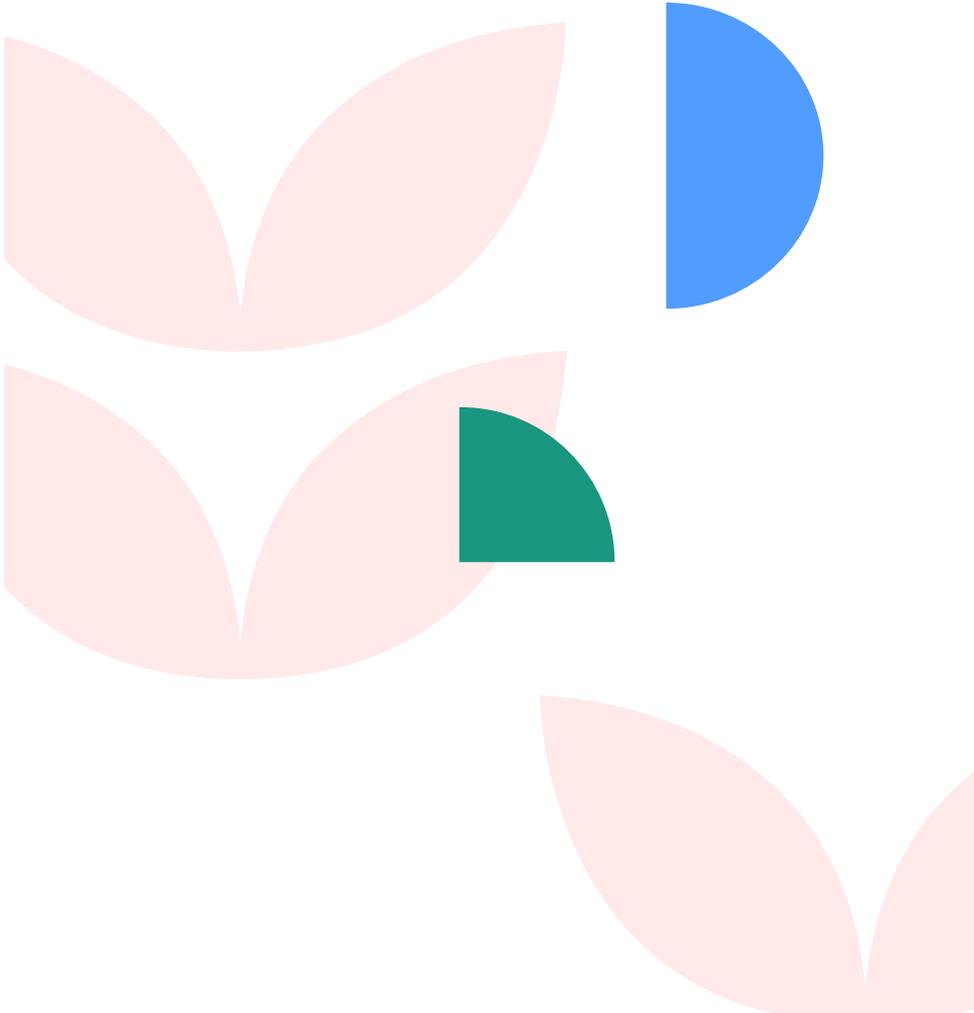
The report clearly outlines any data limitations or omissions in the relevant sections, underscoring our commitment to transparency and integrity as we strive to enhance our measurement capabilities and performance management systems.



# Forward Looking statements

This report presents our future vision, grounded in knowledge, enriched by experience, and informed by past trends. We are confident that the future holds great opportunities for progress as we adapt to the evolving industry landscape, market dynamics, and regulatory frameworks. Our commitment to transformation ensures that we align with industry standards and fully comply with all regulations, positioning us for success in the marketplace. Our strategy is based on resilience, responsibility, and constant improvement as we navigate the path ahead.

# Business Landscape



We have commissioned solar power plants across diverse regions of India and are rapidly expanding our presence in the renewable energy sector. Our integrated approach encompasses both utility-scale projects and rooftop solar solutions, underpinned by innovative operational methodologies and advanced technologies. Headquartered in Mumbai, we leverage the Hinduja Group's business legacy and forward-looking innovations to deliver reliable, efficient, and sustainable energy solutions. (operating portfolio of 1 GWp)

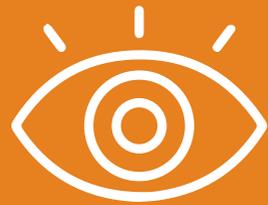
Founded under the leadership of Chairman Mr. Shom A. Hinduja, we have swiftly established ourselves as a key player in India's renewable energy landscape. Our implementation of innovative business models across the rooftop and utility segments has enabled us to achieve significant growth in a brief time interval.

We are now actively pursuing opportunities to reach our target of 10 GW installed capacity by 2030, with a specific focus on the promising commercial and industrial rooftop, open-access, and captive markets.

We pride ourselves on operational excellence, consistently achieving best-in-class Plant Load Factors through the integration of modern methodologies, including asset management, data analytics, and drone-based monitoring. Our pioneering implementation of one of India's first single-axis tracker projects in Rajasthan demonstrates our commitment to technological innovation and efficiency.

In alignment with India's Net Zero & clean energy transition goals, we are actively expanding our portfolio beyond solar power into complementary technologies, including wind power, EV charging infrastructure, battery energy storage systems, green hydrogen generation, and offshore wind.





## Vision

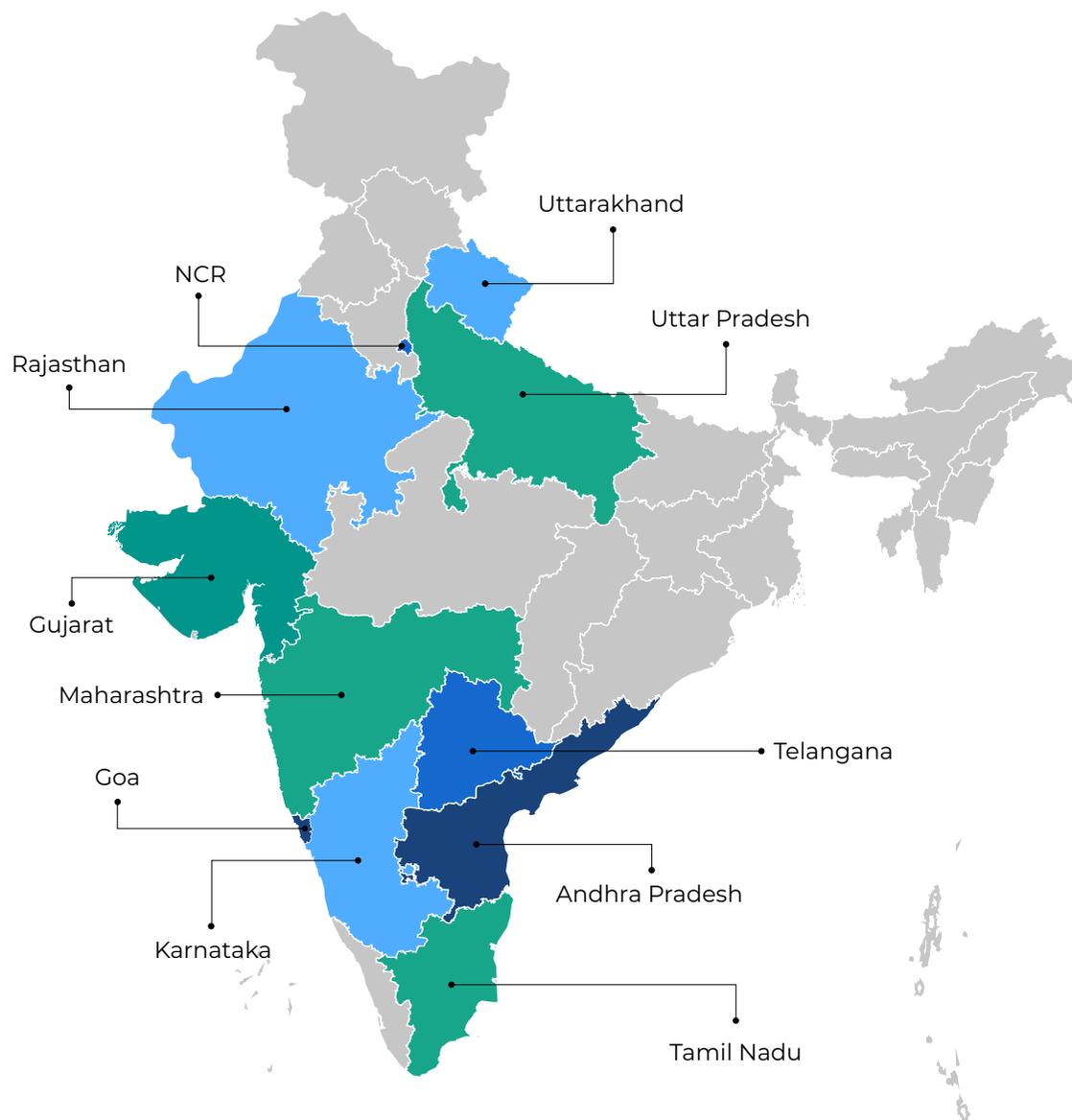
To be a leader in the sustainable energy ecosystem through value-creating partnerships and innovative business models.



## Mission

To positively impact humanity and conserve the environment through sustainable energy and mobility solutions.

# Our Presence



We take pride in being a significant force in India's renewable energy landscape, as we oversee more than 55 strategically located solar power plants across the country, with an operational portfolio that exceeds 1GWp (Gigawatt-peak). During the reporting year, our solar installations generated 554 GWh of clean energy, helping reduce around 2.48 million tonnes of carbon emissions and supporting a cleaner, more sustainable environment. This achievement demonstrates our commitment to environmental stewardship while strengthening our contribution to the country's renewable energy goals.

## Solar energy projects and installed capacity

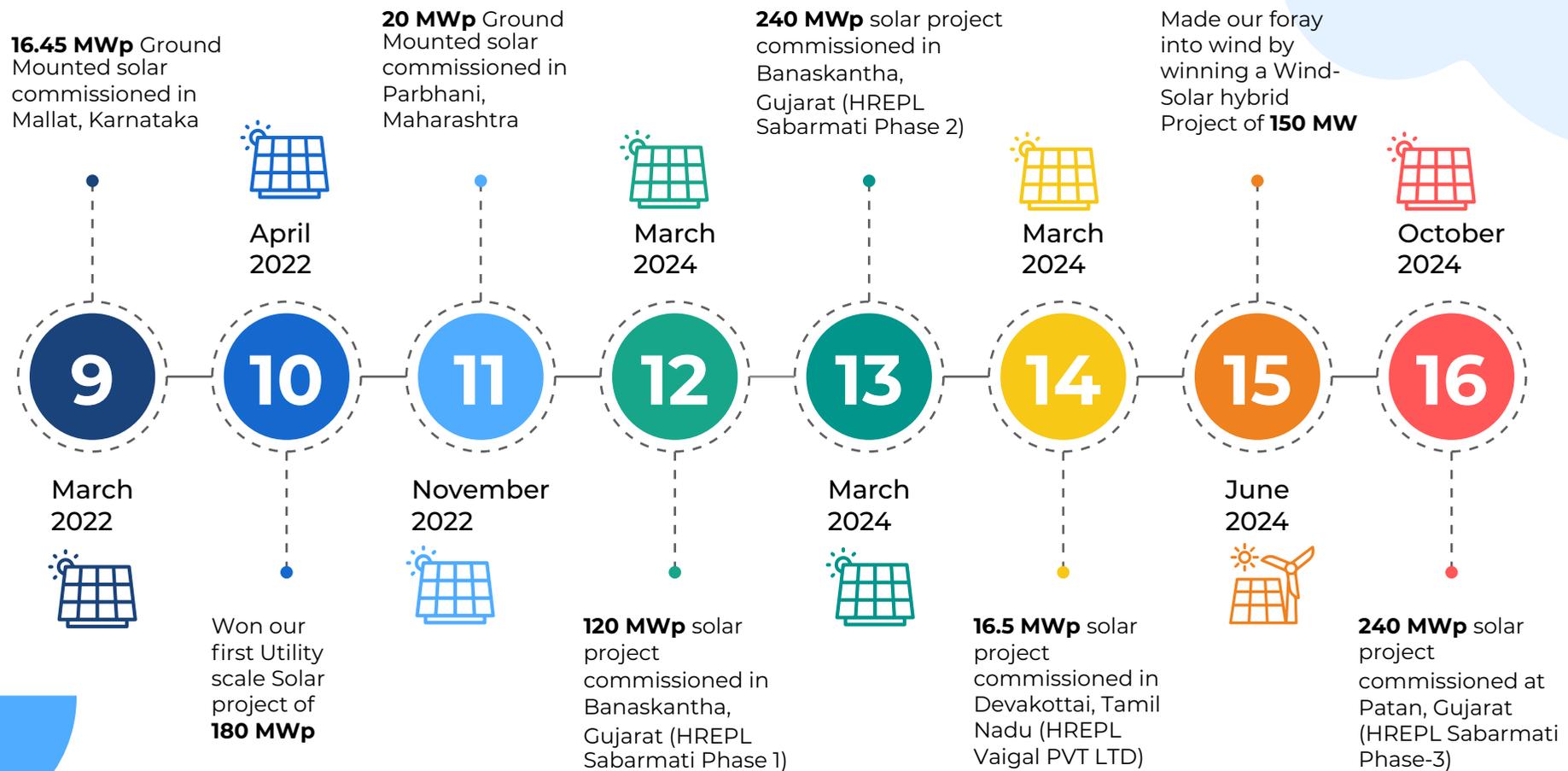
Our projects cover several key states, including Rajasthan, Gujarat, NCR, Maharashtra, Karnataka, Uttarakhand, Tamil Nadu, Uttar Pradesh, Andhra Pradesh, Telangana, and Goa. This widespread geographical presence enables us to effectively cater to the diverse energy demands of different regions while also ensuring resilience and scalability in our operations.

As we continue to scale, we remain steadfast in our commitment to innovation, sustainability, and nation-building, powering progress in a clean way.

# Our Significant Milestone



# Our Significant Milestone



# ESG Team Message

**"At HREPL, ESG is our blueprint for impact. Guided by principle of 'Sustainable by Design, scalable by Purpose' guides us to protect the planet, empower communities, and future-proof growth turning intention into scalable, purpose-driven progress."  
Guided by principle of 'Sustainable by Design, Scalable by Purpose' guides us to protect the planet, empower communities, and future-proof growth turning intention into scalable, purpose-driven progress."**

As India transitions to a clean energy economy, Hinduja Renewables remains committed to delivering scalable, sustainable energy solutions. Our focus on resilient operations, water stewardship, and circular economy practices drives meaningful impact. Key milestones include our water neutrality goal by 2030, supported by initiatives like pond restoration in Sivagangai and sustainable water management in Phalodi.

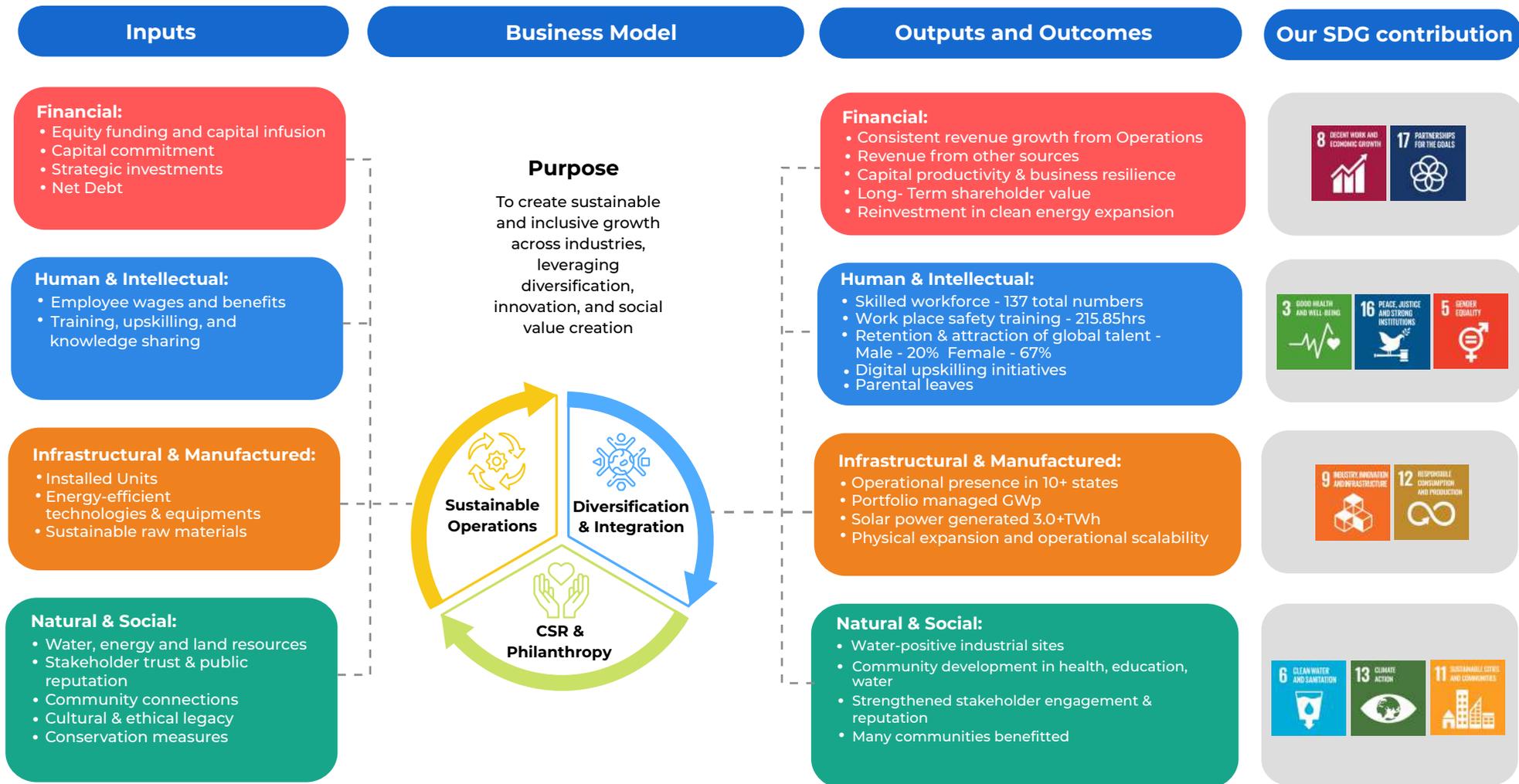
We have strengthened our ESG framework with a Sustainable Procurement Policy, rigorous risk assessments, and an Internal Carbon Price strategy. Innovation is central to our growth. Through AI and data analytics, we attain best-in-class plant load factors. We are also developing new technologies like Battery Energy Storage Systems (BESS) and Green Hydrogen to enable a stable, decarbonized grid.

Our stakeholder-centric approach prioritizes transparency, governance, and community welfare through initiatives like Road to School and Water Life India. Aligning with global standards like the UN SDGs, we uphold operational excellence while fostering shared value.

At HREPL, sustainability is more than a goal; it is the foundation of how we engineer progress.

**Team – ESG & Sustainability**  
Hinduja Renewables Energy Private Limited

# Value Creation Model





# Sustainability Framework

# Materiality Assessment

**Materiality assessment guides our sustainability approach and align it with business objectives.**

**This process enables us to identify and prioritize critical ESG issues, directing our efforts and resources toward areas with the greatest potential for positive or negative impact.**

We collaborated with the Hinduja Group's Sustainability Centre of Excellence to perform a detailed materiality assessment through extensive stakeholder engagement. This involved extensive surveys and consultations with a wide range of stakeholders, including investors, industry partners, employees, local communities, regulatory bodies, and NGOs.

The materiality assessment provided us with valuable insights about the sustainability priorities that intersect with our business objectives and stakeholder concerns. By systematically evaluating these areas of mutual importance, we have our ESG strategy to address the most fundamental issues impacting our organization and the broader renewable energy landscape.

Our approach ensures that our sustainability initiatives and resources are strategically allocated to areas that generate maximum value while effectively mitigating risks. Additionally, it strengthens our accountability to stakeholders by demonstrating our responsiveness to their priorities and expectations regarding our ESG performance.

# Materiality Assessment Process



## Identify Material Topics

Compile all ESG relevant issues for the renewable energy sector.

## Analyze Insights

Evaluate feedback and assess business impact of each topic.

## Identify Stakeholders

Engage with diverse groups to understand sustainability expectations.

## Design and Conduct Survey

Gather stakeholder input on the significance of ESG topics.

## Prioritize Material Topics

Map topics based on importance and impact for strategic focus

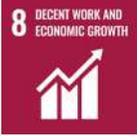
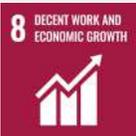
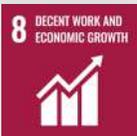
# Material Topics for the Businesses

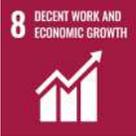
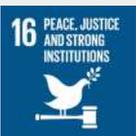
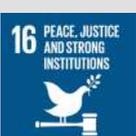
■ Fundamental   ■ Moderate



# Risk and Opportunity

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigation	Financial implications of the risk or opportunity (Indicate positive or negative implications)	SDGs focused
Energy Management	Opportunity	Energy management is the systematic tracking, planning, and optimization of energy production and consumption to improve efficiency, reduce costs, and support environmental sustainability.	N/A	Positive – Reduced costs and enhanced brand value.	
Climate Change	Opportunity	The various pathways for reducing greenhouse gas (GHG) emissions present unique opportunities to improve operations and diversify energy supply, while also creating potential to generate carbon credits.	N/A	Positive – Revenue growth due to climate-friendly demand.	
Land Management	Risk	Site selection can disrupt ecosystems or face regulatory hurdles.	Conduct environmental impact assessments; choose brownfield or already disturbed lands.	Negative – Costs for mitigation and regulatory compliance.	

<b>Waste Management</b>	<b>Risk</b>	End-of-life panels and installation waste need proper disposal to avoid environmental fines.	<b>Implement recycling programs and work with certified waste processors.</b>	Negative – Recycling and disposal costs.	
<b>Water Management</b>	<b>Opportunity</b>	Water usage is minimal in solar but conservation practices add to ESG credentials.	N/A	Positive – Cost savings and improved ESG scoring.	 
<b>Occupational Health and Safety</b>	<b>Risk</b>	Installation and electrical work carry injury risks.	<b>Regular safety training, PPE, site audits.</b>	Negative – Insurance, training, and accident-related costs if unmanaged.	 
<b>Diversity &amp; Inclusion</b>	<b>Opportunity</b>	Diverse teams improve innovation, decision-making, and corporate reputation.	N/A	Positive – Improved productivity and brand image.	 
<b>Human Rights</b>	<b>Risk</b>	Supply chains may involve forced labor (e.g., in solar panel manufacturing).	<b>Audit suppliers for labor standards, use ethical sourcing certifications.</b>	Negative – Compliance and due diligence costs but mitigates reputational damage.	 
<b>Learning and Development</b>	<b>Opportunity</b>	Upskilling staff ensures quality, safety, and efficiency.	N/A	Positive – Increased efficiency, employee retention, and service quality.	 
<b>Customer Health and Safety</b>	<b>Risk</b>	Faulty installations pose fire or shock risks.	<b>Strict quality controls, post-installation inspections, and certifications.</b>	Negative – Liability costs if unmanaged; positive if well-handled.	 
<b>Responsible Supply Chain</b>	<b>Opportunity</b>	Ethical sourcing improves resilience and reputation.	N/A	Positive – Competitive advantage and reduced disruption risk.	 
<b>Employee Engagement</b>	<b>Opportunity</b>	Engaged employees are more productive and loyal.	N/A	Positive – Better productivity, reduced turnover costs.	

<b>Stakeholder Engagement</b>	<b>Opportunity</b>	Proactive communication builds trust with regulators, clients, and communities.	N/A	Positive – Easier project approvals and partnerships.	 
<b>Local Community Development</b>	<b>Opportunity</b>	Providing jobs and local solar projects fosters goodwill and market expansion.	N/A	Positive – Brand loyalty and local support.	 
<b>Business Ethics</b>	<b>Risk</b>	Any unethical practices (bribes, misrepresentation) could ruin reputation.	<b>Enforce code of ethics, train employees, and conduct audits.</b>	Negative – Legal and reputational costs if unmanaged.	
<b>Technology and Innovation</b>	<b>Opportunity</b>	Technological advancements (e.g., battery storage, smart panels) create new markets.	N/A	Positive – Market expansion and improved margins.	
<b>Corporate Governance</b>	<b>Risk</b>	Weak governance may lead to poor decision-making and non-compliance.	<b>Establish strong board oversight, compliance frameworks, and transparency.</b>	Negative – Potential penalties; Positive if strong governance attracts investors.	 
<b>Statutory Compliance</b>	<b>Risk</b>	Solar industry is heavily regulated (safety, building codes, incentives).	<b>Continuous monitoring of laws, hire compliance officers</b>	Negative – Fines or lost incentives; Positive with proactive compliance.	
<b>Risk Management</b>	<b>Opportunity</b>	Proactively managing technical, market, and climate risks ensures resilience.	N/A	Positive – Reduces surprises, lowers insurance premiums, and attracts investors.	 
<b>Economic Performance</b>	<b>Opportunity</b>	Strong financial management allows reinvestment in innovation and expansion.	N/A	Positive – Growth and stability attract capital.	
<b>Transparency &amp; Accountability</b>	<b>Opportunity</b>	Transparent ESG reporting attracts investors and builds public trust.	N/A	Positive – Enhances stakeholder confidence and can lead to better access to capital.	



# Key Stakeholders





# Stakeholder Engagement

The stakeholder identified table represents the significance, mode, and frequency of engagement, the key concerns raised and our approaches.

Key Stakeholder Groups	Key Concerns	Engagement Platform	Frequency
Senior Leadership	Climate change, governance, emissions management, biodiversity, ESG integration	Independent online sessions, direct discussions	Periodic/Strategic
Employees	Environmental awareness, occupational health & safety, diversity & inclusion, engagement	Online surveys, internal communication, training sessions	Regular/Quarterly
External Stakeholders	Compliance, emissions management, community development, responsible supply chain	Online surveys, stakeholder consultations	Periodic





Key Stakeholder Groups	Key Concerns	Engagement Platform	Frequency
Customers	Governance, product stewardship, transparency, emissions management	Surveys, customer feedback, engagement programs	As and when required
Vendors/Suppliers	ESG compliance, sustainable procurement, responsible supply chain practices	Supplier assessments, ESG onboarding sessions	During onboarding and periodic reviews
Communities	Local employment, community development, environmental protection	Community outreach, CSR programs	Ongoing/Annual



# Stakeholder Engagement Process



Our strategic approach to stakeholder engagement is based on the principles of transparency, inclusivity, and responsiveness. Through consistent and efficient dialogue, we seek to understand evolving stakeholder perspectives to drive mutual value and sustainable outcomes.

## Stakeholder Identification

In the initial phase, we have identified key stakeholder groups that are either directly impacted by or have a significant influence on our operations and sustainability agenda. These stakeholders include internal employees, senior leadership, customers, supply chain partners, civil society organizations, and NGO.

## Engagement Timeline and Methodology

### April–May 2024:

One-on-one, independent online consultations were conducted with senior leadership to gather qualitative insights into the company’s sustainability material issues.

### May–June 2024:

A broader engagement process was implemented through a structured online survey targeting both internal and external stakeholder groups.



# Engagement Approach



We engage our stakeholders through various channels, including meetings, questionnaires, forums, and emails, incorporating their feedback into our decision-making through meaningful exchanges of opinions and insights.

## Way of Working - Sr. Leaders

Participated in confidential, virtual consultations.

Provided real-time feedback across a predefined list of 24 ESG material topics

## Way of Working - Stakeholders

Engaged via a structured online survey platform.

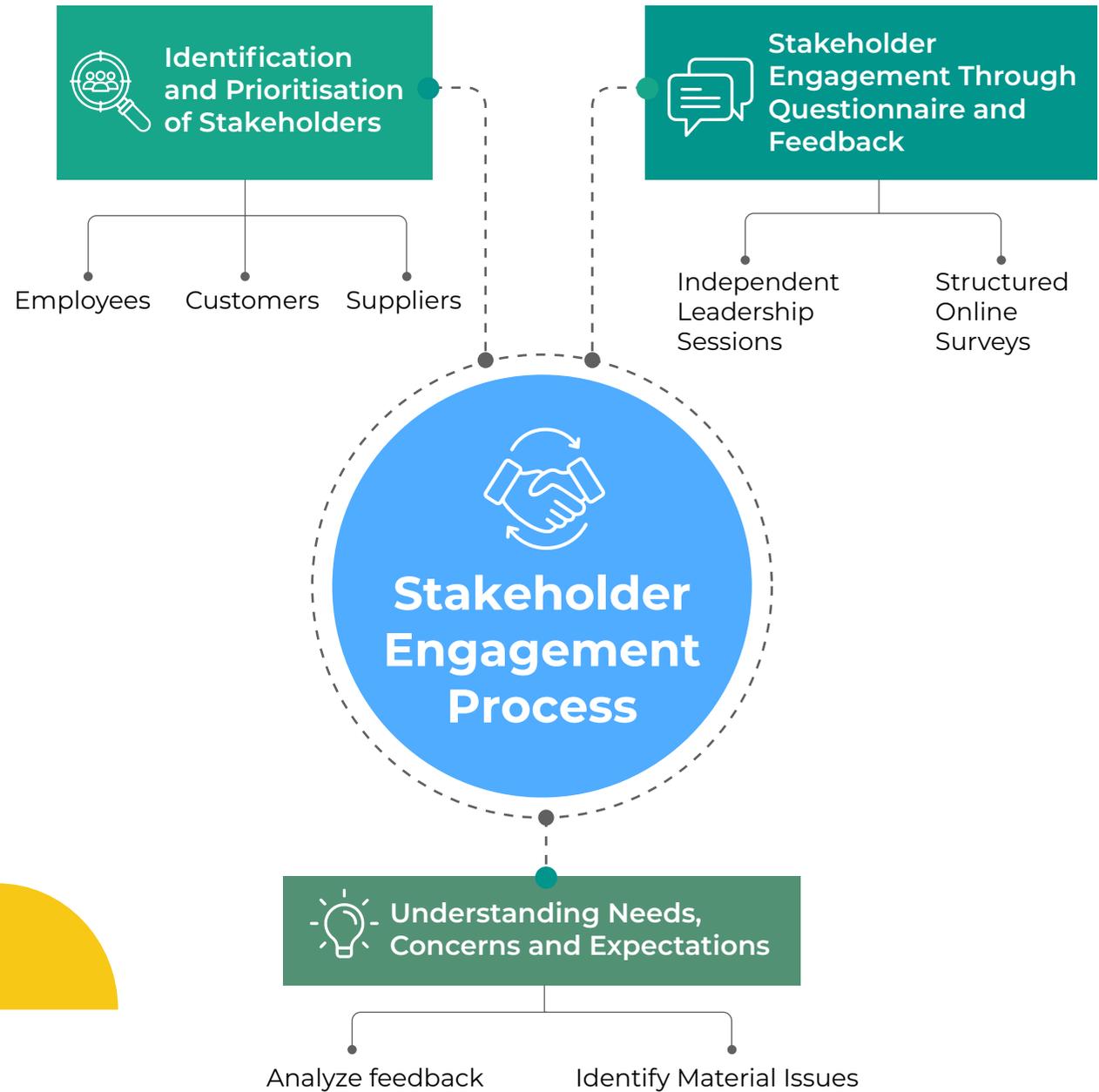
Rated all 24 ESG topics on a Likert scale of 0 to 5 (0 = Not Aware; 5 = Very High Relevance).

Response data was normalized to ensure equitable weighting and comparability across respondent groups.

Understanding needs, concerns, and expectations: Based on our interactions with stakeholders, we identify specific areas of concern for each group and communicate these expectations to senior management, who periodically review them with the Board of Directors.



# Stakeholder Engagement Process

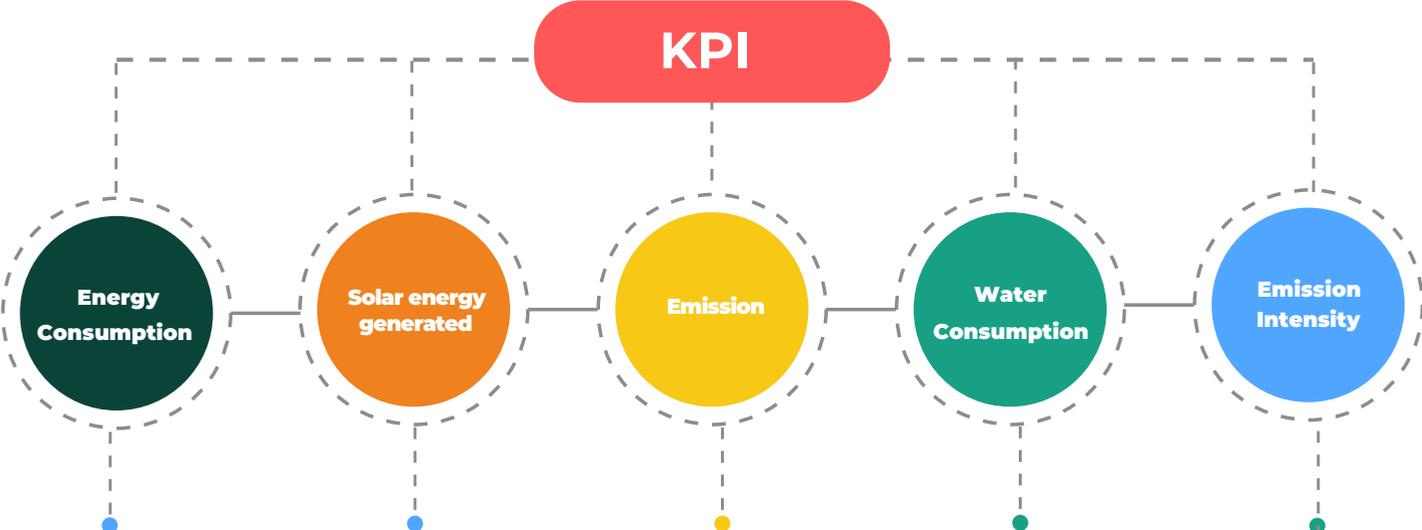




# Sustainable Performance Highlights

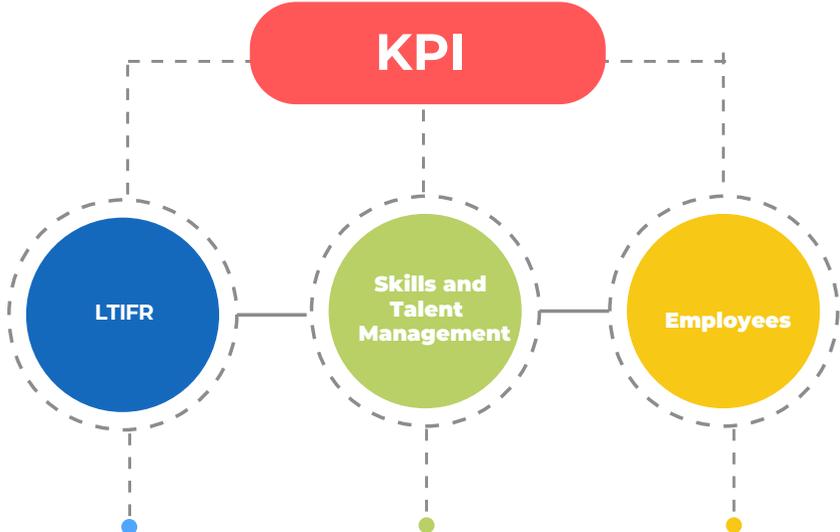
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# Sustainability Highlights:



UoM	GJ	GJ	tCO2e	KL	tCO2e/Employee
FY 2024-25	14097.49	2080002.14	378.28	54161.9	2.76

# Sustainability Highlights:



UoM	Rate	Man-hours	Numbers
FY 2024-25	0	Males: 1534 Females: 545	137

# Our ESG Targets

## Environment

KPI  
**Reducing Emissions:  
Scope-1, 2, 3**

**To achieve  
Carbon neutrality  
by 2027**

Status  
In Progress

KPI  
**Water Utilization**

**To Become  
Water positive by  
2032**

Status  
In Progress

KPI  
**Waste management**

**70% increase in waste  
diverted from disposal  
by 2027**

**We are committed to  
acheiving zero waste to  
landfill by 2030**

Status  
In Progress

# Our ESG Targets

## Governance

KPI

### Responsible supply chain

To develop & implement a sustainable supply chain policy

Status

Achieved

KPI

### Human rights

To maintain a zero incidents of forced or compulsory labour

Status

Achieved

# Our ESG Targets

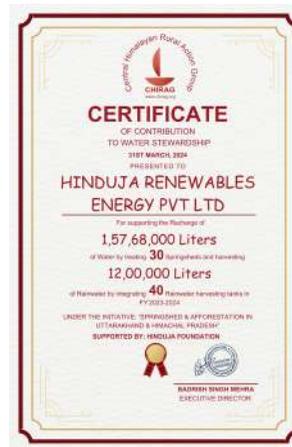
## Social

<b>KPI</b> <b>OHS- training</b> <b>Manhours</b>	<b>KPI</b> <b>Injury rate</b>	<b>KPI</b> <b>Employee</b> <b>engagement</b>	<b>KPI</b> <b>Diversity &amp;</b> <b>Inclusion</b>
<b>To spend more than 4320+ manhours training</b>	<b>To achieve a zero injury rate by 2026</b>	<b>To conduct 5 welfare programs and awareness sessions per year</b>	<b>To employ 18% female employees by 2030</b>
Status <b>In Progress</b>	Status <b>Zero-injury rate maintained</b>	Status <b>In Progress</b>	Status <b>Reached 13%</b>

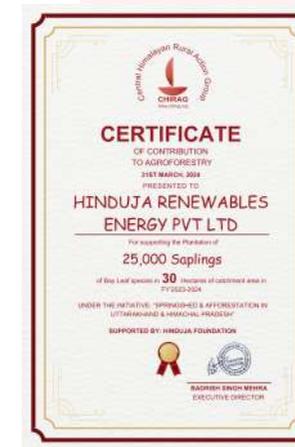
# Awards and Achievements



Awarded the **Blue-Green Certificate** for the successful restoration of a 3-acre pond in Devakottai Block, Tamil Nadu, enhancing water storage and groundwater recharge by 70,00,000 liters.

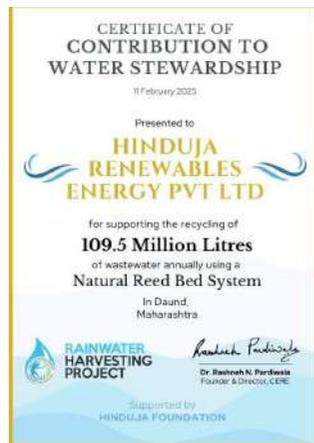


Awarded the **Certificate of Contribution to Water Stewardship** for recharging 1,57,68,000 liters of water (by treating 30 springsheds) and harvesting 12,00,000 liters of rainwater under the 'Springshed & Afforestation in Uttarakhand & Himachal Pradesh' initiative (FY'2023-2024).

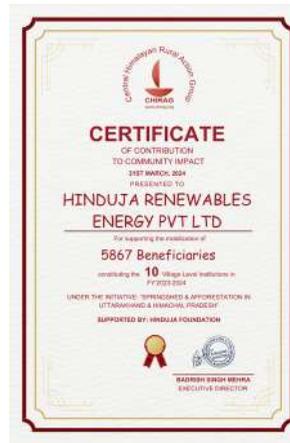


Awarded the **Certificate of Contribution to Agroforestry** for planting 25,000 Bay Leaf saplings across 30 hectares in catchment areas under the 'Springshed & Afforestation in Uttarakhand & Himachal Pradesh' initiative (FY'2023-2024).

# Awards and Achievements



Awarded the **Certificate of Contribution to Water Stewardship** for supporting the recycling of 109.5 million litres of wastewater annually using a Natural Reed Bed System in Daund, Maharashtra in Feb 2025.



Awarded the **Certificate of Contribution to Community Impact** for mobilizing 5,867 beneficiaries, constituting 10 Village Level Institutions, under the 'Springshed & Afforestation in Uttarakhand & Himachal Pradesh' initiative (FY'2023-2024).



Awarded **Rooftop Project Developer of the Year – 2019 (Captive Projects)** for excellence and leading performance in the development of captive rooftop solar projects (at Suryacon PV Invest Tech, Mumbai, 2019).

# Awards and Achievements



Awarded '**Leadership in Performance**' by CII for demonstrating exceptional performance and successful outcomes on the KSOPL project.



Awarded **Rooftop Project Developer of the Year - 2017** for excellence and leading performance in the development of industrial rooftop solar projects (at India Rooftop Solar Congress 2018).



Awarded '**Best Solar Power Producer**' by IPPAI for the exceptional power generation and performance of its 5MWp KSOPL solar project.



# STRATEGIC APPROACH & OFFERINGS

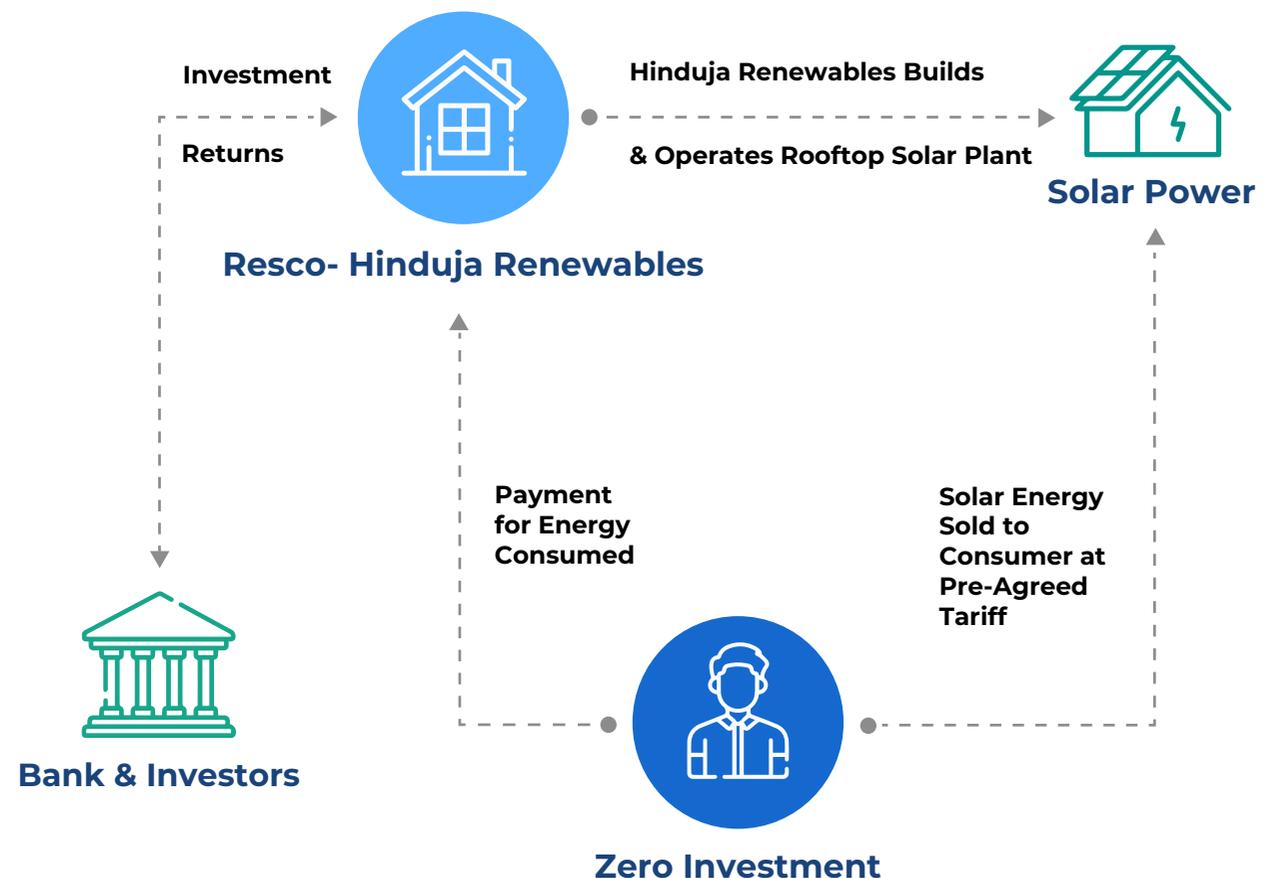
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# Innovations and Emerging Technologies

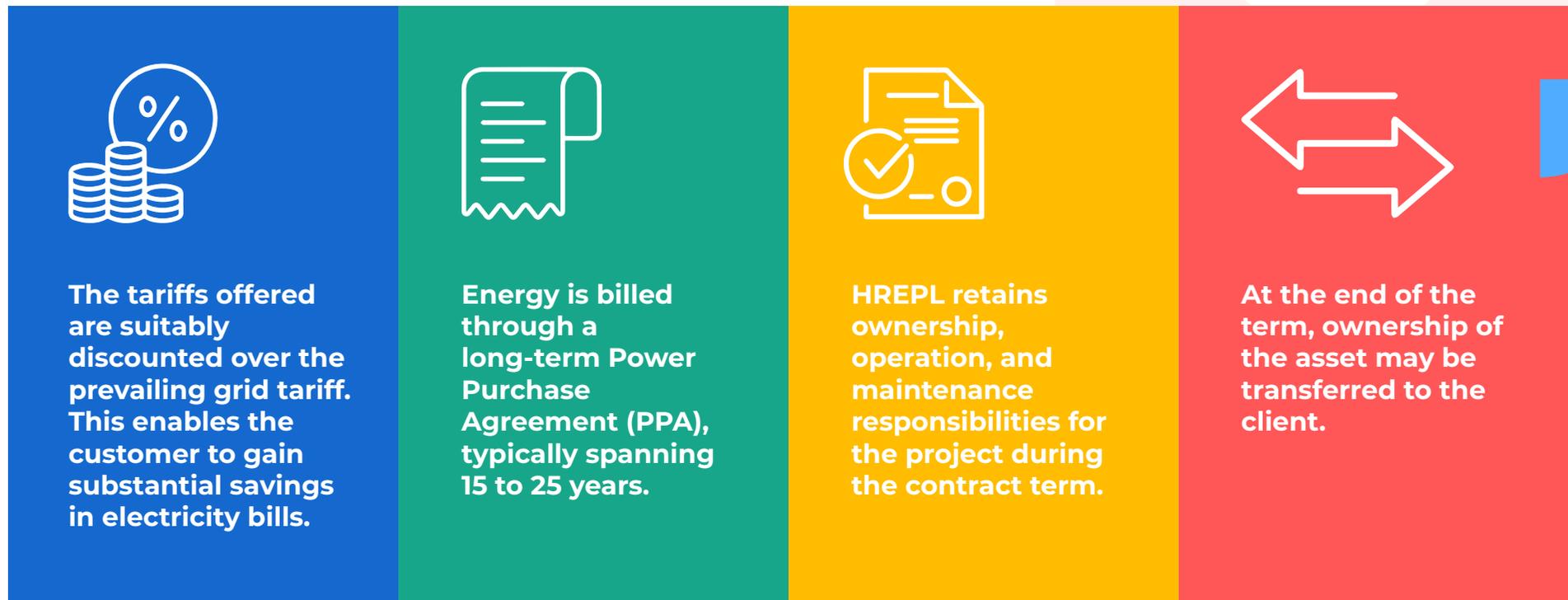
## RESCO Opex Model

(Renewable Energy  
Service Company)

We offer an integrated portfolio of renewable energy solutions tailored to meet the dynamic needs of industrial and commercial consumers. With a focus on technological innovation, operational excellence and environmental responsibility, we enable clients to achieve long-term energy cost optimization, enhanced energy security, and measurable carbon reduction.



The RESCO (Renewable Energy Service Company), or BOOT (Build-Own-Operate-Transfer) model, which is a performance-based approach, follows a pay-as-you save structure that enables the customer to avoid any upfront capital expenditure.

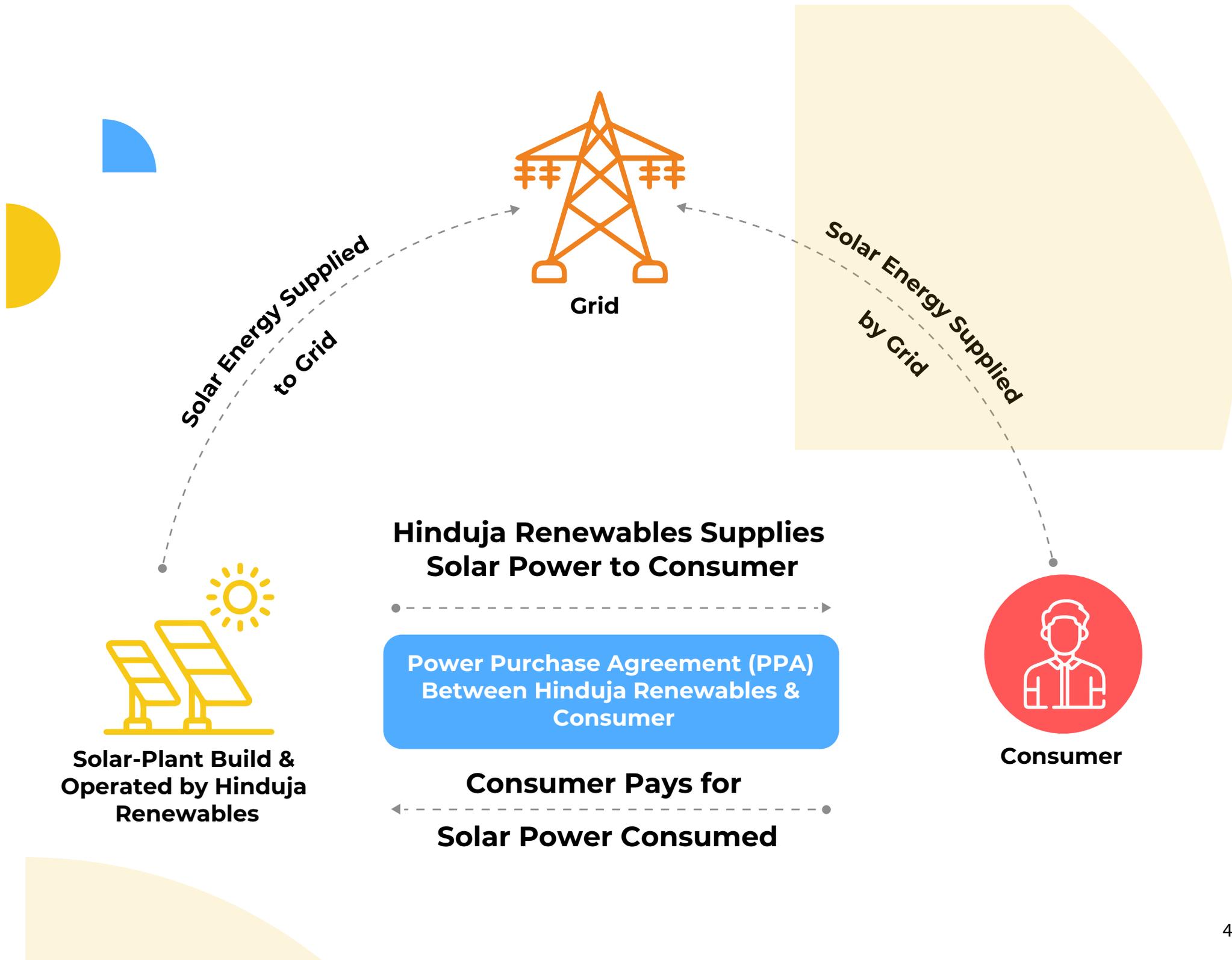


# The Open Access Model

The Open Access model facilitates the supply of solar power to consumers located remotely from the solar generation site by leveraging the transmission and distribution infrastructure of state DISCOMs.

- > Power is delivered through the state-regulated open access framework, governed by policy-specific guidelines.
- > PPA is executed between the consumer and the solar developer, outlining commercial terms, energy supply obligations, and regulatory compliance.
- > Energy metering, grid connectivity, and billing are administered and approved by the respective state DISCOMs.

**This model is suitable for energy-intensive industries operating across multiple sites, offering potential benefits like tariff optimization, sustainability impact, and flexible energy sourcing.**



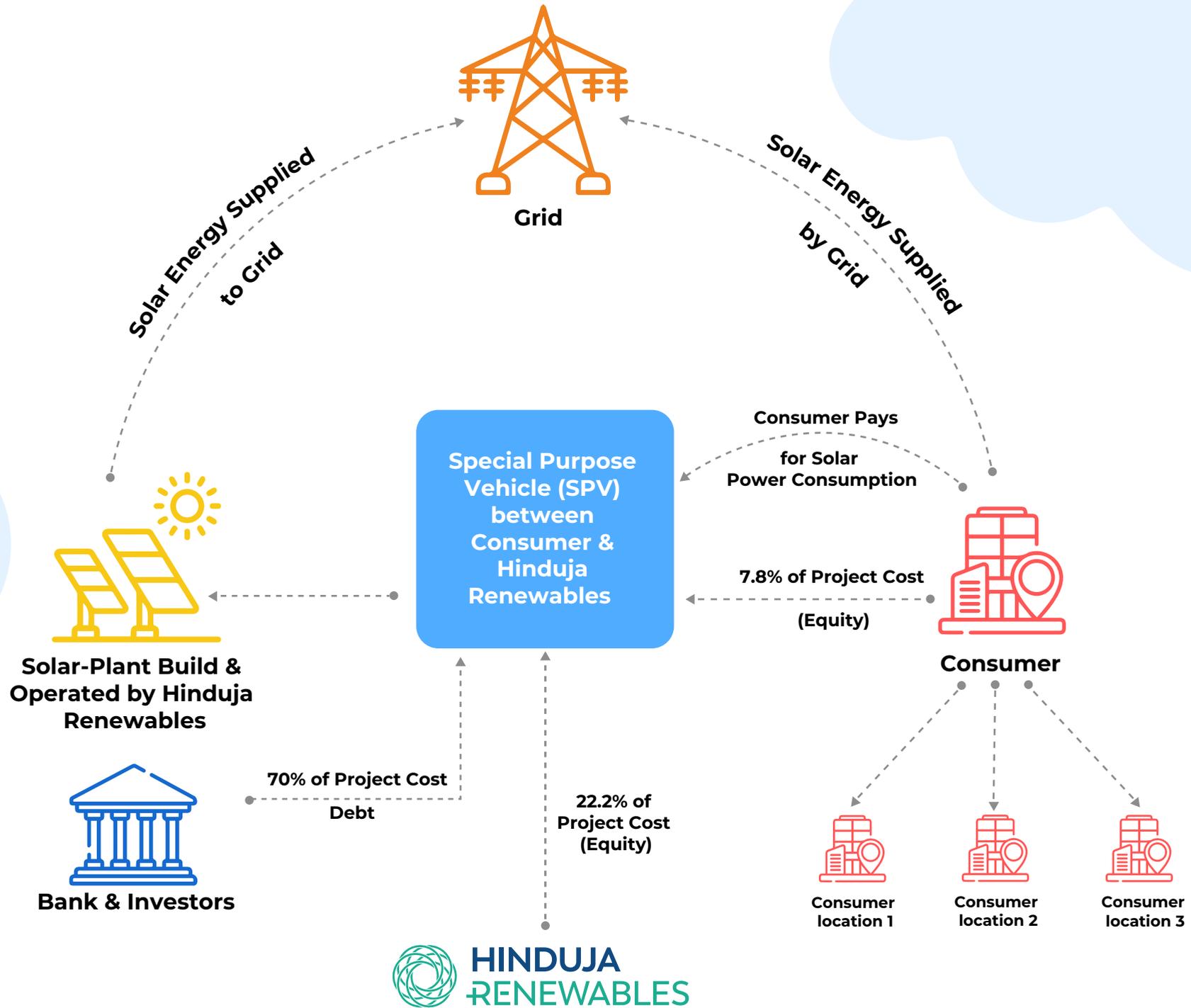


# The Open Access (Group Captive) Model

We aim to supply clean electricity to multiple consumer locations within the same state, under the Group Captive Scheme. As a part of this structure, our customer is required to consume at least 51% of the energy generated and hold a minimum 26% equity stake in the Special Purpose Vehicle (SPV) established for the project's execution.

This initiative represents a significant step forward in leveraging the Group Captive framework to deepen renewable energy adoption. It builds upon the Open Access Policy, allowing large consumers to access solar power directly and delivering both economic efficiency and regulatory alignment.

We have created a commercially and legally robust ecosystem that ensures operational openness and collective responsibility through a well-defined Power Purchase Agreement (PPA) and a structured Share Purchase Agreement (SPA). This model not only aligns operational interests but also strengthens our partnerships with consumers by involving them in both the consumption and ownership aspects of the project.





Sr No.	Topic	Description
1.	Zero upfront Investment	The only cost to the consumer under the OA model is the solar energy generated by the plant. The solar facility is constructed, owned, and run by Hinduja Renewables for the duration of the PPA under the OA Model, which requires no investment. This applies to our RESCO Opex Model and the Open Access Model.
2.	Savings in Electricity Bills	The tariffs will be appropriately lower than the current grid tariffs. As a result, the customer will be able to significantly reduce their electricity costs. This remains applicable to all their model offerings.
3.	Lifetime Operation and Maintenance Support	Hinduja Renewables assumes full responsibility for the project and oversees system operation and maintenance for the duration of the PPA. A group of professionals manages the project's operations and upkeep to produce yearly yield gains. This remains applicable to all their model offerings.
4.	Government Support	By 2022, the Indian government aimed to install 40 GW of rooftop solar capacity. To support RESCO developers in deploying rooftop plants, both the central and state governments, along with their agencies, have introduced favourable regulations. Additionally, subsidies are available for constructing rooftop solar plants on public buildings under the RESCO Opex Model.
5.	Hassle-Free Energy for Consumer	Consumers do not need to manage any permissions themselves; Hinduja Renewables will secure all necessary licenses on their behalf. This streamlined process applies to the Open Access Model.



# Message from the CFO's Desk

**“Financial discipline and sustainability go hand in hand. At HREPL, we align our capital strategy with our environmental commitments ensuring long-term value creation, operational resilience, and responsible growth in the transition to a greener future.”**

At HREPL, we view financial stewardship and sustainability as mutually reinforcing pillars of long-term success. As we present our inaugural Sustainability Report, we affirm our commitment to embedding ESG principles into our financial strategy ensuring value creation, risk mitigation, and business resilience.

Sustainability-driven financial planning is central to our operations. We focus on capital allocation that ensures renewable energy projects are both impactful and financially sound. To support this, we actively explore green financing instruments such as green bonds, sustainability-linked loans, and impact investments, aligning our growth with global sustainable finance trends. Transparent ESG disclosures are key to building investor confidence and aligning our financial performance with our sustainability goals. By integrating ESG metrics into our reporting, we aim to enhance stakeholder trust and attract responsible investment.

As we move forward, financial discipline and sustainability will remain core to our strategy. We are grateful to our investors, partners, and teams for their unwavering support as we build a resilient, low-carbon energy future together.



**Shashikant Ranjan**

Chief Financial Officer  
Hinduja Renewables Energy Private Limited

# Message from the Chief Operating Officer's Desk

**“Operational excellence at HREPL is rooted in sustainable practices. We are committed to driving efficiency, innovation, and safety across our renewable energy operations delivering clean power while minimizing our environmental footprint.”**

At HREPL, sustainability is at the core of how we design, develop, and manage renewable energy projects. As we release our inaugural Sustainability Report, I am proud to highlight our progress in building a cleaner, more resilient energy future. As custodians of solar energy projects, we prioritize efficiency, environmental responsibility, and long-term sustainability. Our approach integrates innovative technologies and best practices to minimize ecological impact from site selection to operations.

Beyond clean energy, we strive to create lasting positive impacts. Our projects enhance energy security, reduce carbon emissions, and foster local employment and economic growth. Digitalization and data-driven insights further optimize efficiency and asset performance.

This report emphasizes our commitment to transparency, innovation, and excellence. Moving forward, we will continue sustainable solutions, improving efficiency, and collaborating with stakeholders to accelerate the green energy transition.

My heartfelt thanks to our teams, partners, and stakeholders for turning our sustainability vision into reality. Together, we are powering a brighter, cleaner tomorrow.



**Milan Kumar**  
Chief Operating Officer  
Hinduja Renewables Energy Private Limited

# Management Oversight

## Governance Framework

Our financial & operational success is driven by effective governance oversight, which is led by a competitive team. Our chairman, the highest chair of governance, along with our CEO, a whole-time director, non-executive directors, and independent directors, are the driving force behind our success story. These key personnel bring specialized experience and industry knowledge, making our corporate structure robust and versatile.

The board's varied perspectives have helped us achieve success and create long-term value for shareholders and stakeholders. It is entrusted with overseeing overall business performance, safeguarding shareholder interests, and fostering sustainable growth in alignment with the company's mission and values.

Our Board members are dedicated to upholding the highest standards of ethical conduct and corporate governance. They actively engage in strategic deliberations, fulfill committee responsibilities, and pursue ongoing professional development to remain informed about evolving regulatory frameworks, market dynamics, and industry best practices. To support this commitment, we have clearly defined ethical standards that promote transparency and integrity in governance. These frameworks are designed to proactively identify and mitigate potential conflicts of interest, thereby reinforcing accountability in our decision-making processes.

# Know Our Board Of Directors



**Shom Hinduja**  
Chairman



**Sumit Pandey**  
Whole-Time Director & CEO



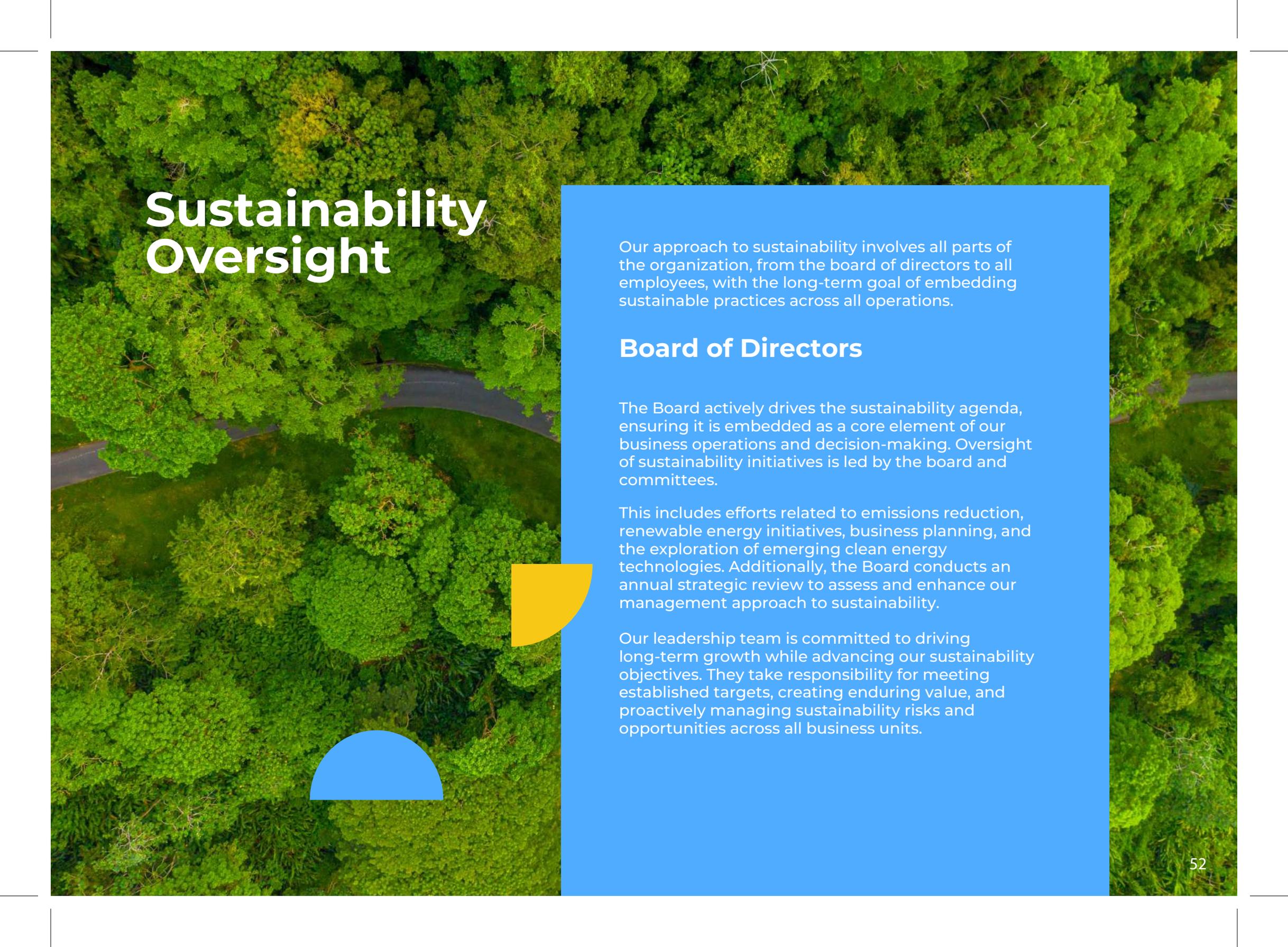
**Natarajan  
Chandrasekaran**  
Non-Executive Director



**Ramesh Narayanswamy  
Subramanyam**  
Non-Executive Director



**Basant Kumar Jain**  
Additional  
Non-Executive Director

An aerial photograph of a dense green forest. A paved road curves through the trees in the middle ground. In the foreground, there are two semi-circular shapes: a yellow one on the left and a blue one on the right, partially overlapping the forest. The text 'Sustainability Oversight' is overlaid in white on the upper left portion of the image.

# Sustainability Oversight

Our approach to sustainability involves all parts of the organization, from the board of directors to all employees, with the long-term goal of embedding sustainable practices across all operations.

## Board of Directors

The Board actively drives the sustainability agenda, ensuring it is embedded as a core element of our business operations and decision-making. Oversight of sustainability initiatives is led by the board and committees.

This includes efforts related to emissions reduction, renewable energy initiatives, business planning, and the exploration of emerging clean energy technologies. Additionally, the Board conducts an annual strategic review to assess and enhance our management approach to sustainability.

Our leadership team is committed to driving long-term growth while advancing our sustainability objectives. They take responsibility for meeting established targets, creating enduring value, and proactively managing sustainability risks and opportunities across all business units.

# ESG Governance & Management

The Chairman serves as the highest authority in governance hierarchy, while the day-to-day management is entrusted to the Whole-Time Director and CEO. The Board of Directors supervise the implementation initiatives, reinforcing the company's undertaking to sustainable and responsible practices.

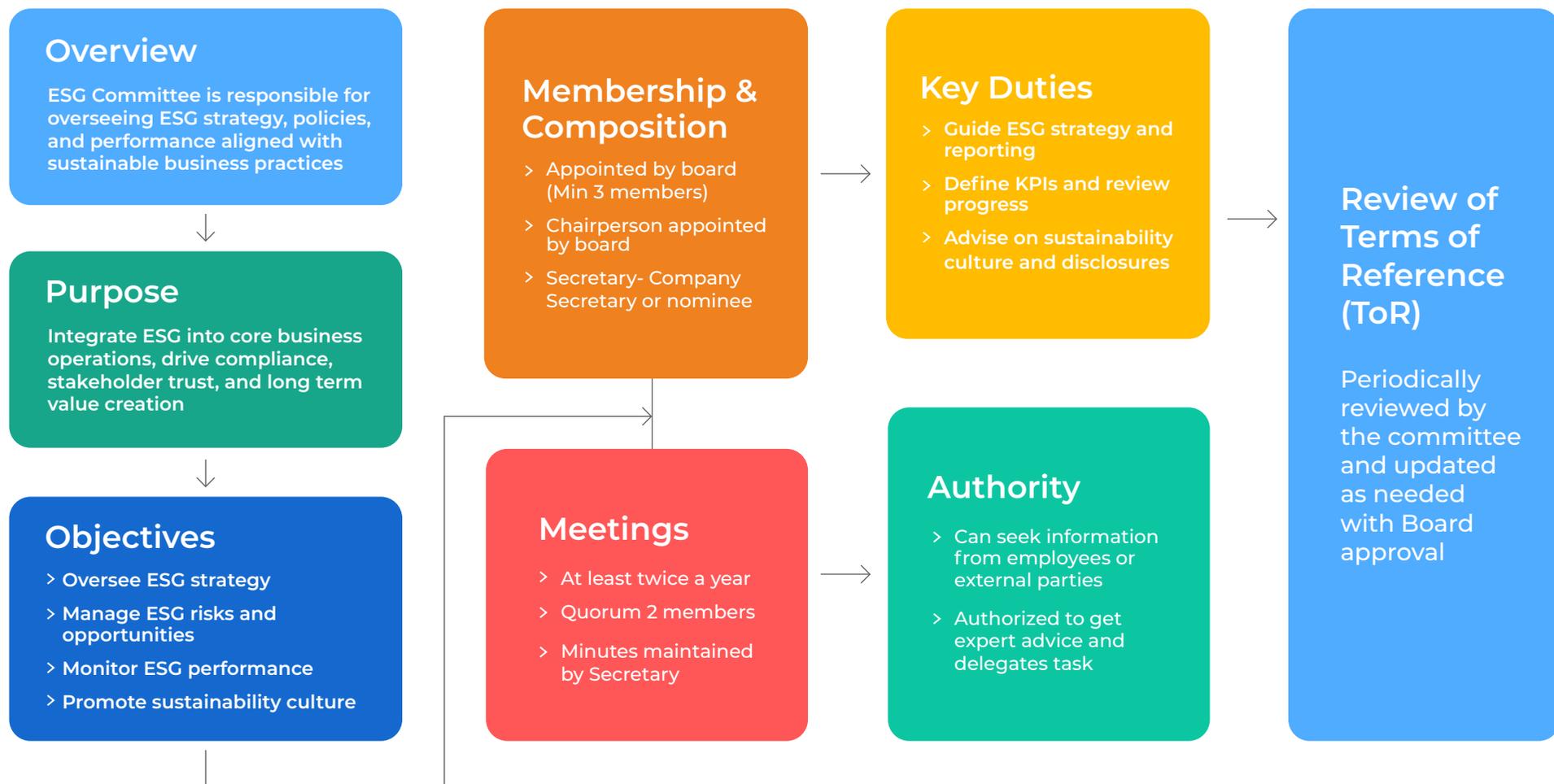
The Board may propose appointing an independent agency to annually evaluate the impact of our ESG initiatives and present a yearly report to the Board of Directors, outlining the progress and outcomes of these efforts.

## ESG Committee

We have established a formal ESG Committee to promote the integration of sustainable, responsible, and ethical practices throughout our operations. This Committee reports directly to the Board of Directors and is responsible for ensuring that we operate in an environmentally conscious, socially inclusive manner while adhering to strong ethical standards. The Committee works closely with our management to identify ESG risks and opportunities, define goals and key performance indicators, and monitor progress through transparent reporting aligned with global standards. The Committee, appointed by the Board and supported by our Company Secretary, meets at least twice a year to review initiatives, sustainability reports, and stakeholder engagement plans.

The Committee is fully authorized to engage external experts, consult with relevant stakeholders, and propose enhancements to ensure our ESG initiatives remain effective and future oriented. Through the diligent work of this Committee, we reaffirm our commitment to fostering a sustainable and ethically governed business that generates lasting value for our stakeholders, communities, and the environment.

# ESG Committee - Overview & Terms of Reference



# Nomination and Selection of the Highest Governance Body

Our governance framework aims to ensure that appointments to the Board of Directors and its Committees are made in the organization's best interests. The selection process emphasizes the independence of members and aligns their skills with the organization's goals to foster trust and effective governance. While we keep specific appointment criteria private, we strive to maintain transparency by updating stakeholders on changes to our governance structure.





# Board Effectiveness

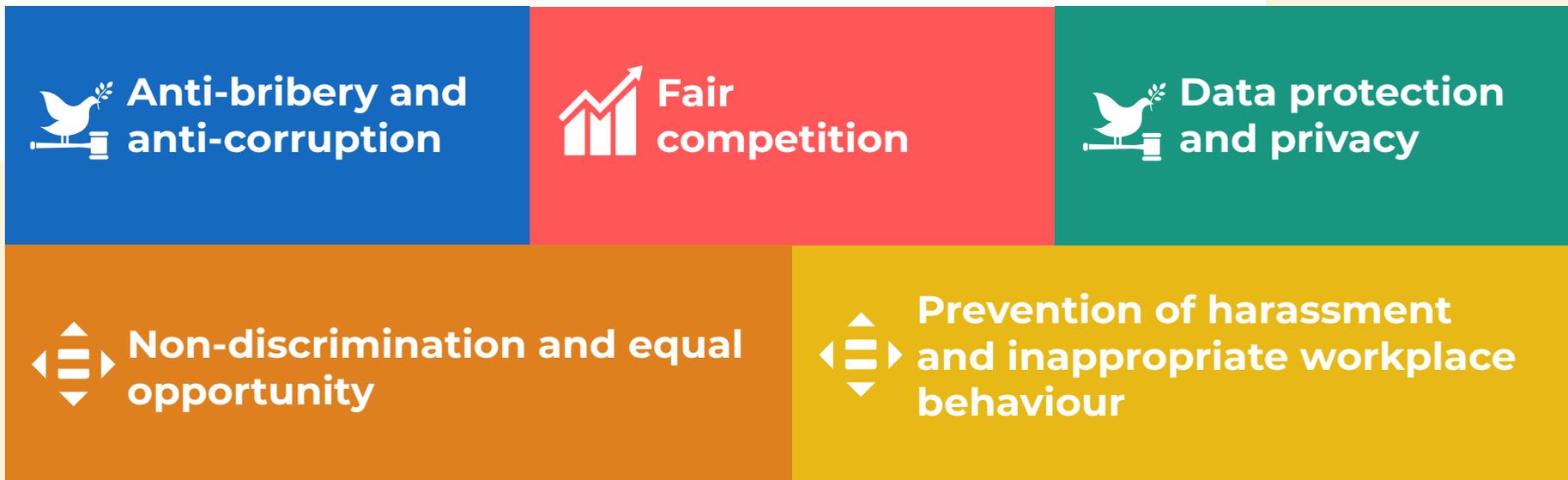
We believe that the collective effectiveness of the Board has a substantial impact on our overall performance. Therefore, the board's performance is carefully evaluated based on roles and responsibilities. The Executive Member, in collaboration with other ESG Team members, may engage with an independent agency to evaluate the ESG Team's performance and assess its impact on the economy, environment, and society.

The Board evaluation process offers a valuable opportunity to enhance efficiencies, leverage strengths, and identify areas for further development, thereby enabling the Board to continuously improve its performance and effectiveness.

# Business Ethics & Compliance

Our governance philosophy, grounded in ethical business conduct and responsible decision making, reflects our commitment to transparency, integrity, and accountability across the organization.

Our Employee Handbook serves as holistic guide detailing workplace norms, policies, and procedural expectations. Additionally, our Employee Code of Conduct outlines mandatory compliance with regulations and company principles related to:



# Our Policies

Policy is a deliberate system of guidelines designed to make decisions and achieve rational outcomes.

It represents a statement of intent, implemented through procedures or protocols, and is typically adopted by a governing body within an organization.

At HREPL, our operations are guided by policies rooted in sustainability, transparency, and operational efficiency.

The following policies shape our priorities, value integrity, and provide renewable energy of the highest quality. Our policy framework is built on global and national standards, enabling us to take part in the clean energy shift and ensure lasting benefits for our stakeholders and communities





# Risk Management

We shape our business strategy around a comprehensive set of factors that drive sustained growth in the renewable energy sector. We actively align our strategy with market dynamics, core sustainability principles, and the evolving regulatory landscape. In the next fiscal year, we aim to strengthen our leadership in the global solar industry while expanding our presence in emerging markets.

We have established a structured Risk Management Framework as a critical tool for effectively and comprehensively managing risks across all our business operations to support our ambition. Our approach to enterprise risk management is guided by leading standards, including the framework laid down by the Committee of Sponsoring Organizations (COSO).

We allocate sufficient resources to manage and mitigate risks, thereby reducing their potential adverse effects on our operations and strategic objectives. We carefully balance our risk exposure to align with our defined risk appetite, ensuring minimal disruption to our planned outcomes.

**Our Risk Management Framework also enables informed decision-making across the organization by thoroughly evaluating risks, mitigation strategies, and their alignment with our risk tolerance.**



We are dedicated to upholding rigorous compliance with all applicable laws and regulations in every region where we operate. Additionally, we prioritize the effective communication of our Risk Management Policy to all relevant stakeholders and conduct regular reviews to ensure its relevance and adaptability in response to the ever-evolving business landscape.

Our goal is to strengthen the value of our company and deliver long-term benefits to our internal and external stakeholders. This framework enables us to make well-informed decisions, plan strategically, and prioritize actions in response to new risks, market fluctuations, and the balance of challenges and opportunities.



# Risk Management Process

## Risk Identification & Categorization

Identify events or threats that may impact objectives. Categorize risks as Strategic, Operational (SCM, People, IT), Financial, and Compliance.

## Risk Rating

Rate risks based on predefined impact and livelihood scales.

## Risk Treatment Strategy

Select and implement options to mitigate and reduce identified risks.



## Risk Description

Document risks using a standard format including event, cause, and effect.

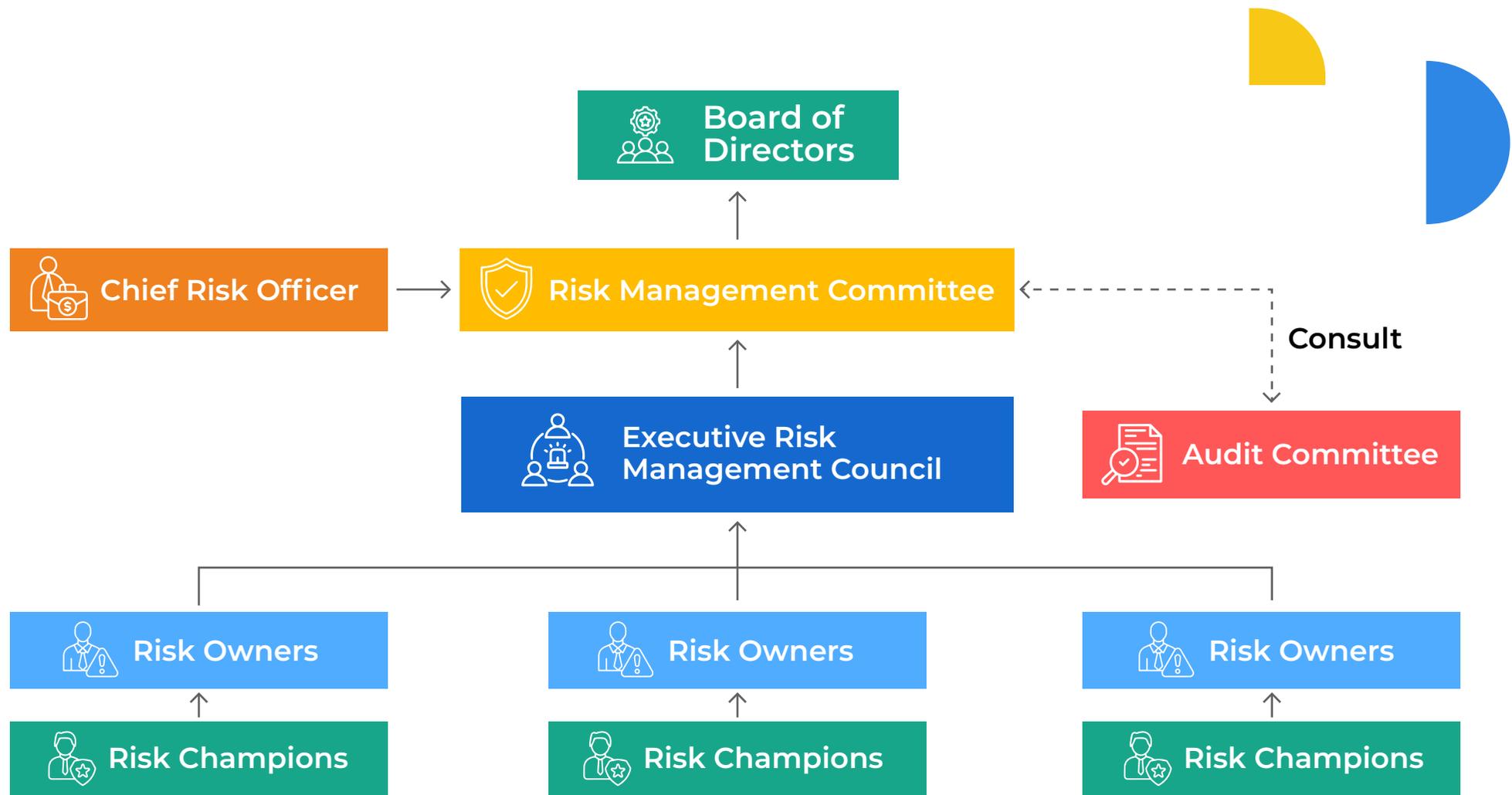
## Risks that Matter (RTM)

Identify the most critical risks with highest rating scores.

## Monitoring of Risks

Periodically review risk changes and track mitigation progress.

# Risk Management Structure



# Risk Management Structure

Our risk management structure adheres to a multi-tiered governance model that involves the Board of Directors, specialized committees, and operational teams, ensuring strategic oversight and effective risk control throughout the organization.

At the highest level, the Board of Directors maintains ultimate oversight of risk management, supported by the Risk Management Committee and the Chief Risk Officer, who provides strategic direction. The Executive Risk Management Council plays a pivotal role in implementing the risk framework across the organization.

Reporting to the Council are the Risk Owners, responsible for managing risks within their respective domains. They are supported by risk Champions, who assist in identifying, assessing, and monitoring risks at the operational level.

Additionally, an independent Audit Committee operates concurrently to ensure regulatory compliance and evaluate the effectiveness of the risk management processes.

# Message from the Head Asset Management

**“Our asset performance transcends mere uptime; it is about maximizing clean energy output and extending asset life with data-driven precision. Every operational decision we make propels us towards a sustainable energy future.”**

At Hinduja Renewables, our mission is to deliver clean, dependable energy through operational excellence and continuous innovation. As O&M Head, I see this daily: optimizing asset performance, ensuring reliability, and embracing technology across our wind and solar portfolios.

The rapidly evolving renewable sector presents complex O&M challenges. We’re addressing aging assets, bolstering supply chain resilience, navigating diverse regulations, and integrating digital tools to boost performance.

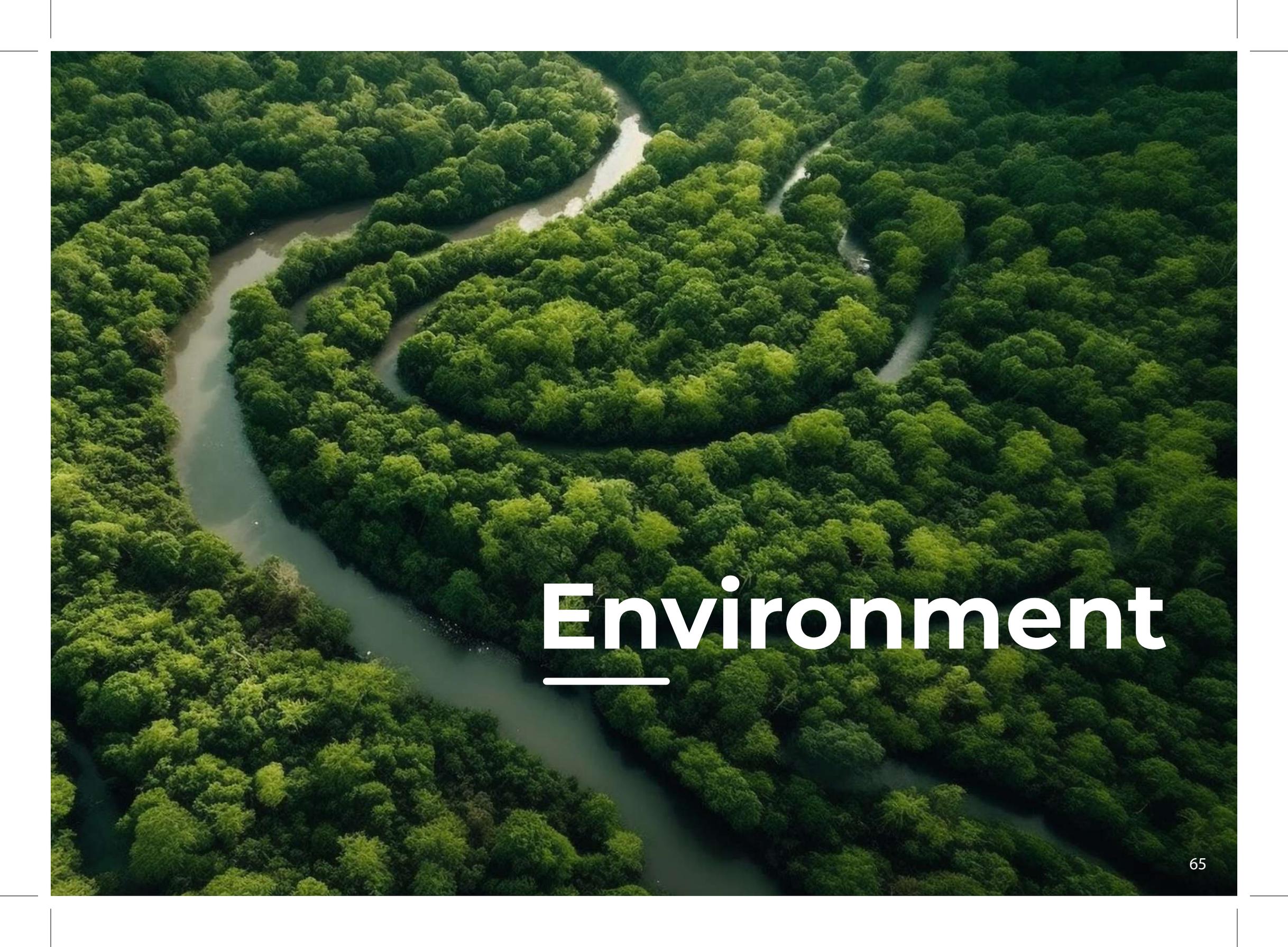
Our sustainable operations prioritize resource efficiency, safety, and compliance. We’re committed to best practices for water and waste management, plus top safety standards for all. Every decision aligns with our vision for reliable, clean, and affordable energy, driving a greener future.

Moving forward, we’ll continue empowering policies that ensure stable, sustainable, and secure energy, constantly advancing our O&M capabilities. As we scale, our commitment is clear: building a resilient, tech-enabled O&M framework to support India’s sustainable and energy-secure future.

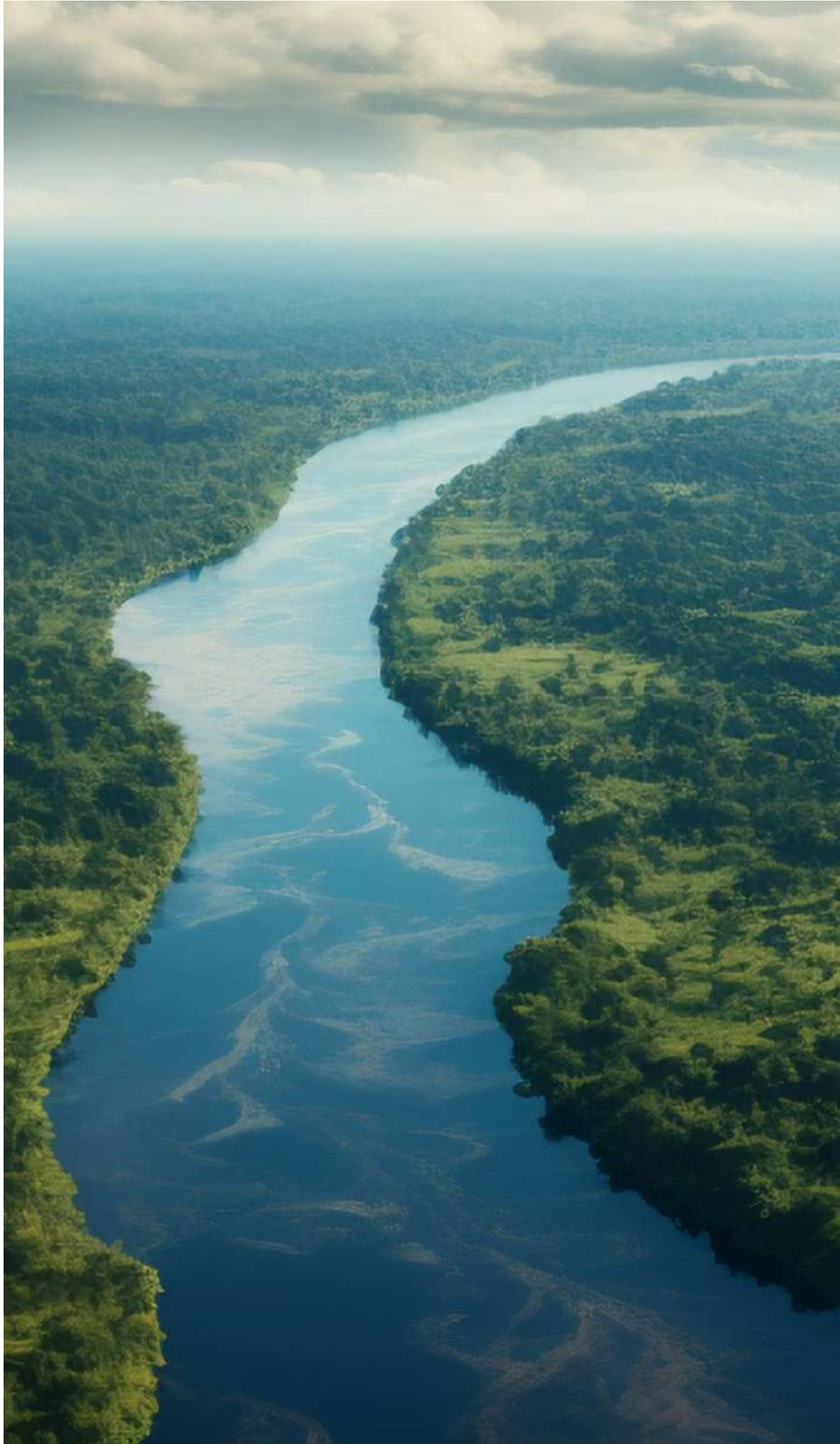


**Kishore Kumar**

Head of Operations  
Hinduja Renewables Energy Private Limited

An aerial photograph showing a wide, winding river with a light-colored, slightly turbid surface. The river meanders through a vast, dense forest of lush green trees. The forest canopy is thick and uniform in color, with some variations in shade due to the lighting and the river's path. The river starts from the top left, curves to the right, then back to the left, and continues to wind through the forest towards the bottom right. The overall scene is a natural, undisturbed landscape.

# Environment



# Planet Forward

## Approach

We use a detailed strategic framework for deploying renewable energy, embedding sustainability and environmental performance throughout project lifecycle. We base our project execution framework on a methodology that spans the entire process from initial concept to operations and commissioning, while ensuring alignment with long term environmental stewardship, operational efficiency, and regulatory compliance.

Our commitment goes beyond mere compliance; it embodies true environmental responsibility. As active participants in India's net-zero initiatives, we recognize that generating clean energy is only one element of creating a genuinely sustainable energy grid.

We have strategically positioned ourselves at the forefront of India's energy transition, developing utility-scale solar projects that collectively prevent millions of tonnes of carbon emissions annually. We leverage advanced technologies such as robotic cleaning systems designed for minimal water usage and encourage the adoption of minimal impact civil works to reduce land disturbance, protect local biodiversity and minimize lifecycle emissions.



Beyond our core renewable infrastructure, we have also initiated targeted reforestation efforts and community-centered conservation programs in project surrounding areas. These initiatives reflect our commitment to not only mitigate environmental impact but also actively contributing to ecological regeneration and biodiversity enhancement in the regions where we operate.



# Raw Inputs

We actively track our material consumption, disaggregated by type of unit and unit of measure.

This methodological approach not only reinforces transparency but also facilitates enhanced resource optimization and precise monitoring of associated environmental impacts.

Furthermore, it aligns with recognized ESG disclosure frameworks and establishes a robust foundation for informed decarbonization strategies and the integration of circular economy principles across our operations.



# Raw Inputs

Types of Material	UoM	FY 2024-25	FY 2023-24
<b>Raw Materials</b>	MT	14,555.10	19,688.00
<b>Packaging Materials</b>	No.	3,21,000.00	5,52,000.00
<b>Associated Materials</b>	L	3,000.00	3,000.00
<b>Semi-manufactured Materials</b>			
<b>Solar Modules</b>	No.	7,28,000.00	9,46,000.00
<b>Inverters</b>	No.	105.00	125.00
<b>Mounting Structures</b>	MT	7,714.00	9,000.00

# Energy Management

As a leader in renewable energy, we understand the crucial role of energy for developing a sustainable future. Our strategic focus on optimizing energy consumption aligns with India's goal to attain Net Zero emissions by 2070. We want to lead the energy transition through creative solutions that ensure a robust and eco-friendly future.

Our energy management system effectively tracks, controls, and optimizes energy usage from multiple sources. Regular performance monitoring and internal audits enable us to optimize our operations. Our energy mix includes both renewable and non-renewable energy sources.

We primarily use non-renewable energy sources, such as grid electricity, diesel for DG sets, and fuel for vehicular movements. In FY25, our business verticals consumed a total non-renewable energy of 1682.83 GJ representing an increase of 86% as compared to previous year, due to the expansion of our business.

We continually strive to increase the use of renewable electricity within our business operations through solar energy. Out of the total energy consumed, total renewable energy consumption contributed to about 11860.71 GJ (80.6% of total energy).



# Energy Management

Category		UOM	FY 2024-25	FY 2023-24
Total Electricity consumption	Renewable sources	GJ	11860.71	6568.75
	Non-renewable	GJ	1682.83	900.94
Total Fuel consumption		GJ	553.95	411.93
Total Energy Consumption		GJ	14097.49	7881.61

# Solar Energy Generated

Particulars	UoM	FY 2024-25	FY 2023-24
<b>Solar energy generated</b>	GJ	2080002.14	1461072.54
<b>Solar energy sold</b>	GJ	2068141.43	1454503.79

Energy intensity Particulars	UoM	FY 2024-25	FY 2023-24
<b>Energy intensity</b>	<b>GJ/employee</b>	<b>102.90</b>	<b>115.91</b>

*\*Energy Intensity is calculated on the basis of employee count as final audited figure for revenue is not available as on date.*



# Climate Change and GHG Emissions

We actively practice environmental stewardship, going beyond clean energy generation to proactively manage and reduce emissions across all operational activities. We purposefully monitor and quantify our GHG emissions and reduction contributions across all our operational boundaries. Till date, our renewable energy installations collectively prevented the emission of over 24,78,333 tonnes of CO<sub>2</sub> equivalent, representing a significant contribution to India's industrial decarbonization pathway.

All our solar assets are designed to be climate resilient, meaning they can endure severe weather conditions. We maintain a strong climate governance structure that incorporates clear accountability, regular performance monitoring, and integration of climate considerations into our core operations and policies, and we manage embodied carbon through sustainable procurement standards.

We track and monitor emissions from all business activities as per the GHG Protocol. In the current reporting year, our Scope 1 and Scope 2 emissions accounted 378.28 tCO<sub>2</sub>e.



## Direct (Scope 1) GHG Emissions

Scope-1 emissions are generated by the combustion of liquid and gaseous fuels for both mobile and stationary sources. This includes diesel fuel for DG sets and vehicles, natural gas, LPG for the canteen, and petrol for machineries. Our scope 1 emissions increased by tCO<sub>2</sub>e between FY24 and FY25, due to expansion of business activities & on-going projects.



## Indirect (Scope 2) GHG emissions

The scope-2 emissions from our activities include emissions from purchased electricity from the grid across all our business activities. We are actively taking steps to enhance energy efficiency across our operations by integrating improved measures and optimizing energy use through upgraded technologies and infrastructure, to significantly reduce our Scope 2 emissions.

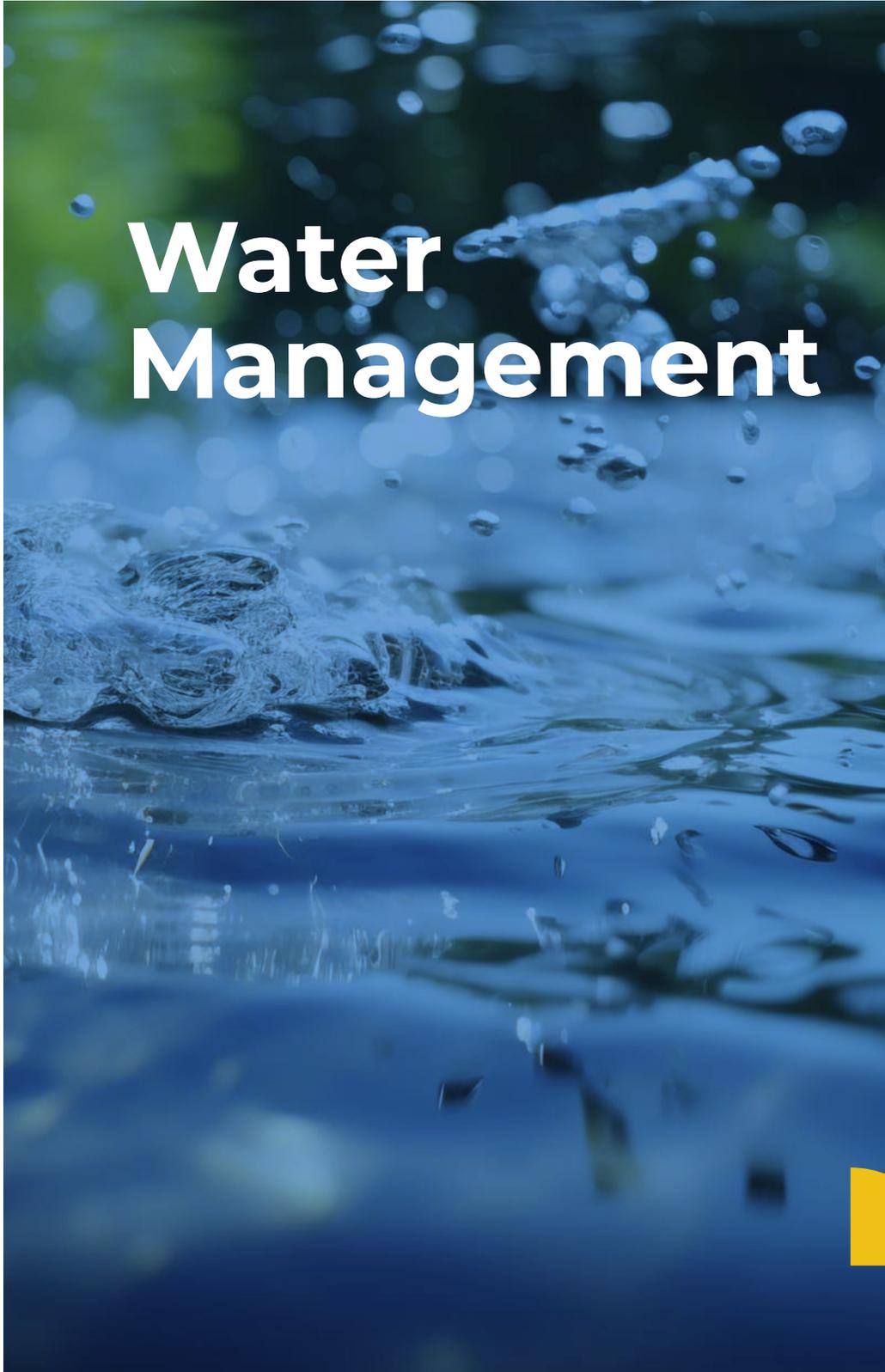


## Indirect (Scope 3) GHG emissions

Although these emissions are not included in the current reporting year, we have established and adopted a Standard Operating Procedure (SOP) to effectively collect and track key value chain data. This system will support the initiation of structured Scope 3 emissions reporting in future cycles, demonstrating our dedication to transparent climate action and alignment with internationally recognized disclosure standards.

# Climate Change and GHG Emissions

Particulars	UoM	FY 2024-25	FY 2023-24
Scope 1 Emissions	tCO2e	38.44	28.32
Scope 2 Emissions	tCO2e	339.84	181.79
<b>Total</b>	<b>tCO2e</b>	<b>378.28</b>	<b>210.12</b>
Emission Intensity	tCO2e/employee	2.76	3.09



# Water Management



Water is a common resource that is vital to sustaining ecosystems and communities. We pursue effective water stewardship by preserving water via conservation, recycling, reuse, and prohibiting pollution particularly in areas where water is a scarce resource.

Our commitment goes beyond being compliant, but rather attempts to minimize our water footprint, demonstrate sustainability in the access to the same, and meet the CPCB discharge and quality standards. Through our flagship initiative 'Jal Jeevan', led by Hinduja.

Foundation, we implement various programs encompassing groundwater recharge, restoration of lakes and ancient wells, and deployment of advanced clean drinking water solutions.

These efforts have benefited millions across numerous villages by augmenting water availability and promoting efficient usage.

# Water Withdrawal & Consumption

Our operations are not water intensive, as water was limited primarily to module cleaning and general employee usage, including sanitation and other routine operational needs to low water requirements, with most supply sourced from third party and rainwater harvesting. In FY25, our total water withdrawal was 54161.9 KL, compared to 34402.58 KL in FY24. Our water withdrawal has increased due to business expansion; however, we are actively working towards implementing water-efficient techniques to reduce future withdrawals.

Water Consumption	UoM	FY 2024-25	FY 2023-24
Total Water Consumption from all Areas	KL	54161.90	34402.58

# Water Discharge

Water usage is exclusively limited to solar module cleaning, a process that does not involve the addition of any pollutants or contaminants, thereby ensuring the preservation of water quality at HREPL. The used water is discharged directly onto permeable ground surfaces, facilitating natural percolation and groundwater recharge. Based on operational assessments, we estimate that approximately 30% of the water is lost through surface evaporation and cleaning residues.

This practice underscores our commitment to sustainable water management and aligns with our broader environmental stewardship objectives.

Water Discharge	UoM	FY 2024-25	FY 2023-24
Total Water Discharge	KL	39187.44	24938.88



# Conservation measures

We have implemented water conservation techniques into our business planning and operations to save costs and prevent risks associated with water availability. Our approach to reducing consumption involves technology, operations management and improving efficiency.



# Hinduja Renewables: Pioneering Sustainable Solar with Dry Robotic Cleaning

At Hinduja Renewables, our commitment to environmental stewardship is exemplified by the deployment of 202 advanced dry-cleaning robots at our Prathma Solar connect plant in Tamil Nadu. Similar sustainability-focused innovations are in place at other sites HROPL utilizes two pick-and-place robotic cleaners, while HRVPL also employs automated cleaning systems. These robots maximize clean energy production while significantly reducing our ecological footprint.

Traditional water-based cleaning consumes millions of liters annually. Our dry robotic system eliminates water usage entirely, saving approximately 6.7 million liters of water each year enough to meet the daily needs of over 180 people. This crucial innovation supports water conservation in sensitive regions.

Beyond water savings, these robots enhance clean energy generation by up to 1%, consistently removing dust and debris. This seemingly small gain translates to substantial additional clean power, further reducing our reliance on fossil fuels and directly lowering our carbon footprint by preventing greenhouse gas emissions.

# Waste Management & Circular Economy

We are dedicated to minimizing the environmental footprint through robust waste management practices and the progressive adoption of circular economy principles across its diverse operations.

Our strategy emphasizes waste reduction at the source, promoting resource efficiency, and fostering a culture of recycling and responsible disposal.

We implement extensive waste management protocols across our solar energy lifecycle, minimizing environmental impact while maximizing resource efficiency.



Furthermore, through initiatives led by the Hinduja Foundation, we support community-level waste management improvements and the deployment of sustainable technologies like implementation of Reed Bed System.

# Message from the CHRO's Desk

**“This report reflects our progress and reinforces our commitment to being a responsible employer driving sustainable growth, ethical practices, and meaningful impact.”**

Our people are our greatest strength. From an HR perspective, sustainability starts with fostering a culture rooted in integrity, inclusivity, and continuous growth. As we present our first Sustainability Report, we recognize that a purpose-driven, future-ready workforce is essential to achieving our long-term environmental and business goals.

Our employees are key enablers of our transition to a greener future. Through inclusive policies, learning opportunities, and a strong focus on health, safety, and well-being, we are nurturing a workplace where talent thrives and innovation grows. We are equally committed to building a diverse and equitable workforce where every voice is valued and empowered.

Human capital is the foundation of our sustainability journey. By integrating ESG principles into our people strategies and supporting community development aligned with our values, we aim to create long-term value for both business and society.



**Adithiya Venkataraman**

CHRO,  
Hinduja Renewables Energy Private Limited



# Social Connectivity



# Human Capital Management

## Approach

The human capital is our greatest strength as we have built management strategy around developing a skilled, motivated, and future-ready workforce that drives our mission in the renewable energy sector.

Our culture emphasizes performance, value-driven leadership, and employee engagement. We have created an engaging and high-performing atmosphere in which employees feel valued and driven by implementing open communication, recognition programs, and comprehensive wellness initiatives.

This integrated approach not only helps us attract and retain top talent but also strengthens our expertise, enhances organizational agility, and positions us as a leading player in the clean energy space.

# Employee recruitment and retention

Talent acquisition strategy is focused on attracting diverse and high calibre professionals across various areas such as engineering, project execution, business development, and specialized renewable energy roles. We follow a structured recruitment process that assesses candidates for both technical expertise and alignment with our sustainability-focused values and culture.

Our hiring and turnover data are tracked internally. The ability to attract and retain top talent reflects our position as an employer of choice in the renewable energy sector. We support this through initiatives like workforce planning, consistent performance evaluations, and a strong emphasis on internal mobility.

We improve our operational capabilities by ensuring that the right people are placed in the proper roles, while simultaneously encouraging career advancement and long-term involvement within the company. We hire graduate engineers and management trainees from top institutes with the necessary knowledge and technical skills. We prioritize people who embody our principles of agility, creativity, commitment, integrity, and self-direction. The Human Resources department and functional teams collaborate to recruit talent that balances behavioral attributes with technical skills.

# Hired & Turnover

## New Hired





## Employee turnover rate:

Category	FY 2024-25
Male	20%
Female	67%
Total	24%

Category	Full-Time Employees (No.)
More than minimum wage paid	137



# HR Transformation and Growth at HREPL

## Background:

In FY 2024–25, Hinduja Renewables Energy Pvt. Ltd. (HREPL) witnessed strong organizational growth. The HR function aligned with this trajectory by driving key initiatives across recruitment, digitization, employee engagement, and policy development, thereby strengthening the company's human capital framework and supporting its strategic objectives.

 <p><b>Talent Acquisition</b></p> <p>78 new hires across departments, achieving 14% overall diversity. Our dedicated campus outreach to 15 institutions resulted in the recruitment of 35 GETs, DETs, and MTs, maintaining 20% diversity in the hiring batch.</p>	 <p><b>HR Digitization – HR Sarathi</b></p> <p>Introduced an HRMS system for streamlined leave, attendance, and separation processes and initiated the digitization of the Performance Management System (PMS)</p>	 <p><b>Employee Engagement &amp; Learning:</b></p> <p>Rolled out 15+ engagement activities and 7 learning programs across HO and project sites, promoting skill development and workplace well-being.</p>	 <p><b>Workplace Enhancement:</b></p> <p>Expanded office space with a recreational mezzanine floor featuring indoor games and a reading corner to foster work-life balance.</p>	 <p><b>Policy Development</b></p> <p>Introduced new HR policies and developing a comprehensive employee handbook to promote transparency and consistency</p>
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HREPL's HR team effectively supported the company's growth with strategic hiring, digital transformation, and employee-centric initiatives, reinforcing its role as a key enabler of sustainable organizational development.

# Diversity, Equity & Inclusion

We understand that a diverse workforce is a key to the success of the organization, and that is why we focus on equal opportunity during the recruitment process, by actively seeking applicants from varied backgrounds and ensuring a fair and unbiased selection process.

**We are proud to have a formal DEI policy rooted in our core values and guided by three key pillars:**



## Diversity:

Embracing differences in race, gender, age, ability, orientation, education, and culture to better reflect and serve our communities.



## Equity:

Ensuring fair treatment and equal opportunity by identifying and removing systemic barriers.



## Inclusion:

Creating a respectful, supportive environment where everyone feels valued and can fully contribute.

Our DEI strategy is embedded across all levels of the organization, with leadership integrating diversity, equity, and inclusion into our business strategy and decision making. Managers are responsible for promoting inclusive practices within their teams. Every employee plays an active role in maintaining a respectful and welcoming workplace.

We have zero tolerance for discrimination in any form. All employees undergo regular DEI training to ensure awareness, accountability, and alignment with our values, through equitable recruitment, transparent performance practices, and targeted development opportunities.

## Total Employees

Category	FY 2024-25		FY 2023-24	
	Male	Female	Male	Female
<30 years	15	7	9	1
30-50 years	104	9	53	4
>50 years	2	0	1	0
<b>Total</b>	<b>137</b>		<b>68</b>	

# Employee Wellbeing

We believe that our productivity will achieve greater heights only if we provide an inclusive work environment and treat our employees with empathy by providing benefits across all domains of life. We provide various benefits such as health insurance, accident insurance, maternity benefits, retirement benefits, and parental leave to support our employees. We are vigilant enough to consider and review every year if there is any additional benefit that needs to be incalculated in our employees benefit policy.

**In the reporting period, there were no instances of parental leave taken by employees eligible under the organization's parental leave policy**

Benefit type	Full-Time Employees
Health Insurance	137
Maternity benefit	16
Accident Insurance	137

*\*Maternity benefits are only applicable to female employees*

# Health & Safety

Safety is a core pillar of our operations and is deeply rooted in our guiding principle of a “Culture of Care.” We are reliable in our commitment to protecting the health, safety, and overall well-being of every individual involved in our activities, including employees, contractors, and community partners. We have established a comprehensive Environment, Health, and Safety (EHS) policy and management system to uphold this commitment.

This policy ensures that all our projects and operations are executed with the highest standards of safety, efficiency, and environmental responsibility. Our safety approach is active and ongoing, covering the following areas:



# Key Highlights

We are committed to maintaining the highest standards of quality, environmental stewardship, and workplace safety across all our operations. Our adherence to internationally recognized management systems underscore our initiative-taking approach to operational excellence and risk management.



## Safety Training:

We delivered an average 215.85 hours of safety training during the reporting period, covering topics such as

- o Hazard identification
- o Emergency response
- o Safe work practices,
- o Environmental awareness.

Training programs	No. of employees attend	Training Hours
Workplace safety	26	215.85



## Lost Time Injury Frequency Rate (LTIFR):

Our LTIFR for the reporting year was **zero**,

- o Reflecting our ongoing commitment to a zero-harm workplace
- o Achieved through strict safety protocols and a culture of continuous improvement

# 10 fundamental life-saving rules



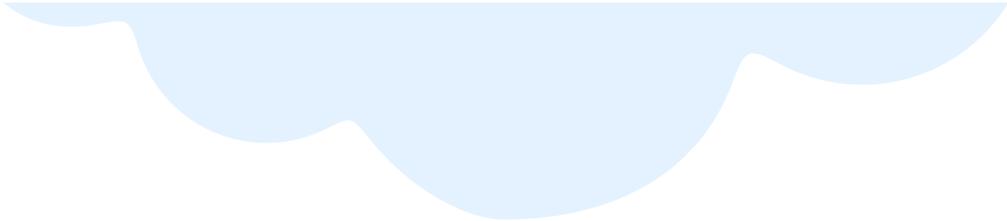
# Training and Development



**We are focused on nurturing the growth and development of our employees. In pursuit of this commitment, we have developed a comprehensive training program covering a range of aspects in our operations designed to advance an employee's skills and capabilities across a wide array.**

We offer training programs that include Excel, introduction to solar panels, the evolution of the renewable industry, soft skill programs, contact management and safety training to help improve employee productivity and upskill the workforce. In the last twelve months, we have introduced different training programs for both our team and leaders as part of professional development, while also keeping them enthusiastic about doing their best work. This emphasis on learning gives everyone the space to use thoughtful, data-informed, decision-making that creates a lasting impact.

Another notable milestone is that all our employees, regardless of gender or role, receive regular performance and career development reviews to support their growth and success.



<b>Training programs</b>	<b>Man-hours of training provided Male</b>	<b>Man-hours of training provided Female</b>
<b>Campus to Corporate training</b>	<b>266</b>	<b>266</b>
<b>Inhouse learning session</b>	<b>51.75</b>	<b>17.25</b>
<b>Inhouse learning</b>	<b>86.25</b>	<b>17.25</b>
<b>Soft Skill Session Training</b>	<b>490</b>	<b>210</b>
<b>Excel inhouse learning</b>	<b>80.5</b>	<b>34.5</b>
<b>Contract Management Training</b>	<b>280</b>	<b>0</b>
<b>Safety Training at site</b>	<b>280</b>	<b>0</b>



## Skill upgradation training program



Category	FY 2024-25	
	Male	Female
Senior	12	1
Middle	82	6
Junior	27	9

## Employees receiving performance and career development reviews

Category	FY 2024-25	
	Male	Female
Senior	25	1
Middle	68	6
Junior	28	9



# Human Rights

Respecting and promoting human rights are core principles of responsible business and a key driver of sustainable development. The human rights approach is guided by internationally recognized standards including the UN Guiding Principles on Business and Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

The organization is committed to maintaining a business environment that upholds the dignity, rights, and welfare of all individuals across its operations and value chain. Priority areas include:



Our due diligence processes are embedded into business operations to identify, prevent, and address any actual or potential adverse human rights impacts. These efforts are supported by stakeholder consultations, employee awareness programs, and transparent grievance redressal mechanisms that promote accountability and continuous improvement



During induction, new employees are trained on our policies and reporting procedures for human rights violations, including POSH and the right to safe work. We provide behavioral training to our personnel to promote honesty, respect for human rights, and POSH ideals.

We take human rights violations very seriously and have a zero-tolerance policy. Our vigil mechanism and POSH policy protect complainants from retaliation while also protecting the identity of the aggrieved.

During the financial year, we received no complaints about human rights violations at any of our plants or offices. In addition, there were no complaints received concerning POSH harassment during the financial year



# Non-Discrimination

We value the importance of equality and non-discrimination in workplace. We ensure that every employee, worker, supplier, and stakeholder is treated fairly, with respect and dignity. Our practices and actions are free from discrimination, regardless of factors such as race, colour, gender, language, religion, political beliefs, national or social background, property, birth, age, nationality, marital status, disability, place of residence within a country, or sexual orientation.

Throughout the reporting period, we have recorded no instances of discrimination based on race, colour, gender, religion, political beliefs, nationality, social background, or any other form of discrimination involving our internal or external stakeholders across our operations.

# Community Development & CSR initiatives



## Community Development

We are deeply committed to fostering inclusive and sustainable community development throughout all areas where we operate, guided by the Hinduja Group's core principle of giving back to society. Our sustainability vision extends to creating long-term, positive social impact through strategic and needs-based interventions.

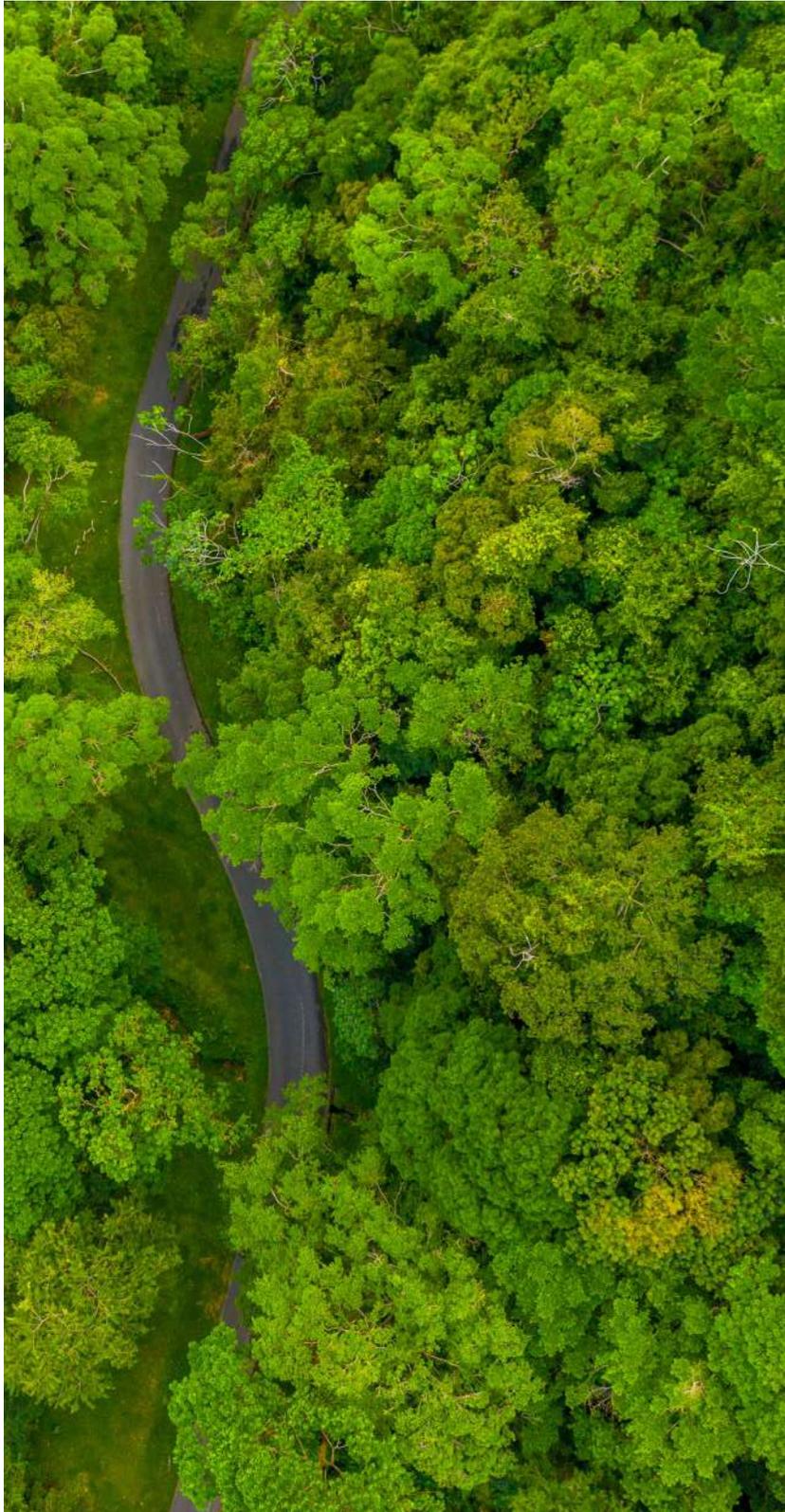


## Strategic CSR Framework

We have adopted the multifaceted Corporate Social Responsibility (CSR) strategy, which is inspired by the heritage of the Hinduja Foundation, the Group's charitable arm devoted to community improvement. Our initiatives are carefully aligned with our renewable energy business, focusing on high-impact areas that directly support community well-being.

We focus on being a trusted development partner in the regions we serve, actively engaging in initiatives that improve quality of life while promoting robust environmental and economic resilience. A key component of our CSR approach is our Employee Volunteering Policy, designed to promote community engagement and social responsibility at every level of our organization.

This policy applies to all full-time, part-time, and contract employees of HREPL. It provides up to two paid volunteering days per year, enabling employees to participate in approved initiatives aligned with our social impact goals. Activities include environmental conservation, education and mentoring, healthcare outreach, disaster relief, and community development. This initiative not only contributes to societal well-being but also supports personal growth and employee engagement.



# Impact-Driven Community Initiatives

Our community development efforts reflect a deep understanding of regional needs and sustainable solutions, demonstrating how clean energy can drive holistic transformation:



**Environmental Sustainability**



**Educational Empowerment**



**Agricultural Innovation**



**Healthcare Access**



**Livestock Welfare**



# Road to School Banaskantha & Worli

Supported by the Hinduja Foundation and implemented by the Learning Links Foundation (LLF), the Road to School (RTS) initiative was carried out in Banaskantha, Gujarat, and Worli, Mumbai, to enhance literacy, numeracy, digital skills, and teacher capacity in underserved government schools. The program targeted over 1000+ students across different regions, focusing on holistic development, academic improvement, and well-being.

## Key Program Highlights:



### Inclusive Education Access

**Banaskantha:** Reached 300+ students across 2 schools in a drought-prone rural area with high dropout rates.

**Worli:** Reached 746 students in 5 multilingual schools in low-income urban communities.



### Academic Strengthening

Focused sessions on Foundational Literacy & Numeracy (Grades 1–8).

Use of Learning Roots for Life (LRL) curriculum for classroom engagement.

## Key Program Highlights:



### **Digital & Spoken English Literacy**

570+ digital sessions and 750+ spoken English sessions (Worli).

Virtual Day and SPEC phonics activities supported 21<sup>st</sup> century skills.



### **Teacher Empowerment**

40+ teachers trained in stress management, value-based education, and innovative pedagogy.

In-classroom support and workshops in both regions.

## Conclusion:

Through these region-specific interventions, HREPL is reinforcing its commitment to sustainable development by promoting safe water access, clean energy integration, and innovative wastewater reuse creating a scalable and impactful model for climate-resilient community infrastructure.



# CSR Initiative

## Art for Educator

Pilot Program-  
Gudalur District  
(Nov 24- Dec 25)



x



x



### Art for Educator Program

Saturday Art Class, in partnership with the Learning Links Foundation and the Government of Tamil Nadu, has launched the Art for Educator Program to integrate visual arts and social-emotional learning (SEL) in schools. Resource personnel from Learning Links will be trained as facilitators to support educators in adopting creative, life-skill-based teaching methods. The program, with a budget of ₹8,84,210, aims to build a comprehensive SEL and visual arts curriculum for students across partner schools.

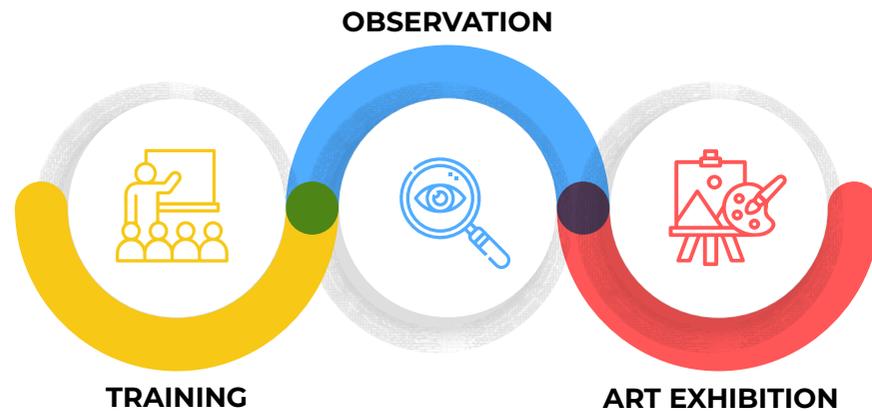
## Program Design and Facilitation/Support Structures

Trainings	2
Art class plans Grade 1- Grade 8	14
Sharing of Art Class Plans & other resources through the WhatsApp bot	
Assessments & Observations conducted for Educators & Students	

## Objectives of Trainings

Build safe, inclusive classrooms through Social Emotional Learning	Shift mindsets to embrace creativity in visual arts	Foster expressive, student-centered learning spaces
	Strengthen facilitation and pedagogical skills	

## Overview of the program:



Two training sessions (Nov. & Mar.) for resource people to build capacity in fostering creativity and conducting classroom assessments.

Mid-pilot visit in Jan. to observe classes, gather feedback, and address challenges. End-of-year exhibition in March to showcase student artwork, celebrate educators, and engage stakeholders.

**Program Art for Educator will be getting implemented in:**

Sr No.	Block	Number of Students
1	Primary Schools	1332
2	Middle Schools	2569

The pilot program aims to impact over 3,900+ students across 36 schools in Gudalur by training 36 resource people. It will deliver a curated social-emotional learning and visual arts curriculum, leverage the Art Connect chatbot for educator support, and assess impact through both self-reported and observation-based tools.

# Roof Rainwater Harvesting System (RRWHS) at Individual Household for drinking purpose:

To address the lack of potable water in villages with saline or unsuitable groundwater, the project proposes the installation of Rooftop Rainwater Harvesting Structures (RRWHS). Each system will include a rooftop catchment, pipelines, and an underground storage tank (15,000–20,000 Liters), sufficient for a five-member household's annual drinking water needs.

As this practice is currently absent in the target villages, demonstration units and community awareness initiatives will be introduced to promote adoption. Additionally, existing tube wells will be integrated with recharge systems to enhance groundwater levels and improve long-term water quality.





### Community Roof Rainwater Harvesting System:

The project proposes the construction of Community Roof Rainwater Harvesting Structures (CRRWHS) to provide safe drinking water to multiple households, especially during peak water scarcity periods. Rainwater collected from shared roof areas will be stored in masonry tanks for year-round use. Beneficiary families identified by the Village Development Committee (VDC) based on need and vulnerability will gain reliable access to potable water. This initiative aims to create a sustainable community asset supporting the most underserved households.



### Revival of Existing Roof Rainwater Harvesting System (RRWHS) at Individual Household for drinking purpose:

The revival of Rooftop Rainwater Harvesting Structures (RRWHS) in project villages will focus on connecting existing tanks to rooftops through proper piping. While many households already have storage tanks, the absence of roof-to-tank connections limits their functionality. By installing roof catchment systems with connecting pipelines, these structures can be optimized to efficiently collect and store rainwater. This intervention will make the systems fully functional and sustainable, ensuring improved access to safe drinking water for households.





### Construction of Pashu Kheli (Livestock Drinking Water Structures):

This activity addresses the urgent need for sustainable water sources for livestock in the arid project region. With limited rainfall and scarce water availability, livestock an essential livelihood for local communities often suffer from inadequate access to drinking water, affecting their health and productivity. The construction of Pashu Khelis will ensure a reliable supply of clean water for animals, thereby strengthening rural livelihoods and enhancing community resilience to droughts and climate variability.

### Solar Street Light Installation -Hinganigada and Mallat Village, Karnataka

As part of its sustainability initiatives, the organization supported solar streetlight installations in rural Maharashtra and Karnataka. In Hinganigada (Pune), 20 integrated units with 20W LED lights, LiFePO4 batteries, and 75Wp solar panels were proposed by Ojas Power. In Mallat Village (Raichur), Roys Solar Energy Systems proposed 24W lights with lithium-ion batteries, 110W panels, and dusk-to-dawn sensors. These projects aim to enhance rural safety and promote clean energy.

Additionally, a reed bed system was installed under the Wastewater Recycling Initiative, enabling the treatment and reuse of 109.5 million litres of greywater annually, supporting pollution prevention and sustainable water management.



# Pond Restoration – Devakottai

The Devakottai pond restoration project, supported by the Hinduja Foundation and implemented by the Environmentalist Foundation of India (EFI), focused on enhancing water conservation and ecosystem revival.

Key interventions included deepening the 3.6-acre lake by 1 meter, raising the embankment, creating a baby pond and recharge well, constructing a percolation trench, and selective dewatering. With a total investment of ₹10,54,389, the initiative aims to improve groundwater recharge, strengthen climate resilience, and support the local ecology.



# Safe Water Programs in Mallat (Raichur) & Manwath (Parbhani)

Hinduja Renewables (HREPL), in partnership with Waterlife Industry Solutions Pvt. Ltd., implemented Safe Water Programs at government schools in Mallat, Raichur (Karnataka) and Manwath, Parbhani (Maharashtra) to ensure reliable access to clean, safe, and affordable drinking water for students, staff, and surrounding communities



# Key Sustainability Highlights:



## Inclusive Drinking Water Access:

- **Mallat:** 250 LPH plant serving ~350 students & staff free of charge.
- **Manwath:** 1000 LPH plant serving ~1250 students & 500+ households (free for school, nominal fee for community).



## Dual Dispensing Models:

- School tap banks for free water access.
- Community dispensing (Manwath) through UPI & smart card-based systems



## Water Safety & Quality:

Multi-stage treatment (RO, UV, Pre-filtration) replaces old or defunct systems, ensuring water meets safety standards.



## Renewable Energy Use:

**Mallat:** 3KW solar system powers the plant, reducing grid dependency and feeding surplus power back to the grid.



## Wastewater Reuse:

- **Mallat:** Rejected water used in school toilets.
- **Manwath:** Rejected water diverted to the school's garden for irrigation.



## Operational Efficiency

Both projects are fully automated and include 5-year O&M support with dedicated local staff for maintenance and monitoring. Through these region-specific interventions, HREPL is reinforcing its commitment to sustainable development by promoting safe water access, clean energy integration, and innovative wastewater reuse creating a scalable and impactful model for climate-resilient community infrastructure.



# Developing a responsible supply chain

## Sustainable Sourcing

Our sustainable procurement framework forms a cornerstone of our commitment to environmental stewardship throughout our value chain. We strategically integrate sustainability criteria across our procurement processes for solar panels, wind turbines, and other critical components. By evaluating suppliers based on their environmental footprint, labor practices, ethical standards, and technological efficiency, we ensure our supply chain reflects our sustainability values while driving industry transformation. This approach aligns with our broader commitment to operational excellence, cost-effectiveness, quality, and sustainability, while fostering ethical and long-term supplier relationships.

Our procurement policy is built on five core principles: transparency, cost efficiency, compliance, sustainability, and vendor relations. In line with this policy, vendors undergo a thorough evaluation based on quality, cost, delivery timelines, compliance, and sustainability criteria and are included in an Approved Vendor List (AVL) that is regularly updated. All Purchase Requisitions (PRs) and Service Requisitions (SRs) must be approved in accordance with the Authorization Matrix before procurement activities commence. Competitive bidding is conducted to ensure the best value for money, and contracts may include clauses that address ESG responsibilities. Post-order, we ensure timely delivery and adherence to quality standards while continuously monitoring vendor performance and compliance with contractual obligations.

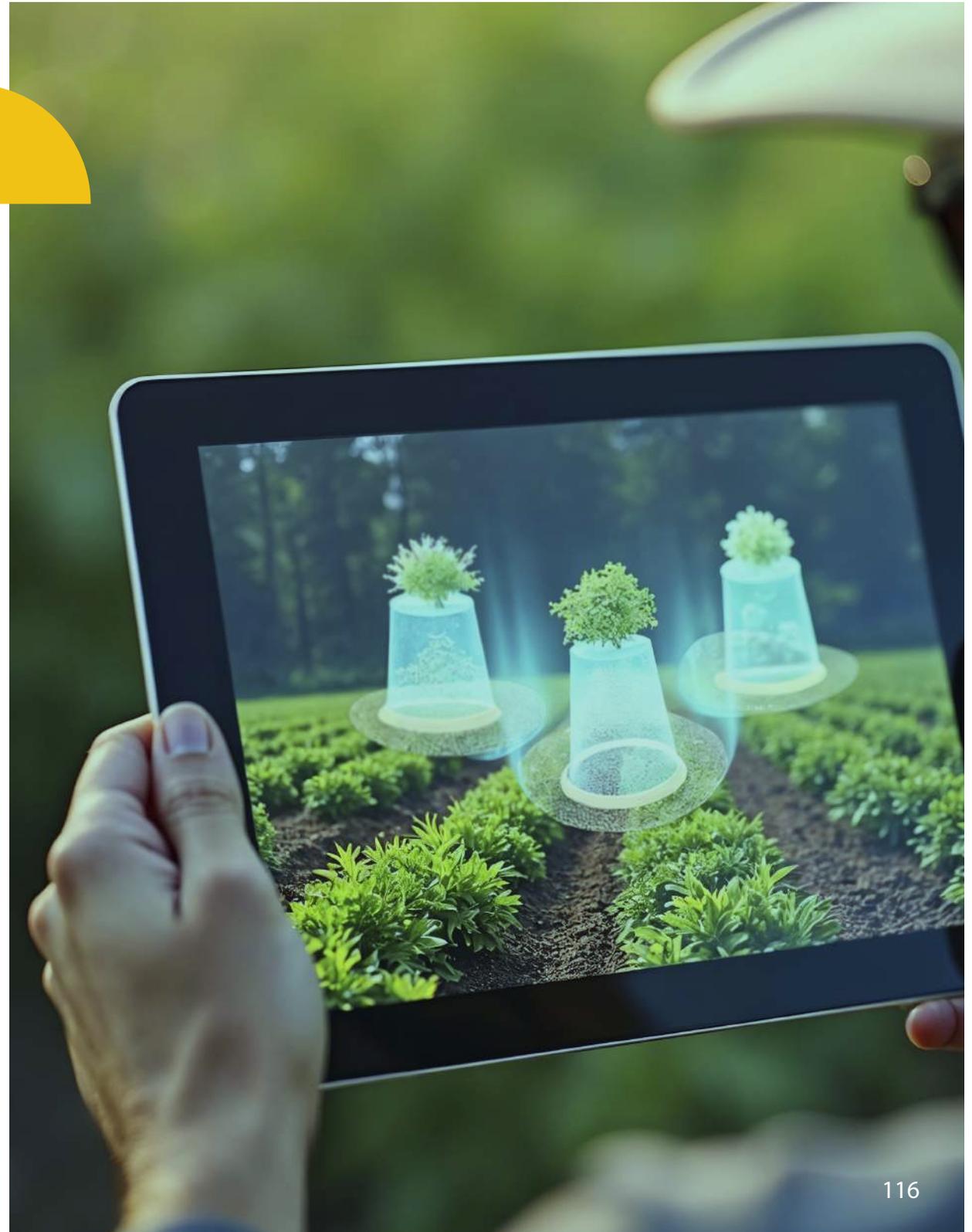
# Evaluation of Suppliers

We procure goods and services from a variety of suppliers to support our initiatives and assets. We have implemented rigorous vendor evaluation and quality control methods to ensure high-quality equipment acquisition.

We evaluate site requirements and select suppliers based on predetermined criteria, including price, warranty and insurance programs, equipment degradation rate, technical support, and supplier reputation.

We maintain a comprehensive contract with our major suppliers that outlines the broad terms and conditions of our purchases, including warranties, product specifications, indemnities, delivery, and other customary terms.

By adopting this systematic and transparent procurement process, we are able to make sure that all purchases are made in line with our quality standards, operational requirements, and sustainability goals, and that we develop long-term relationships with our suppliers.





# Epilogue

As we close this sustainability report, we acknowledge the progress made in integrating ESG considerations into our core operations. This reflects our alignment with the GRI framework and commitment to contributing to the UN Sustainable Development Goals through transparent, responsible, and forward-looking practices.

Moving ahead, we aim to build on these foundations by strengthening sustainability initiatives, scaling responsible innovation, and enhancing our engagement with stakeholders. Our journey is ongoing, and each step forward strengthens our ability to drive meaningful change and create a long-term impact.

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Principle 1





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**Registered Office**

Unit No. 1, Ground Floor, Boston House, Suren Road, Off Andheri-Kurla Road, Andheri (East), Mumbai – 400093  
Tel: +91 22 6787 9999 | Email: [info@hindujarenewables.com](mailto:info@hindujarenewables.com)

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