

Environmental and Social Due Diligence Report

Project Number: 47083-004
December 2019

INDIA: Accelerating Infrastructure Investment Facility in India – Tranche 3

Mytrah Vayu (Krishna) Private Limited (Part 8 of 10)

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1.2 Report Objectives

- Develop GHG Accounting and Water Inventory for Mytrah Energy (India) Private Limited.
- Highlight efficiencies and inefficiencies that helps in learning and improvement towards sustainability
- Create awareness on carbon and water footprint approach among employees as well as stakeholders.

2. CARBON FOOTPRINT



Carbon footprint is the amount of greenhouse gases released by a particular human activity expressed as carbon dioxide equivalent. A carbon footprint can be a broad measure or be applied to the actions of an individual, a family, an event, an organization or even an entire nation. It may be used in auditing the environmental impacts of a nation, company, individual or product; setting targets to reduce emissions; public reporting and awareness raising.

The Carbon footprint concept was emerged out of the debate on climate change, as a tool to quantify GHG emissions. With the increasing concern on climate change, the scientific recognition between CO₂ emissions and global warming was developed.

For GHG accounting and reporting purposes, three scopes (Scope 1, Scope 2, and Scope 3) are defined.

Scope 1: Direct GHG emissions

Direct GHG emissions occur from sources that are owned or controlled by the company. For example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment.

Scope 2: Electricity indirect GHG emissions

Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the company. Scope 2 emissions physically occur at the facility where electricity is generated.

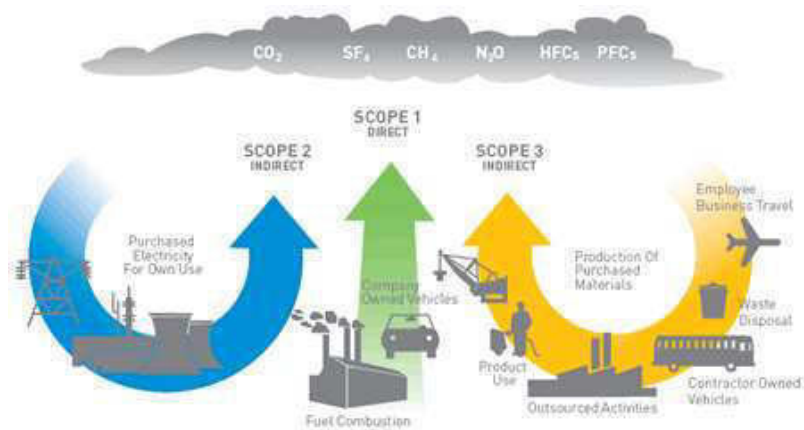


Figure 1: Categorization of GHG Emissions

Scope 3: Other indirect GHG emissions

Scope 3 is an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. Some examples of scope 3 activities are extraction and production of purchased materials; transportation of purchased fuels; and use of sold products and services. The pictorial representation of GHG emissions classification is as shown in Figure 1.

3. COMPUTATION OF GHG EMISSIONS

According to GHG Protocol, for corporate reporting, two distinct approaches can be used for the computation of GHG emissions: the equity share and the control approaches.

3.1 Equity Share Approach

Under the equity share approach, a company accounts for GHG emissions from operations according to its share of equity in the operation. The equity share reflects economic interest, which is the extent of rights a company has to the risks and rewards flowing from an operation.

3.2 Control Approach

Under the control approach, a company accounts for 100 percent of the GHG emissions from operations over which it has control. It does not account for GHG emissions from operations in which it owns an interest but has no control.

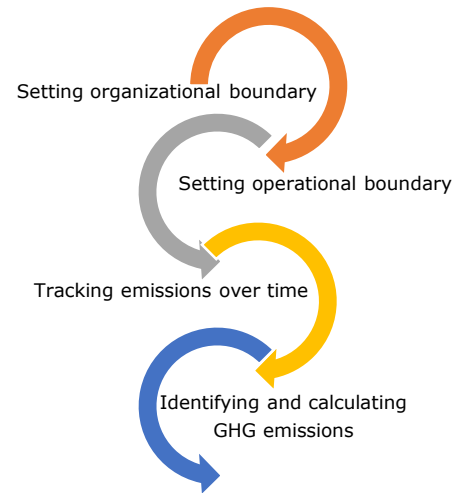
Control approach is used for consolidating GHG emissions since Mytrah has complete control over its operations and has full authority to introduce and implement operational policies in the organizational boundary.

The procedure of accounting GHG emissions is as follows

3.2.1 Setting Organizational Boundary

Mytrah has complete operational control over Self-development projects and has limited control over turn key projects where Original Equipment Manufacturers (OEM) take care of major operations. However Mytrah takes full responsibility over all its plant operations.

The Organizational boundary includes all Self-development projects which are in operational and maintenance stage during the financial year 2018-2019 along with corporate office.



Entities for which footprint data has been collected is shown in Figure-2.

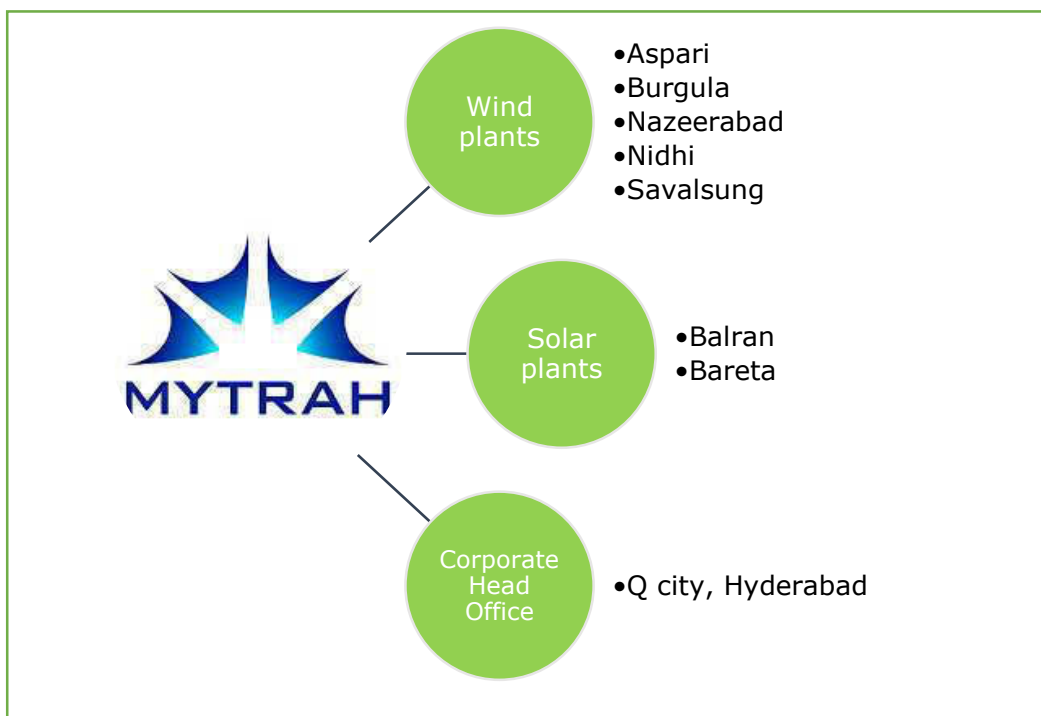


Figure 2: Organizational Boundary

3.2.2 Setting Operational Boundary

After determining the organizational boundaries in terms of the operations that the company owns or controls, then sets its operational boundaries. This involves identifying emissions associated with its operations, categorizing them as direct and indirect

emissions, and choosing the scope of accounting and reporting for indirect emissions. According to PAS 2060 standard, all the emissions coming under Scope 1, 2 and 3 that are greater than 1% of the total carbon footprint shall be considered. The emissions that are lesser than 1% of total carbon footprint are neither technically feasible nor cost effective to compute. The details regarding inclusion and exclusion of scope categories has been detailed in section 'Annexure-I'.

3.2.3 Tracking Emissions Over Time

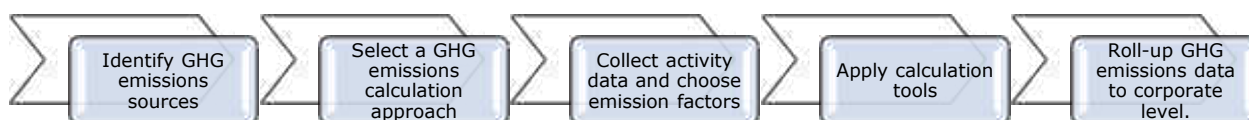
The tracking period for this Carbon and Water footprint report is from 1st April 2018 to September 30th 2018.

Choosing a Base year:

Mytrah's concern towards computation of Carbon and water footprint started from 2017. So, 2017 serves as base year for this report.

3.2.4 Identifying and Calculating GHG Emissions

Initially, the sources were identified. The emissions are identified and categorized under scope 1, 2 and 3 emissions. The steps involved in identifying and calculating a company's emissions are outlined below.



Direct measurement of GHG emissions by monitoring concentration and flow rate is not common. More often, emissions may be calculated based on a mass balance or stoichiometric basis specific to a facility or process. However, the most common approach for calculating GHG emissions is through the application of documented emission factors. These factors are calculated ratios relating GHG emissions to a proxy measure of activity at an emissions source.

For the accounting of Mytrah's emissions, the method of application of documented emission factors is adopted. The emission factors mentioned in the Table-1 are used for this method.

Table 1: Emission Factors

Type	EF	Unit	Reference
Electricity Grid	0.82	kg CO ₂ /kWh	Source: CEA website http://www.cea.nic.in/reports/others/thermal/tpece/cdm_co2/user_guide_ver11.pdf
Diesel	2.68	kg CO ₂ /Liter	*Emission Factors Development for Indian Vehicles, Central Pollution Control Board, Government of India, August, 2007
Petrol	2.31	kg CO ₂ /Liter	
Oil	2.820	kg CO ₂ /Liter	
Domestic Air Travel	0.121	kg CO ₂ /pkm	Source: http://indiaghgp.org/sites/default/files/AIR%20Transport%20Emission.pdf
International air travel	0.137125	kg CO ₂ /pkm	Source: https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2016
Train Travel	0.007837	Kg CO ₂ /pkm	Source: http://shaktifoundation.in/wp-content/uploads/2017/06/WRI-2015-India-Specific-Rail-Transport-Emission-Factors.pdf
Different types of vehicles			Source: www.indiaghgp.org/road-transport-emission-factors

4. CARBON FOOT PRINT DATA ANALYSIS

As a part of Carbon foot print data analysis, the various sources identified is represented in figure 3 and the carbon foot print data collected from our different entities is evaluated and the total CO₂ emissions are calculated for each entity separately.

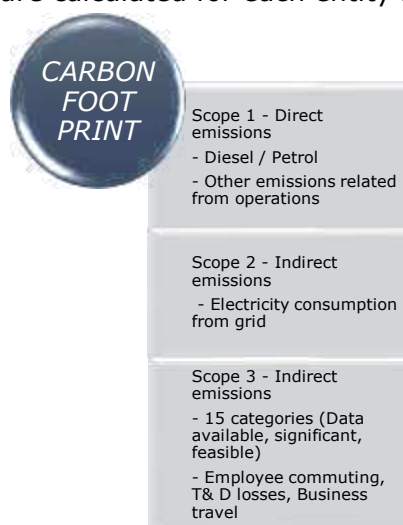


Figure 3: Different sources of Carbon foot print data

A. ASPARI

The project site is located at Village Aspari in Kurnool district in the state of Andhra Pradesh and the Wind Turbine Generators of the project spread on 12 revenue villages in Adoni division. There are 100 number of wind turbines and the plant overall capacity is 148.9 MW. All the WTGs were developed by GE of 47 x 1.7 MW-103 each and 53 x 2.3MW-116 capacity each. The number of employees working for this project are 18 which includes Mytrah employees and subcontractors.

Entity	Scope	Components	Units	Total	%
Aspari	Scope 1	Fuel for Vehicles	kg CO ₂	19167.17	16.05%
		Oil – Transformer	kgCO ₂	0	0.00%
	Scope 2	Grid Electricity	kg CO ₂	92660	77.60%
	Scope 3	Employee Commuting	kg CO ₂	5732.984	4.80%
		Transmission & Distribution Loss	kg CO ₂	1853.2	1.55%
	Total		kg CO ₂	119413.4	100.00%

B. BURGULA

Burgula plant spreads over 40 acres and has 44 Wind Turbine Generators (WTGs), with total capacity of 37.4 MW. The project extended over three villages namely Racherla & Burgula and Kunukuntla of Kurnool district in the state of Andhra Pradesh. Gamesa is the EPC contractor and is also responsible for the Operation and Maintenance of the project. The number of employees working for this project are 37 which includes Mytrah employees and subcontractors.

Entity	Scope	Components	Units	Total	%
Burgula	Scope 1	Fuel for Vehicles	kg CO ₂	7669.648	5.78%
		Oil – Transformer	kg CO ₂	7897.625	5.96%
	Scope 2	Grid Electricity	kg CO ₂	103905.5	78.37%
	Scope 3	Employee Commuting	kg CO ₂	11032.46	8.32%
		Transmission & Distribution Loss	kg CO ₂	2078.11	1.57%
	Total		kg CO ₂	132583.3	100.00%

C. NAZEERABAD

Nazeerabad includes 47 WTGs of 2.1 MW capacity each with a total generation capacity of 98.7 MW. The Project comprises of 47 WTGs of Suzlon make, S97 120 m hybrid tower WTG with rated capacity of 2.1MW each, spread across sixteen villages falling within Rangareddy and Mahbubnagar districts of Telangana State. The number of employees working for this project are 77 which includes Mytrah employees and subcontractors.

Entity	Scope	Components	Units	Total	%
Nazeerabad	Scope 1	Fuel for Vehicles	kg CO ₂	974.67	0.14%
		Oil - Transformer	kg CO ₂	0	0.00%
	Scope 2	Grid Electricity	kg CO ₂	653469.5	96.02%
	Scope 3	Employee Commuting	kg CO ₂	13032.48	1.92%
		Transmission & Distribution Loss	kg CO ₂	13069.39	1.92%
	Total		kg CO ₂	680546	100.00%

D. NIDHI

Nidhi plant spreads over 412 Ha and has 53 Wind Turbine Generators (WTGs) each of capacity 1.7 MW, with total capacity of 90.1 MW. The project extended over Habur and Mokai villages in Jaisalmer district of Rajasthan. The number of employees working for this project are 31 which includes Mytrah employees and subcontractors.

Entity	Scope	Components	Units	Total	%
Nidhi	Scope 1	Fuel for Vehicles	kg CO ₂	32216.18	58.18%
		Oil – Transformer	kg CO ₂	0	0.00%
	Scope 2	Grid Electricity	kg CO ₂	442.8	0.80%
	Scope 3	Employee Commuting	kg CO ₂	22702.88	41.00%
		Transmission & Distribution Loss	kg CO ₂	8.856	0.02%
	Total		kgCO ₂	55370.71	100.00%

E. SAVALSUNG

Savalsung project includes 118 number of G58 Wind turbine generators (WTGs) with a total generation capacity of 100.3 MW. The project is located at Savalsung in Bijapur district of Karnataka state. The number of employees working for this project are 89 which includes Mytrah employees and subcontractors.

Entity	Scope	Components	Units	Total	%
Savalsung	Scope 1	Fuel for Vehicles	kg CO ₂	30335.69	18.91%
		Oil – Transformer	kg CO ₂	0	0.00%
	Scope 2	Grid Electricity	kg CO ₂	117169.8	73.03%
	Scope 3	Employee Commuting	kg CO ₂	10582.54	6.60%
		Transmission & Distribution Loss	kg CO ₂	2343.396	1.46%
	Total		kg CO ₂	160431.4	100.00%

F. BALRAN

The project is proposed in villages Bakhora Kalan, Chotian and Chural Kalan of Sangrur District in Punjab State. About 171.7 acres of land are being leased for the project. It is 25MW grid-connected solar photovoltaic power plant. Poly-Crystalline silicon technology based solar PV modules with N-S axis tracking is proposed for the project. The number of

employees working for this project are 175 which includes Mytrah employees and subcontractors.

Entity	Scope	Components	Units	Total	%
Balran	Scope 1	Fuel for Vehicles	kg CO ₂	4122.8	3.70%
		Oil – Transformer	kg CO ₂	0	0.00%
	Scope 2	Grid Electricity	kg CO ₂	104672.1	94.04%
	Scope 3	Employee Commuting	kg CO ₂	421.888	0.38%
		Transmission & Distribution Loss	kg CO ₂	2093.442	1.88%
	Total		kg CO ₂	111310.2	100.00%

G. BARETA

This project is 25MW grid-connected solar photovoltaic power plant at Bareta village, Manasa District, Punjab State. Poly-Crystalline silicon technology based solar PV modules supported by N-S axis tracking are proposed for the project. 183 acres of land is being leased for the project under administrative boundary of Bareta Village. The number of employees working for this project are 150 which includes Mytrah employees and subcontractors.

Entity	Scope	Components	Units	Total	%
Bareta	Scope 1	Fuel for Vehicles	kg CO ₂	2376.6	3.05%
		Oil - Transformer	kg CO ₂	0	0.00%
	Scope 2	Grid Electricity	kg CO ₂	73800	94.84%
	Scope 3	Employee Commuting	kg CO ₂	161.6	0.21%
		Transmission & Distribution Loss	kg CO ₂	1476	1.90%
	Total		kg CO ₂	77814.2	100.00%

H. HEAD OFFICE

Head Office is located in Q- city, Hyderabad with total number of employees 232 (at the time of survey).

Entity	Scope	Components	Units	Total	%
Head Office	Scope 1	Fuel for Vehicles	kg CO ₂	2100	0.30%
		DG sets	kg CO ₂	6248.325	0.89%
	Scope 2	Grid Electricity	kg CO ₂	167142.7	23.73%
	Scope 3	Employee Commuting	kg CO ₂	58262	8.27%
		Transmission & Distribution Loss	kg CO ₂	3342.853	0%
		Business Travel	kg CO ₂	467237.3	66.34%
	Total		kg CO ₂	704331.6	100.00%

For Employee commuting under scope-3 emissions, survey has been conducted to get inputs from employees. Survey form is attached as Annexure-II.

4.1 Consolidated Data

The Scope 1, Scope 2, Scope 3 and Total GHG emissions of all our entities for the time period April'18- Sept'18 is clearly mentioned in Table 2. Table 3 representing the site specific emission factor for different sites. Table 4 indicating the correlation between the GHG emissions from power generated through renewable energy to that of thermal energy.

Table 2: GHG emissions

Entity	Scope 1	Scope 2	Scope 3	Total emissions (Kg CO ₂)
Aspari	19167.168	92660	7586.184	119413.352
Burgula	15567.2733	103905.5	13110.5736	132583.3269
Nazeerabad	974.67	653469.5	26101.8696	680546.0196
Nidhi	32216.175	442.8	22711.731	55370.706
Savalsung	30335.688	117169.8	12925.94	160431.428
Balran	4122.8	104672.1	2515.32996	111310.228
Bareta	2376.6	73800	1637.6	77814.2
Corporate Office	8346.801	167142.7	525499.28	700988.7396
Total	113107.175	1313262	612088.509	2038458

Table 3: Site specific emission factors

Entity	Total emissions (kg CO ₂)	Generated kwh	Commissioned MW	Site specific emission factors (kg CO ₂ /kwh)
Aspari	119413.352	29,93,55,000	149	0.000398902
Burgula	132583.3269	8,34,32,800	37	0.001589103
Nazeerabad	279716.3748	17,01,87,910	101	0.001643574
Nidhi	55370.706	13,66,29,630	90	0.000405261
Savalsung	160431.428	12,23,62,750	100	0.001311113
Balran	111310.228	2,36,78,970	25	0.004700805
Bareta	77814.2	1,87,06,150	25	0.004159819

Table 4: Comparison of GHG emissions from power generated through renewable energy to that of thermal energy

Entity	Total emissions (kgCO ₂)	Generated kwh	Offset emissions (Kg CO ₂)
Aspari	119,413.3	299,355,000	245,471,100
Burgula	132,583.3	83,432,800	68,414,896
Nazeerabad	279,716.4	170,187,910	139,554,086
Nidhi	55,370.7	136,629,630	112,036,297
Savalsung	160,431.4	122,362,750	100,337,455
Balran	111,310.2	23,678,970	19,416,755
Bareta	77,814.2	18,706,150	153,394,243
Total	936,639.6	854,353,210	838,624,832

4.2 GHG Emissions Summary

The pie chart indicating the total CO₂ emissions from our different entities is shown as figure 4. The column chart below indicating the Scope 1, Scope 2 and Scope 3 emissions of various sites is represented as figure 5.

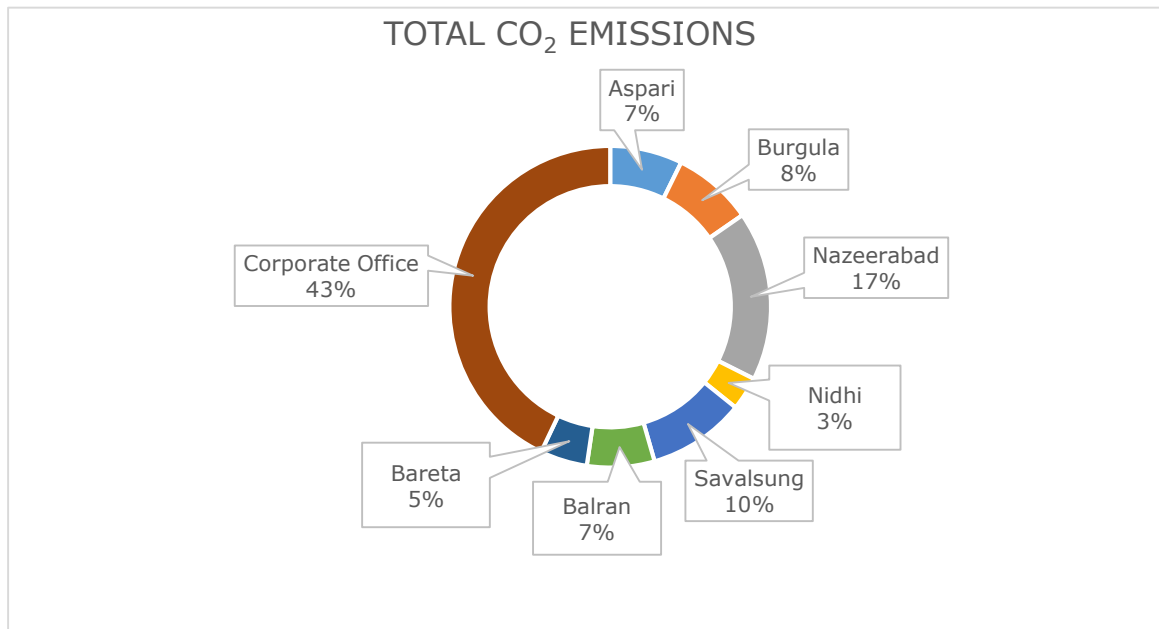


Figure 4: Total CO₂ emissions from different entities

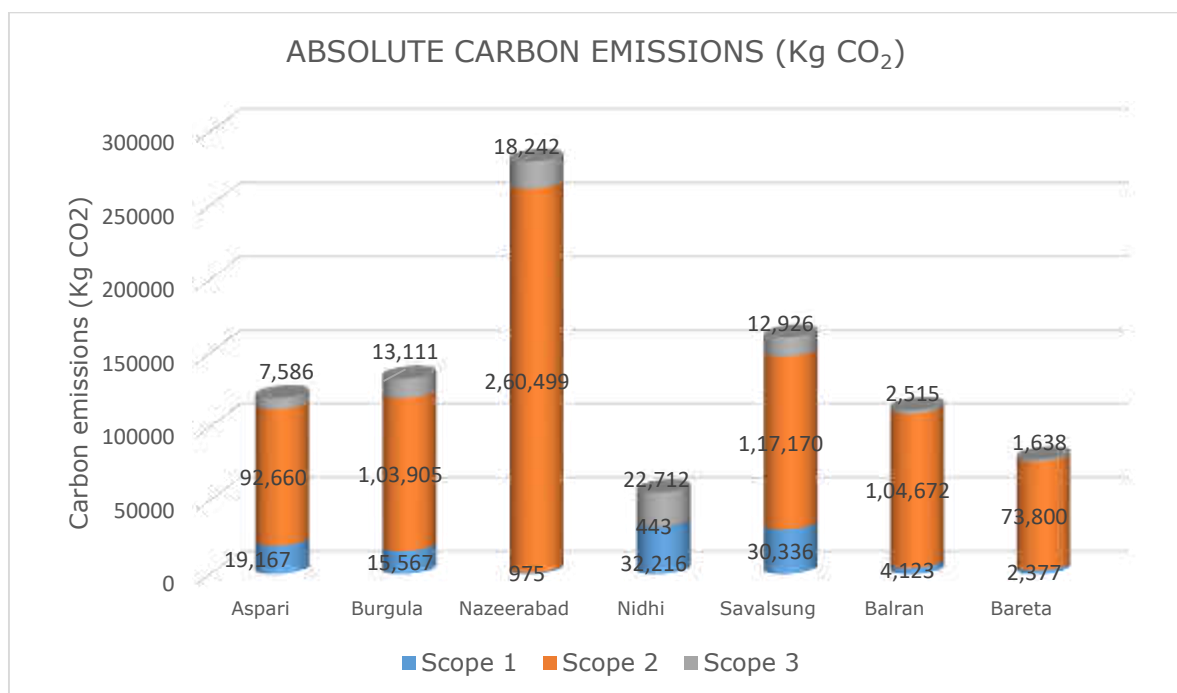


Figure 5: Scope 1, Scope 2 and Scope 3 emissions of various sites

5. WATER FOOTPRINT



*Water Foot print was introduced for managing water resources as well as a tool to measure water use in relation to consumption patterns.
It indicates the water usage in accordance to the consumption by the people.
Water foot print can be evaluated by calculating the quantity of water utilized to generate goods and services consumed by the individual or community or produced by the business.*

Water footprint components

The water footprint has three components: green, blue and grey.



Green water footprint is water from precipitation that is stored in the root zone of the soil and evaporated, transpired or incorporated by plants. It is particularly relevant for agricultural, horticultural and forestry products.



Blue water footprint is water that has been sourced from surface or groundwater resources and is either evaporated, incorporated into a product or taken from one body of water and returned to another, or returned at a different time. Irrigated agriculture, industry and domestic water use can each have a blue water footprint.



Grey water footprint is the amount of fresh water required to assimilate pollutants to meet specific water quality standards. The grey water footprint considers point-source pollution discharged to a freshwater resource directly through a pipe or indirectly through runoff or leaching from the soil, impervious surfaces, or other diffuse sources.

Together, these components provide a comprehensive picture of water use by delineating the source of water consumed, either as rainfall/soil moisture or surface/groundwater, and the volume of fresh water required for assimilation of pollutants.

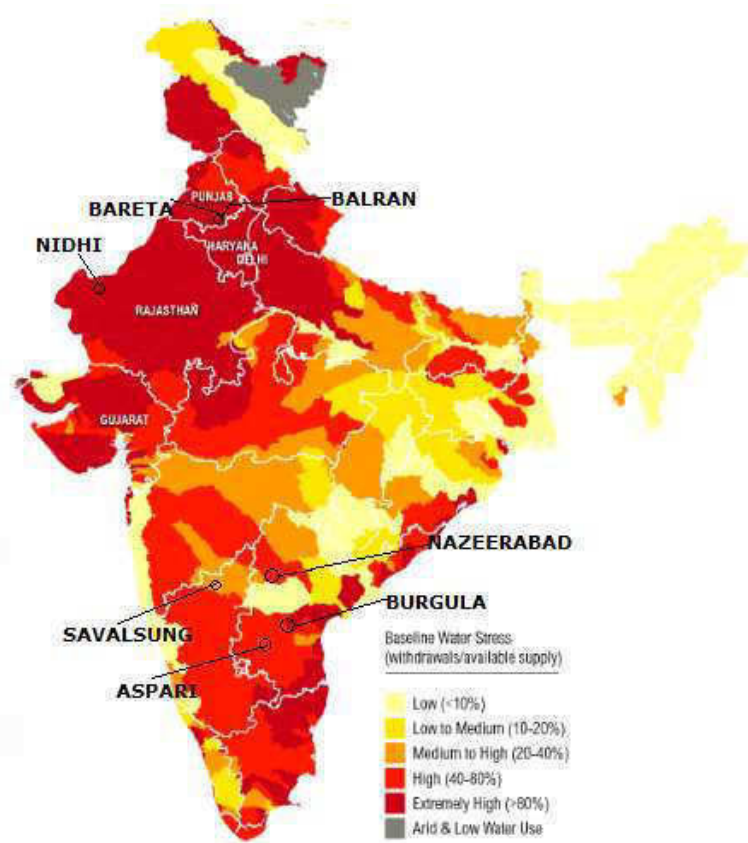


Figure 6: Map representing water stress in India

According to WRI aqueduct data, 54 Percent of India Faces High to Extremely High Water Stress. The figure illustrates competition between companies, farms and people for surface water in rivers, lakes, streams, and shallow groundwater. Red and dark-red areas are highly or extremely highly stressed, meaning that more than 40 percent of the annually available surface water is used every year. The plants which we considered in our scope falls under high or extremely high risk.

5.1 Steps Involved In Water Foot Printing

In Water Foot print accounting, there is only one standard: the Global Water Footprint Standard published by the WFN in 2009 and revised in 2011 (Hoekstra et al., 2011). This standard covers comprehensive definitions and methods for WFA. The stages involved in Water Foot print Accounting are as follows



5.2 Analysis of Water foot print data

In our approach, the water consumption has been categorized based on water source, water use and waste water discharge as represented in figure 7. For analysis, we are considering the source of water usage as the waste water generated is insignificant and is properly treated. The water consumption statistics from our different entities is represented in table 5.

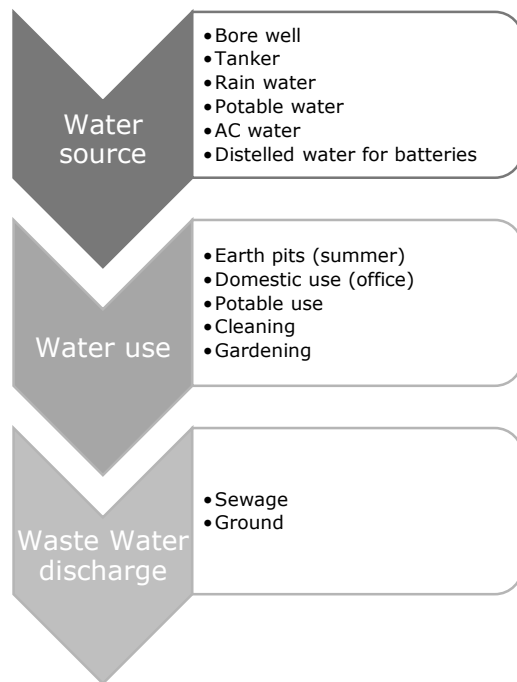


Figure 7: Different sources of Water foot print data

Table 5: Water usage data from different entities

Entity	Water Resources					Total (in KL)
	Tanker	Potable Water	Bore well	Rainwater	Ac water	
Balran		28.5	180			208.5
Bareta	1784.7	25.5				1810.2
Aspari	264	26.6				290.6
Nidhi	160	30.06				190.06
Nazeerabad		14	48.9			62.9
Savalsang	95	13.8	14	14		136.8
Burgula	87	14.7				101.7
Corporate office						900
						3700.8

6. CONCLUSION

From the table 4, it is evident that the plant operations results in emissions of **0.936 million kgCO₂** inclusive of all three scope categories for the period April'18 - September'18. On the contrary, the emissions from the generation of electricity through thermal power, the offset value is **838.6 million kgCO₂**. Thus we can conclude that our plant emissions is just 0.11% of the emissions which gets counterbalance by our operations. Hence, the effective offset value of our plant operations results in savings of **837.6 million kg CO₂**.

In our scope, only blue water is significant in usage. Overall the water discharge results in insignificant amount of grey water since we are treating the sewage generated by septic tanks at our plants and discharging sewage into sewage system at our corporate. Similarly, green water consumption at our sites is also in negligible quantity.

ANNEXURE –I

CATEGORIZATION OF MYTRAH'S GHG EMISSIONS

Category	Category Description	Description of the types and sources of data used to calculate emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Notes / Questions
Scope 1				
Fuel Consumption of Vehicles owned / leased by Mytrah	Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment	Fuel Bills (Type of Fuel, Quantity consumed)	Diesel Emission Factors	
Diesel run generator sets		Quantity Consumed	Emission Factor for Diesel is – 2.734 kg CO ₂ /l.	Source: "*Emission Factors Development for Indian Vehicles, Central Pollution Control Board, Government of India, August, 2007"
Category	Category Description	Description of the types and sources of data used to calculate emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Notes / Questions
Scope 2				
Electricity Consumption from Grid	Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the company	JMR (Joint Meter Readings) taken from our plants. Considered the import electricity data to get the consumption.	Emission Factor – 0.82 tonnes CO ₂ /MWh	Source for emission factor: http://www.cea.nic.in/reports/others/thermal/tpce/cdm_co2/user_guide_ver11.pdf

Category	Category Description	Description of the types and sources of data used to calculate emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Notes / Questions
Scope 3				
Upstream Emissions				
Capital goods	Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	Inputs from procurement department – Turbines, Panels, other metal structures	Yet to arrive at methodology, allocation methods applicable for renewable sector	We yet to get the data from OEMs.
Purchased goods and services	Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Scope-3 Categories 2 – 8.	Inputs from procurement department (stationery, furniture, other outsourced services)	<u>Excluded</u> While it may be technically feasible, it is not cost effective to quantify such emissions: Mytrah purchases of stationeries and furniture for all its offices from multiple regional vendors each reporting year and it would not be cost effective to quantify emissions for all products.	
Fuel- and energy-related activities (not included in scope 1 or scope 2)	Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in scope 1 or 2.	T&D losses from Discom imported electricity data	<u>Included</u> - Transmission and Distribution losses of electricity purchased or acquired <u>Excluded</u> - Extraction, production and transportation of	2% of imported electricity as T&D losses

Category	Category Description	Description of the types and sources of data used to calculate emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Notes / Questions
			fuels and energy purchased or acquired – data not available	
Upstream transportation and distribution	Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company). Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company)	Inputs from logistics team – Solar panels and turbine transportation data	<p>Included: Setting up plant involves mass transportation and distribution of products. Hence it is included.</p> <p>Working on putting appropriate system and process in place to collect the data.</p>	<p>In 2017-18 – only one project in execution phase where upstream transportation is applicable.</p> <p>Similarly, one project involves transporting of turbines for the year 2015-16.</p>


Category	Category Description	Description of the types and sources of data used to calculate emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Notes / Questions
Waste generated in operations	Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company)		Excluded: As of now, there is no significant quantum of waste generated from our operations. However, in future, we expect significant waste from our solar plants. We have taken initiatives proactively to plan for proper waste management process.	Solid waste from our regional offices excluded – it might be less than 1% of our total emissions.
Business travel	Transportation of employees for business related activities during the reporting year (in vehicles not owned or operated by the reporting company).	Inputs from FMS travel team who takes care of our business travel plans.	Emission factors obtained from India specific air transport emission factors for passenger travel and material travel (India GHG program). http://indiaghgp.org/sites/default/files/Rail%20Transport%20Emission.pdf http://indiaghgp.org/sites/default/files/AIR%20Transport%20Emission.pdf	We started including this category since 2016-17
Employee commuting	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company).	commuting survey	India specific road transport emission factors (India GHG program)	

Category	Category Description	Description of the types and sources of data used to calculate emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Notes / Questions
Upstream leased assets	Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee.	Mytrah doesn't operate leased assets	<u>Excluded:</u> No such assets by Mytrah	
Downstream transportation and distribution	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).	Mytrah sells power to the grid and no other products involved, hence this is not applicable.	<u>Excluded:</u> No products sold by Mytrah. T&D losses is not required to be considered since the power generated is from renewable sources	
Processing of sold products	Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers)	NA	<u>Excluded:</u> No products (other than power) sold by Mytrah	
Use of sold products	End use of goods and services sold by the reporting company in the reporting year.	NA	<u>Excluded:</u> No products (other than power) sold by Mytrah	

Category	Category Description	Description of the types and sources of data used to calculate emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Notes / Questions
End-of-life treatment of sold products	Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	NA	<u>Excluded:</u> No products (other than power) sold by Mytrah	
Downstream leased assets	Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor.	NA	Excluded: Mytrah doesn't lease its entities to other parties	
Franchises	Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor.	NA	No Franchises	
Investments	Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2.	NA	Mytrah only gives grants not investments. Since Mytrah aims to be responsible organization, all SPVs in which Mytrah owns equity is already considered in Mytrah scope.	

ANNEXURE – II

EMPLOYEE COMMUTING SURVEY



MYTRAH

Employee Commuting Survey

Survey Questions

Employee ID 3868

Do you use company operated vehicle for commuting to office?

☐ Yes ☒ No

How much is the distance between your place of stay and your work location? (two way) KMS

Out of the following mode of travel, which is the you mostly use for commuting to work location? In case you are using more than one mode of travel in your commute, Please select for the mode which covers maximum distance in your commute.

☒ Two Wheeler ☐ Four Wheeler

☐ Bus ☐ Auto

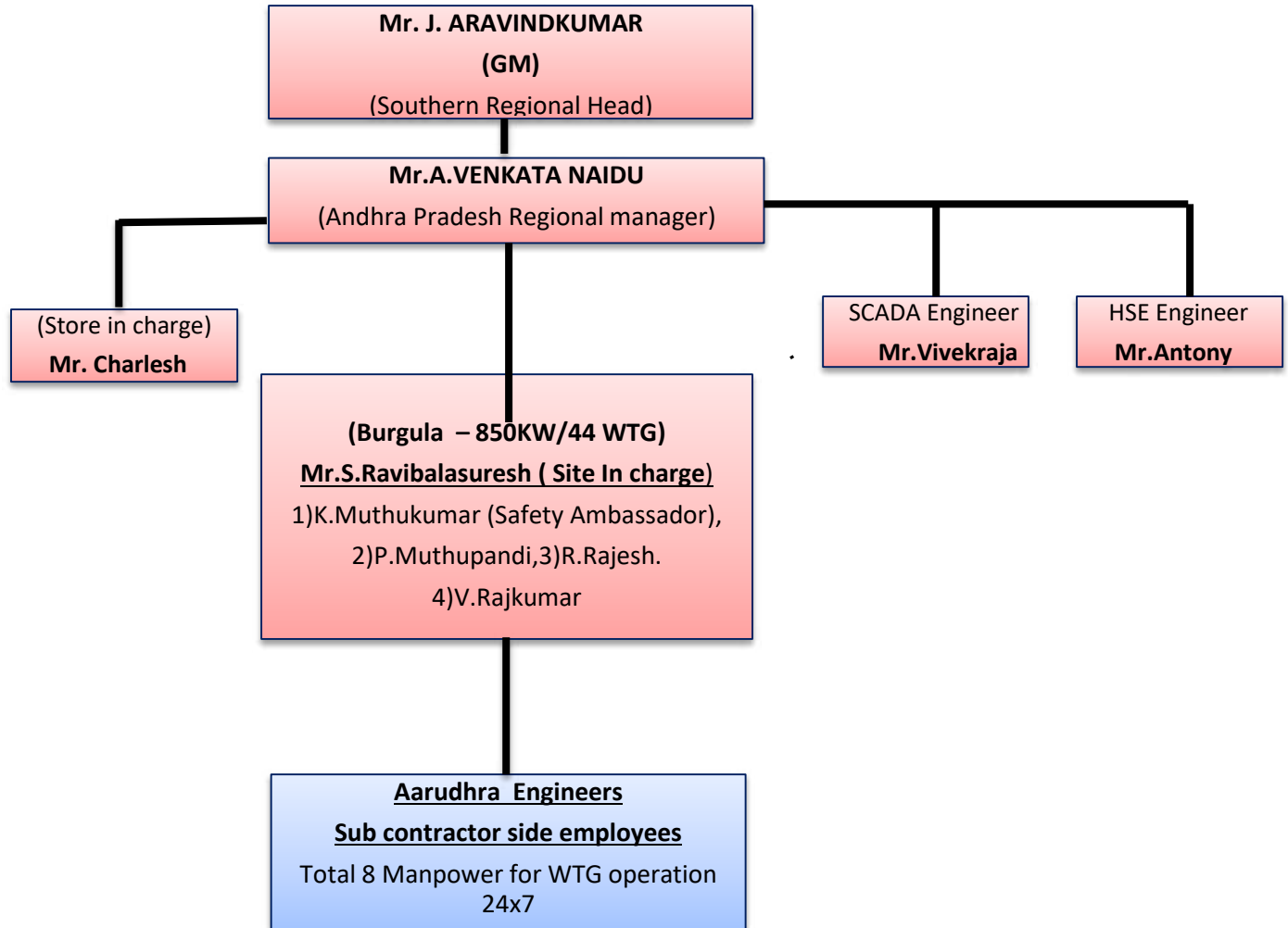
☐ Train

☐ Other, Please mention

Type of Two Wheeler

Category

Submit





STANDARD OPERATING PROCEDURE ON SITE EMERGENCY PLAN



9. INCIDENT REPORTING

Anybody seeing an incident situation shall report to his colleagues / site in charge / team leader / department giving his identity.

10. COMMUNICATION FACILITIES

a. Emergency Contact Display Board

Emergency Contact Display Board shall be provided in the project office area for immediate contact of key personnel. (Internal key personnel, nearby hospital, Fire stations, Ambulance details).

b. Emergency exit plan displayed at respective locations as per the applicability.

b. Emergency Contact Display Board:

Contact Person	Phone No
Site Supervisor/Engineer(Team Leader)	9000640428
Site In charge	9000640428
Safety Officer	9704951477
Ambulance Service	08522 - 249915
District Govt. Hospital	08558 - 222655
Nearest Hospital (Priya Cement's hospital)	746135512
Fire Station	101, 08516 - 222099
Police Station	6852 - 2249973
HR /FMS Site Contact Person	9177219555
Department HOD	9767227634

c. External communication

Site is very well connected with External interested parties through Mobile.



Grievance Redressal Framework Mytrah Vayu Krishna Pvt Limited

ESMS

INTRODUCTION

This Grievance Redressal Framework (GRM) has been developed by M/s Mytrah Energy (India) Pvt. Limited (MEIPL) for all its own Special Purpose Vehicles (SPVs) for addressing and managing grievances related to environmental and social performance arising from its operations in Wind Projects. This GRM shall serve as one of the component of MEIPL's Environmental and Social Management for managing overall performance of its projects as well as providing more accountability to its stakeholders. The GRM is based on four (4) guiding principles of the company which include:

Transparency

Fairness

Respect

Accountability

Types of Grievances

If any internal or external stakeholder believes that the company's business practices or activities are having an adverse impact on their quality of life, livelihood or environment, which they want the appropriate management to address, such a concern can be classified as a complaint or grievances. From the purpose of classifying the various kinds of grievances that can arise, they are mostly categorized under four (4) headings:

1.1 Internal Grievances

Employee Grievance (Separate procedure in place as part of the Human Resources (HR) of MEIPL. These include the employees hired specifically for the site.

1.2 External Grievances

Contractor and labour related grievances (Directly /indirectly controlled by MEIPL)

Community grievances including those on land and resettlement issues, project activities, CSR intervention, employee/worker-community conflicts, and other project related issues (Directly/Indirectly controlled by MEIPL)

Internal Grievances- Employees Grievance

The likely grievances of direct employees of MEIPL may include but not limited to:

- Complaints pertaining to amount of wage, salary, other remuneration or benefits, as per company's centralized HR Policy
- Timely disbursement of remuneration;
- Working condition, health and safety of the employees;
- Unethical behaviour between senior and subordinate employees;
- Discrimination on the basis of caste, creed, language, religion etc.;
- Gender discrimination; and
- Workplace harassment

External Grievances

External grievances are those grievances received from the external stakeholders such as labour and workforce, contractors, communities, local administrative setup, community groups/NGOs, and media groups.

Contractors and Labour Related Grievance

The workers include the local and interstate migrant workers are likely to have the grievance related to the following issues:

- Risk to health and safety of the labourers or workers hired by the Contractors;
- Working condition of the labour;



Grievance Redressal Framework Mytrah Vayu Krishna Pvt Limited

ESMS

- Wage discrimination among the labour;
- Timing of the payments;
- Adequate facilities in the labour camps (during construction stages) including water supply and sanitation;
- PF, ESIC, Workmen's compensation, adequate health facility related issues;
- Unjustified deduction from the wages;
- Minimum wage rates for the labour;
- Extended working hours;
- Prevention and protection of child labour from hazardous work condition;
- Issue of forced labour;
- Gender discrimination.

Note: MEIPL has limited control on labour & workforce deputed through contractor/subcontractor as per business model. However, as a principle employee, MEIPL shall monitor the overall process as & when required as a part of its own Environmental & Social Management system. Should the contractors have their own GRM, MEIPL will ensure that it is functioning effectively and even review the grievance records. However, if the contractors lack GRM in the first place, MEIPL will ensure that the workers are linked to their GRM process.

Community Grievance

The surrounding community of the project is considered as important stakeholder by the Project. The possible grievances of the community could be:

- Land and compensation related issues
- Damage to, crops, infrastructure;
- Eligibility issues and payment of compensation;
- Improper/ inadequate valuation of the compensation;
- Compensation and employment entitlement against losses;
- Delay in the payment of the compensation;
- Livelihood restoration issues and associated benefits;
- Adverse impacts on community, common property resources (CPR);
- Community development, employment and other issues
- Risks to community, health & safety (e.g. traffic);
- Accidents (e.g. involving livestock);
- Unethical Behaviour by MEIPL personnel or its sub-contractors;
- Noise/dust/air emissions or any other impact on environment caused by project or sub-contractors;
- Demand for development interventions in the community;
- Issues owing to behaviour of the security personnel and general attitude of the local community;
- Issues related to cultural conflicts or opportunity conflict owing to presence of migrant workers in the community or in the nearby areas;
- Any attempts to conceal the above

Note: MEIPL has limited control in case of Trunkey contract for the project /OEM. However, as a principle employee, MEIPL shall monitor the overall process as & when required as a part of its own Environmental & Social Management system

I.2 Redressal Process

Redressal Process for Internal/Employee Grievances

MEIPL as part of its Human Resources system has developed grievance addressing policy with detailed scope and coverage considering registration and addressal of internal grievances raised by the employees, which display Grievance procedures transparently in its SAP Net Weaver Portal with following objectives:



Grievance Redressal Framework Mytrah Vayu Krishna Pvt Limited

ESMS

- Grievances of the employees in the shortest possible time
- At the lowest possible management level
- With appellate stages so that it is fair, transparent and reasonable

The grievance policy is intended as the tool by which a member of staff may formally have a grievance, regarding any condition of their employment, which he/ she wants to be heard by the management of the Company.

The following stages outline the existing grievance redressal process established by MEIPL with stipulated time period to resolve the issues for its employees:

Stage 1: First level of grievance addressal

The aggrieved employee may take up the grievance in writing with his/her reporting officer. If the matter itself concerns the employee's line manager or program manager, then the grievance should be escalated to the Head of the Department.

Stage 2: Second level of grievance addressal

In case employee is not satisfied with the decision communicated to him/her at Stage-I, or if she/he fails to receive the reply within stipulated period, he/she may submit the grievance in the prescribed form to Head-HR

Stage 3: Third level of grievance addressal

If the employee remains aggrieved and not satisfied with the decision of the Head-HR, will have an option to appeal to the President

Redressal Process for External Grievances

MEIPL has limited on External Grievances due to its Business model. Mainly deputed Pretty contractor will be responsible for grievances redressal system as they are responsible from land purchasing to Plant erection and OEM. In those cases, as a principle employee, MEIPL shall monitor the overall process as & when required as a part of its own Environmental & Social Management system. However, in case of self-developed project and OEM, MEIPL will implement a robust Grievance Redressal & Management system with a defined process.

Step 1: Publicizing Grievance Management Procedures

For any project, MEIPL /deputed Contractor is required to ensure suitable public disclosure of its grievance handling and redressal process to its external stakeholders such as the community or the local administration. The company will establish a grievance body at the plant site comprising of designated personnel and disclosure of such a body to be displayed at suitable location in the plant premises so that any member of the community can easily access such information.

Looking at the scale of the project and the duration of the construction stage wherein maximum numbers of contract workers, migrant workers or workers from the local community are supposed to be working at the site for a duration ranging from six months to nine months tentatively, the Grievance Redressal Mechanism for the community can simultaneously be used for the workers. The process of disclosure of information and the GRM process itself will be disclosed to the workers considering the duration i. e six months to nine Months. Should the contractors have their own GRM, MEIPL will ensure that it is functioning effectively and even review the grievance records as and when required.

For the grievance mechanism to be in line with the cultural and socio- economic characteristics, based on its understanding of the ground situation in the project area, the company / deputed contractor will strive to provide the following information to the stakeholders (primarily community) from time to time with suitable communication media, at least some of the following:

Project-level mechanisms capable of delivering outputs against grievances and benefits complainants can receive from using the company grievance mechanism, as opposed to other resolution mechanisms;

	<h1 style="text-align: center;">Grievance Redressal Framework</h1> <h2 style="text-align: center;">Mytrah Vayu Krishna Pvt Limited</h2>	
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Information on who can raise complaints (affected communities);
Where, when, and how community members can file complaints;
Company personnel responsible for receiving and responding to complaints, and
Type of response complainants can expect from the company/contractor, including proposed timing of response, based on the gravity;
Designated personnel shall be responsible for publicizing the procedure through appropriate methods.

Step 2: Receiving and Keeping Track of Grievances

This receipt and tracking of grievances primarily involves the following stages:

Collecting and recording grievances;
Registering them in a suitable manner; and
Tracking them to reflect their status

Grievance Receipt and Recording

Designated personnel from the grievance body with collection of grievances writes down complaints at group or individual meetings, during field visits, or at designated locations. These grievances are to include: Complaints received through third parties such as Sarpanch, community persons, contractors, contract workers, etc.;

Complaints received by project staff directly/indirectly involved in handling grievances;

Tracking of grievances can be undertaken with keeping of records in the registrar.

Designated grievance personnel of respective sites will be responsible to intimate the Grievance status at regular interval to appropriate authority eg. Project Head, OEM Head, HR&FMS-Head and EHS Head so that it will be reflected in appropriate forum like ESMS committee. The designated Grievance personnel may also do a case to case grievance status reporting to the Top management in case of critical grievances or grievances that may require immediate attention of the Top management or ESMS committee.

Step 3: Reviewing and Investigating Grievances

The designated personal from the grievance body responsible for grievance handling will organize the process to validate the complaint's legitimacy and arrange for investigation of details as per the applicability. All grievances shall undergo some degree of review and investigation, depending on the type of grievance and clarity of circumstances.

MEIPL will communicate clearly to all concerns about the role, responsibilities, and limitations of a company grievance mechanism and the limitations of the same in handling grievances, if any to ensure transparent dealing of any grievance.

Step 4: Developing Resolution Options and Preparing a Response

Rationale for Grievance Closure

The requirements/need specified in the form of grievance by the aggrieved have been effectively addressed to the satisfaction of the complainant;

Applicable Grievance to be duly addressed and closed by MEIPL in stipulated time based on the merit.

Process of the Grievance Redressal

The person having grievance will come on the scheduled time and lodge the complaint in person or through other recognised person/forum identified by the company

The grievance will be processed and concerned person will be informed through a suitable communication by person or through company recognized person/forum within mutually agreed stipulated period

On hearing from the designated grievance personnel they have to come for further processing to the grievance redressal, if required.



Grievance Redressal Framework Mytrah Vayu Krishna Pvt Limited

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Step 5: Monitoring, Reporting, and Evaluating a Grievance Mechanism

Monitoring and reporting can be tools for measuring the effectiveness of the grievance mechanism and the efficient use of resources, and for determining broad trends and recurring problems so they can be resolved proactively before they become points of contention. Monitoring helps identify common or recurrent claims that may require structural solutions or a policy change, and it enables the company to capture any lessons learned in addressing grievances. Periodic review of internal and external grievances has to be carried out at the appropriate forum of MEIPL like ESMS committee meetings.

Monitoring Indicators

Grievance records will provide the background information for regular monitoring, both informal and formal.

Step 6: Reporting and Recording

Based on all grievances received, registered, documented and tracked through database reports shall be prepared for reporting to the appropriate Forum. This shall assist in tracking overall trends and patterns in concerns allowing emerging issues to be flagged and understood at an early stage. Monitoring and reporting also create a base level of information that can be used by the company to report back to communities as per the applicability and requirement.

I 3. Disclosure of this GRM

The disclosure for GRM will be done with the appropriate community, employees and stakeholders to fulfil the specific purpose based on the requirement through suitable communication.

Manpower: Roles and Responsibilities

Corporate Level

At the corporate level, handling of grievances is required to be directly handled by the HR&FMS department under the responsibility of the designated officer, declared in the SAP Net Weaver Portal for resolution of internal grievances.

Project & O&M Level

A grievance Body, led by designated Grievance officer is proposed for effective implementation of GRM and coordinating day to day functions. The grievance Body would be reporting back to the appropriate authority including functional areas such as HR, Project, O&M, BD/Land, CSR, EHS etc. as per requirement. The mandate of this cell would be managed as part of the ESMS forum.

Financial

MEIPL will ensure appropriate budget allocation to deal with grievance tracking and handling with consent of appropriate authority.

Training

Awareness shall be provided in the company's policy and practices for both employee and appropriate stakeholder grievance mechanisms, relevant to their exposure and responsibilities.

ESMS

[illegible]

EHS & S

[Environment, Health, Safety & Systems]

Induction Training_Wind



INTRODUCTION



Team MYTRAH Welcomes you...

MYTRAH Energy is one of India's largest Independent Power Producers with a well-diversified renewable energy portfolio. The company has 1 GW of operational wind assets & a pipeline of over 500 MW of solar projects spread across India.



LEADERSHIP COMMITMENT



MYTRAH endeavors to bring in synergy to create value across all its stakeholders and implement focused and sustainable integrated policy in line with its vision and mission. It creates a positive benchmark toward work culture, individual respect, environment and social safeguards.

Aiming at protecting the environment, health, safety and social attributes, our integrated policy abides by national / international standards and good practices applicable in the wind and solar power plant.

MYTRAH has implemented an integrated management system complying with Quality Management System (QMS), Environmental Management (EMS) and Occupational Health and Safety Management System (OHSMS) with meaningful involvement of its stakeholders.



QHSE POLICY



INTEGRATED MANAGEMENT SYSTEM POLICY

Mytrah is committed for establishing a sustainable Quality, Safety, Health and Environment culture throughout the organisation as an integral part of its business philosophy. The Company reaffirms its commitment to the continual improvement of its performance by implementing a risk-based approach using a high level structured IMS management framework developed in collaboration with relevant parties

Scope

The Policy applies to all employees of the Company, contractors across all its operative offices, sites and other relevant external stakeholders working with various functions of the Company. The Policy will be displayed in suitable locations across all offices sites of the Company, as well as in other relevant areas in the public domain

Objectives

- Ensuring stakeholder satisfaction with product and services to ensure maximum returns on their investments
- Promoting a Safe, Clean, Quality and Healthy business environment to eliminate/minimize/control risks throughout organisational activities with comprehensive capacity building and effective communication
- Establishing an effective Integrated Management Plan with active involvement of relevant stakeholders in line with High Level Structure throughout the organisation
- Adhering to and complying with applicable Q&HSE legislation, regulations and other requirements pertaining to Plant life cycle perspective and community at large
- Optimising use of natural resources and minimization of waste, to contribute towards conservation of nature
- To ensure development of a robust system focused on continuous improvement of applicable processes and performance through feedback, reporting, monitoring and review at regular intervals



Date: 18.04.2018

(Vikram Kailas)
Vice Chairman & MD



QUALITY POLICY

Mytrah is committed for being a domain champion with the best sustainable Quality practices throughout the plant life cycle through adoption of a risk-based thinking approach

Objectives

- Fostering a robust Quality culture by effective capacity building throughout the organisation with the active involvement of all stakeholders
- Adopting sustainable Quality Management Practices through an integrated approach with effective resource management
- Complying with all applicable Quality standards and regulations
- Effective Monitoring and Evaluation in line with pre-set Quality standards with a goal of measurable improvement
- Communicating the Policy to all relevant stakeholders and making it available in public domain, as applicable.



Date: 18.04.2018

(Vikram Kailas)
Vice Chairman & MD



QHSE POLICY




OCCUPATIONAL HEALTH AND SAFETY POLICY

Mytrah is committed to the Occupational Health and Safety of every stakeholder involved in its project life cycle by adopting a risk-based approach and providing a clean, safe and healthy environment that promotes best safety practices

Objectives:

- Creating a safe and secure environment for man, machine and materials with a target of zero accident.
- Promoting a robust OH & S culture within the organization through effective participation, communication, training and consultation among employees at the workplace
- Complying with all applicable OH & S standards and regulations by practicing a sustainable and integrated OH & S management approach
- Adopting effective administrative processes to minimize OH & S risks to relevant stakeholders throughout the organization
- Improving the effectiveness and efficiency of OH & S Performance through adoption of a holistic Emergency Preparedness Management program
- Communicating the policy to all relevant stakeholders and making it available in public domain, as applicable

Date: 18.04.2018


(Vikram Kailas)
Vice Chairman & MD




ENVIRONMENTAL POLICY

Mytrah is committed to carry out all organizational activities in a sustainable manner by adopting a risk-based approach and promoting environmental good practices that minimize environmental impact and provide effective environmental and ecological stewardship

Objectives

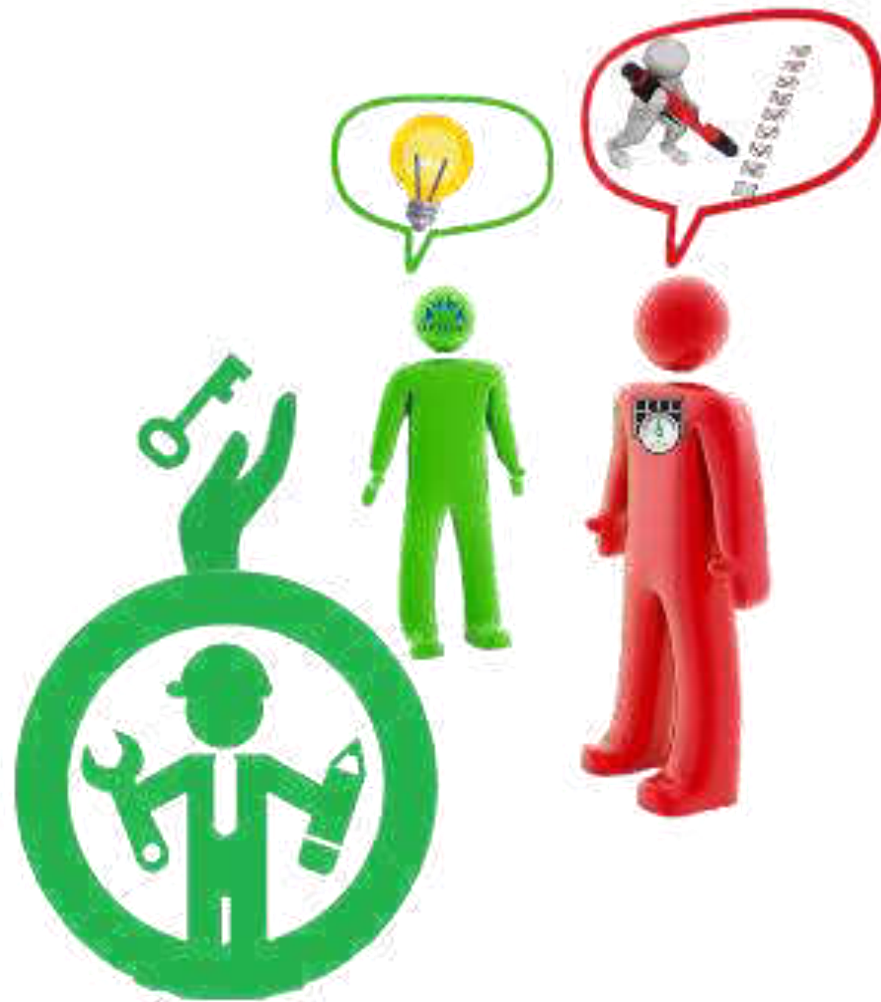
- Operating in compliance with all relevant Environmental legislation
- Managing resources effectively to help conserve nature
- Adopting an integrated and a sustainable approach towards waste management
- Encouraging adoption of green supply chain management by promoting efficient use of materials and resources across relevant business activities
- Providing holistic training to employees, contractors and other stakeholders enabling them to understand the legal requirements and consequences of environmental risks
- Establishing a cohesive approach towards Green House Gas (GHG) emission reduction
- Improving the effectiveness and efficiency of Environment and Social Management Plan and program in a continual manner
- Communicating the policy to all relevant stakeholders and making it available in public domain, as applicable

Date: 18.04.2018


(Vikram Kailas)
Vice Chairman & MD



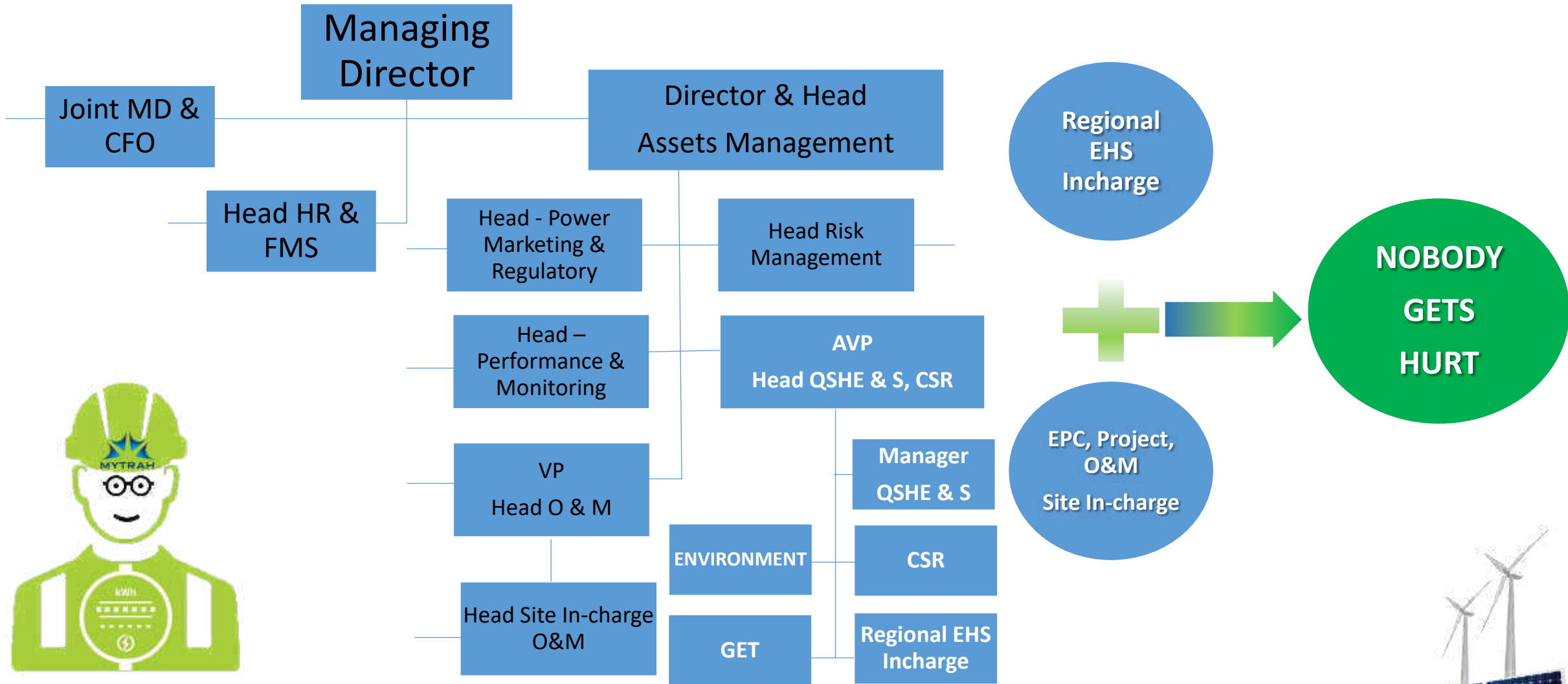
Business Philosophy



**“We believe in expediting
and practicing EHS culture
as an integral part of all our
associates’ daily life, thus
making MYTRAH
a safe place to work.”**



ORGANOGRAM



Roles and Responsibilities



Site In charge:

The Site In charge is primarily responsible for overall safety of the project. Responsible for the overall management of the project within the scope of construction safety, traffic safety, asset safety, fire & security.

Regional EHS Incharge

Assist Site In charge and project team presiding over this project for daily safety management. Assume direct leadership responsibility. Promote and participate in safety inspections and safety meetings, to understand and implement the safety production situation of the rules and regulations. Safety organizations to develop education and training programs, contests and competitions way of incentives and discipline. Documentation & Reporting of Safety statics.

Project Engineers

Earnestly implement the relevant work safety guidelines, policies, laws and regulations. Responsible for organizing job training and technical training, safety rules examination for special operations personnel.

Contractor Team Leader:

Oversight team and workers custody and proper use of safety equipment, tool mark identification, proper use of equipment and labor protection. Safety tests and to inspect the site condition, supervise the implementation of safety measures.

Workers:

Care and proper use of safety equipment and personal protective equipment. Tools to enhance the use of equipment and instrument maintenance and repair, improve the construction job site safety in civilized construction.



General Safety Rules

- ✓ ZERO Tolerance towards consumption or possession of influential Drug and Alcohol while in any workplace or while driving or operating plant and equipment.
- ✓ Firearms are Strictly Forbidden.
- ✓ Incident Reporting – Please report any Accidents or Dangerous occurrence to your supervisor/safety officer/first aider. It is for your benefit as well as others.
- ✓ Mandatory PPE's to be ensured i.e., Safety Helmet, Reflective Vest and Safety Shoes along with authorization/permit to work.



Your Personal Protective Equipment is Your Last Line of defense in accident prevention

SAFETY



- S** Search for hazards
- A** Analyze the risk
- F** Find the cause
- E** Eliminate the cause
- T** Tell others
- Y** You are safe



Occupational Safety



The Identified three major safety issues at an operational SOLAR PV Power plants are

Electrocution



Fire & Burn



Reptiles



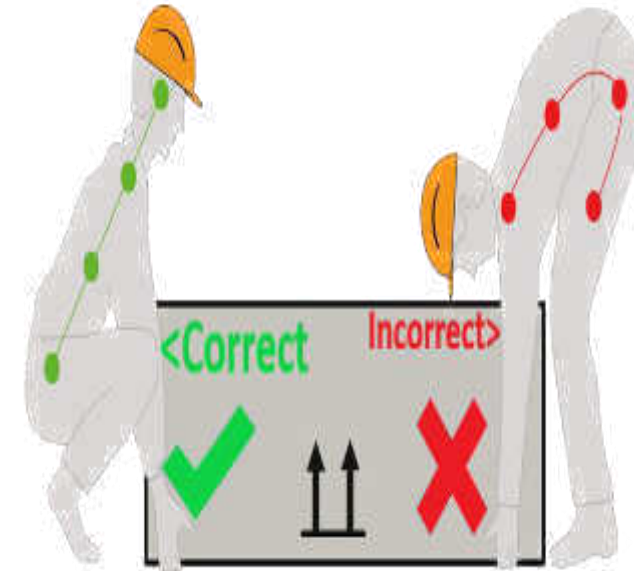
Vehicle Discipline

- Speed Limit 15 Km/h.
- Parking at designated locations only.
- Use of Seat belts is must and secure all loads before vehicle movement.
- Do not use trailers, dumper, trucks, excavators, etc. for carrying passengers.
- Only use identified walkways.
- Driving and Earth Moving Equipment operation by experienced and licensed driver only.
- Watch for potential struck by and crushed by dangers.



Material Handling

- Almost any kind of task, involves some kind of lifting or moving of items.
- The material (tower material, posts, cement bags, drums, etc.) must be stored and stacked properly.
- Do not attempt to carry or lift anything that is too big or too heavy. Avoid lifting above shoulder level.
- No handling of blocks weighing more than 20 kg and bagged products of more than 25 kg.
- Mechanical aids must be used to reduce the amount of manual handling on site.
- Precheck the material movement area to remove obstacles and to identify clear path.



Safe Lifting

- All lifting operations should be planned to ensure that they are carried out safely, and that all foreseeable hazards are identified and all risks eliminated.
- A lifting appliance or item of lifting gear shall not be loaded beyond its safe working load or loads, except for testing purposes as specified by and under the direction of a competent person.
- No person shall be raised, lowered or carried by a lifting appliance unless it is constructed, installed and used for that purpose in accordance with laws and regulations, except in an emergency situation in which serious personal injury or fatality may occur.
- Cranes, forklift and slings must be regularly inspected and records must be maintained.
- Landings shall be so considered and arranged that workers are not obliged to lean out into empty space for loading and unloading.
- The workers must be trained for effectively use equipment such as forklift, cranes and slings.
- Slings that are damaged or defective shall not be used. Slings shall not be shortened with knots or bolts.
- Cranes shall cease operation when the wind speed exceeds the safe operating level recommended in the manufacturer's specification.



Lock Out – Tag Out (LOTO)

Lock Out - Tag Out (LOTO) or lock and tag is a safety procedure which is used in industries to ensure that dangerous equipment are properly shut off and not able to be started up again prior to the completion of maintenance or servicing work.

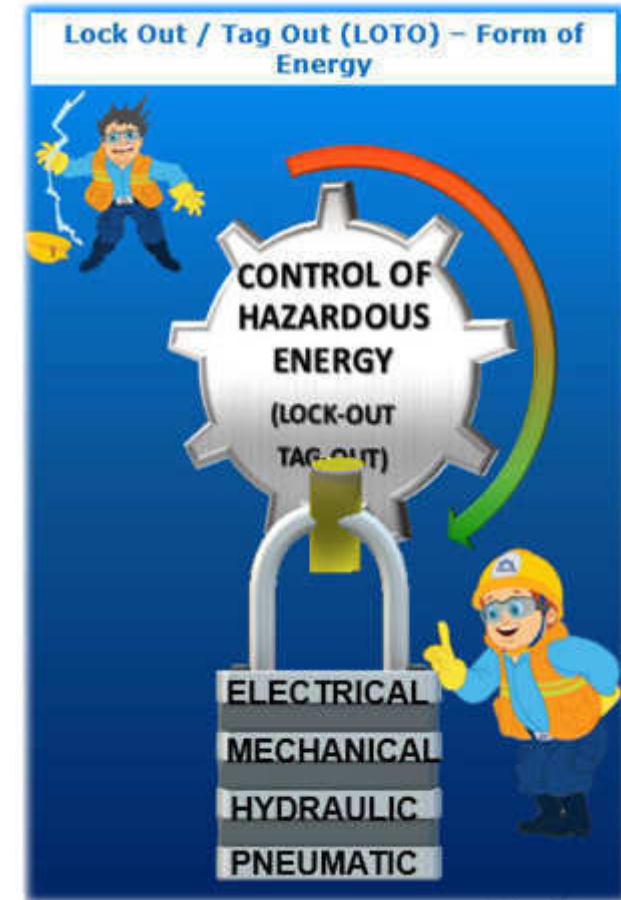
Workers performing service or maintenance may be exposed to injuries from the unexpected energization or release of stored energy in the equipment. Workers may be exposed to electrical hazards by electrical panels, equipment while installing or servicing, Site In charge should assure that workers wear job specific PPE, in addition to protect workers from electrical hazards.

It requires that hazardous energy sources shall be “**Isolated and rendered inoperative**” before work is started on the equipment. The isolated power sources are then locked and a tag is placed on the lock classifying the work and who has placed it. The LOTO applier will seize key ensuring that only he or she can restart the machine. This prevents accidental startup of a machine while it is in a hazardous state or while a worker is in direct contact with it.

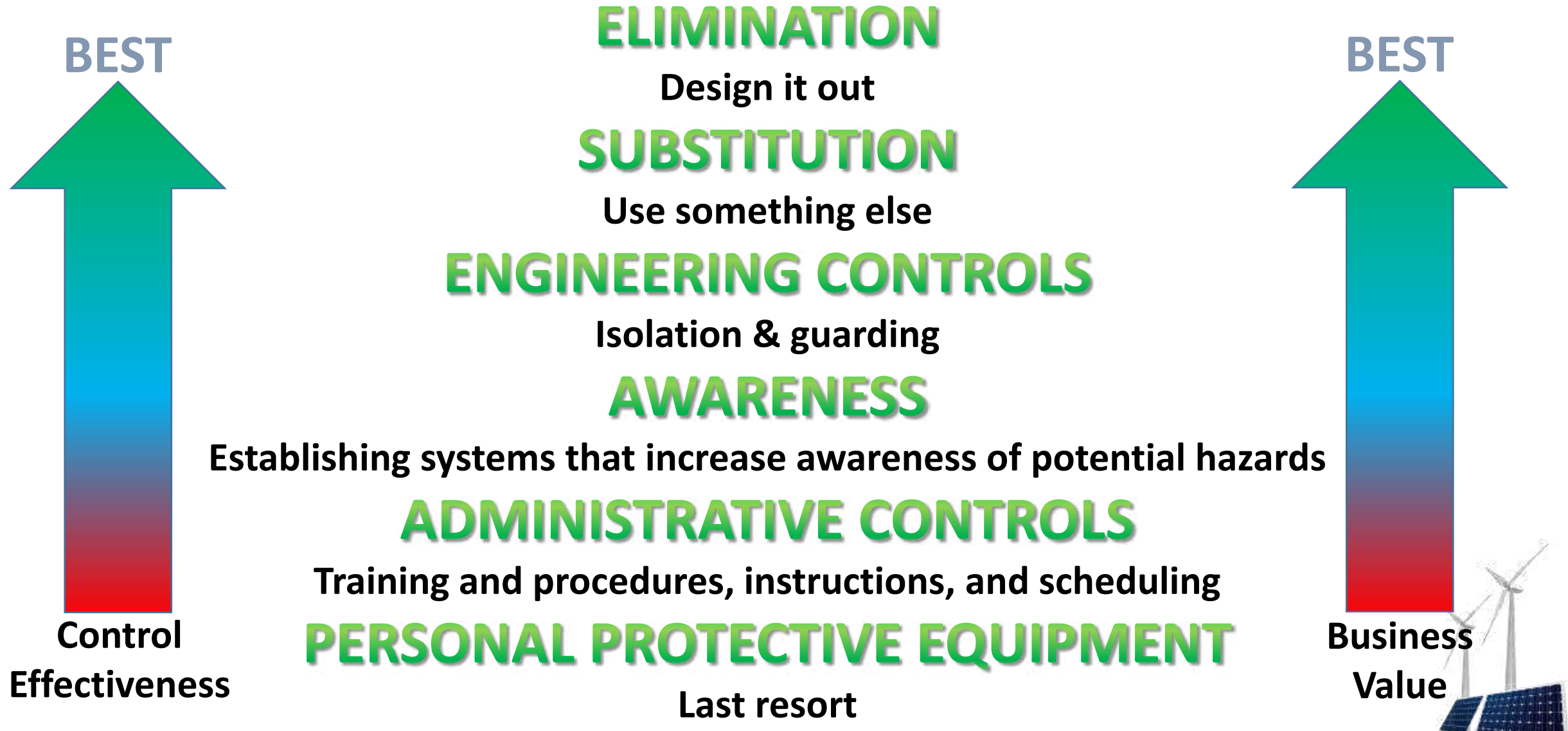
The Five Security Rules:

Safety procedure before working on electric equipment includes but not limited to the following five steps:

1. Disconnect completely.
2. Secure against re-connection.
3. Verify that the installation is dead.
4. Carry out earthing and short-circuiting.
5. Provide protection against adjacent live panel parts.



Hierarchy of Control



Electrical Safety Program

Principles	Controls	Procedures
Inspecting and evaluating the electrical equipment	The senior management develops programs and procedures, including training, and the employees apply them	Purpose of task
Maintaining the electrical equipment's insulation and enclosure integrity	Employees are to be trained to be qualified for working in an environment influenced by the presence of electrical energy	Qualifications and number of employees to be involved
Planning every job and document first-time procedures	Procedures are to be used to identify the electrical hazards and to develop job safety plans to eliminate those hazards or to control the associated risk for those hazards that cannot be eliminated	Identification of hazards and assessment of risks of the task
De-energizing		Limits of approach
Anticipating unexpected events	Every electrical conductor or circuit part is considered energized until proved otherwise	Safe work practices to be used
Identifying the electrical hazards and reduce the associated risk	De-energizing an electrical conductor or circuit part and making it safe to work on is, in itself, a potentially hazardous task	Personal protective equipment (PPE) involved
Protecting employees from shock, burn, blast, and other hazards due to the working environment	Tasks to be performed within the limited approach boundary or arc flash boundary of exposed energized electrical conductors and circuit parts are to be identified and categorized	Insulating materials and tools involved
Using the right tools for the job		Special precautionary techniques
Assessing people's abilities	Precautions appropriate to the working environment are to be determined and taken	Electrical single-line diagrams, Equipment details
Auditing the principles	A logical approach is to be used to determine the associated risk of each task	Sketches or photographs of unique features & Reference data.



At-risk Behavior

- 95% of all work-related accidents can be attributed to At-risk behavior!
- Never work if you are overly tired or Alone.
- Even working under emotional stress should be avoided.
- You need your reflex and mind to be at 100% when working at site.
- Working under adverse weather conditions must be avoided and advised to be self-conscious .
- Even working under in hot weather conditions must be controlled/avoided for longer periods.
- Workers must use the designated rest place, eating area, toilets, etc. All works must be carried out after proper risk assessment, understanding of the work procedure and approved permit to work.
- In case of any conflict / argument with nearby community the same must be immediately reported to site security and site in-charge. The site management take up this matter with local administration.
- Operation wastage must be stored and disposed of properly.

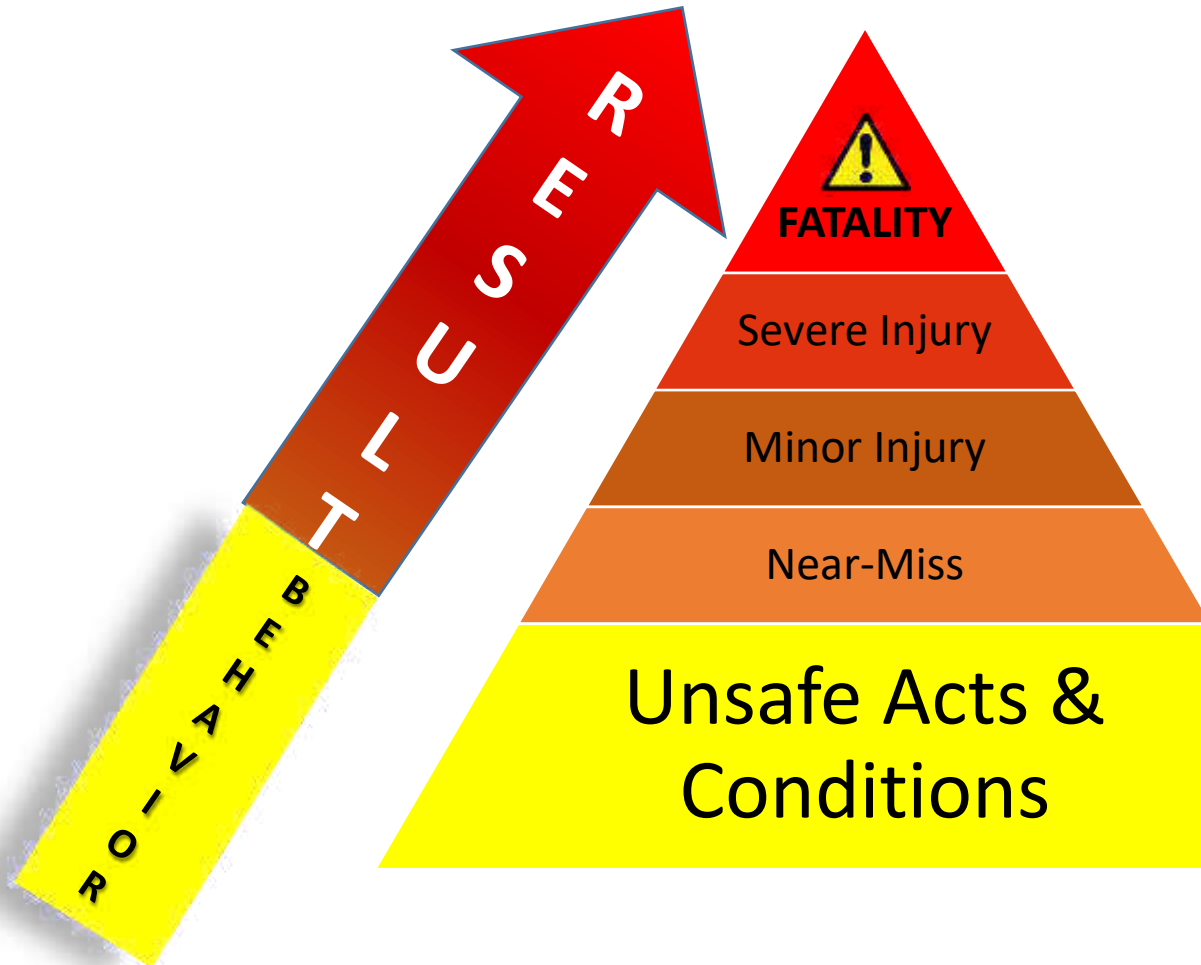


At-risk Behavior

Why are we fighting at-risk behavior?

Items below the Fatality can mount up, create problems and lead to unacceptable safety issues.

Who is our most qualified safety person?



House keeping & Waste disposal

- Good house keeping reduces many hazards and risk in easy way.
- Clean the work area after completion of the your job at each shift.
- Use different type of dust bins/collectors for the different type of waste.
- Different types of waste:
Paper, Plastic, Rubber, Wooden, packing, etc. Polyethylene,
Food Waste.
- Mostly residuals from packing materials should be addressed properly.



Environment

- Under no circumstances shall liquid waste, such as paints or solvents and Transformer Oil, be allowed to soak into the ground or be poured down drains. This is “hazardous waste” and should be disposed of in- line with waste management policy.
- Bonfires shall not be conducted on site.
- No food or drink to be taken on site – you must consume these in your canteen.



Sign on Site

There are different types of signage, their color coding and meanings. Example:

RED –Prohibitive –(**Must not do**)

No Smoking, No unauthorized entry, Do not touch, etc.

BLUE –Mandatory –(**Must do**)

Wear hard hat, Wear arc protection, Wear foot protection, Sound horn, etc.

YELLOW –Caution –(**Hazard warning**)

Fragile roof, High voltage, Fork lift trucks, Low headroom, etc.

GREEN –Safe Condition –(**The Safe Way**)

First aid, Escape route, Assembly Point, Eye wash, Emergency phone, etc.

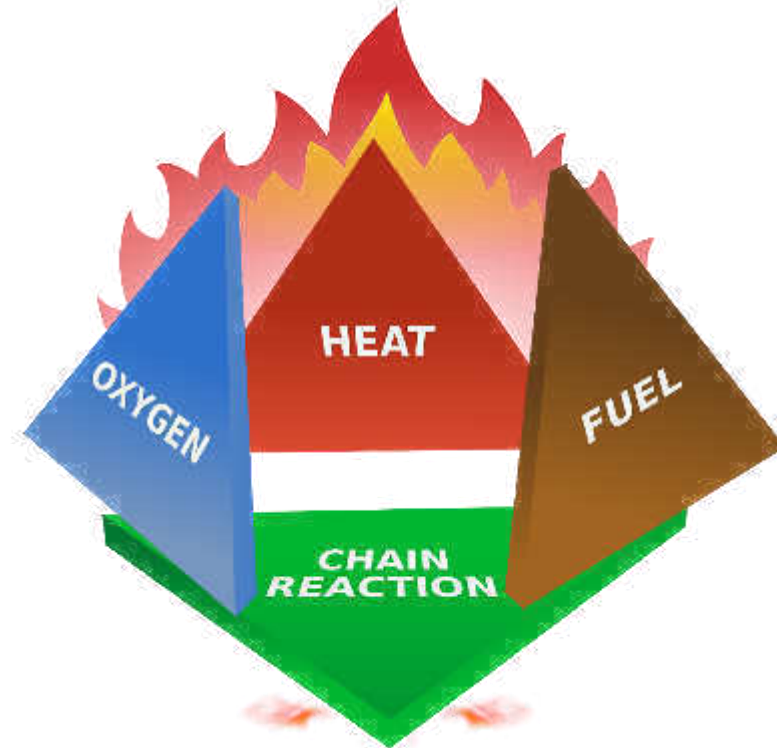
- ✓ Always comply with safety signage.
- ✓ Read the labels on containers before using any substances.
- ✓ Take all safety precautions required.
- All signs will have a pictogram as well as text indicating the condition required.
- Some signs may contain a combination of two or more conditions for example: Danger LPG (yellow) No smoking (Red).
- **Please note that fire precautions equipment may also be depicted by a red sign.**














































Fire Safety

➤ Classification of Fire:-

- 1] **Class A** - fires involving solid materials such as wood, paper or textiles.
- 2] **Class B** - fires involving flammable liquids such as petrol, diesel or oils.
- 3] **Class C** - fires involving gases.
- 4] **Class D** - fires involving metals.
- 5] **Class E** - fires involving live electrical apparatus.
(Technically 'Class E' doesn't exist however this is used for convenience here)
- 6] **Class F** - fires involving cooking oils such as in deep-fat fryers



Fire

SELECT THE SUITABLE TYPE OF FIRE EXTINGUISHER						
अग्निशामक यंत्र का सही उपयोग कीजिए						
TYPE OF FIRE EXTINGUISHER	WATER CO. पानी (वाटर कोअर) यंत्र	MECHANICAL FOAM मैकेनिकल फोम यंत्र	DRY CHEMICAL POWDER गुदा रासायनिक पावडर यंत्र	ABC DRY CHEMICAL POWDER ए.बी.सी. गुदा रासायनिक पावडर यंत्र	CLEAR AGENT / FM 200 क्लियर एजेंट/फेम 200 यंत्र	CARBON DIOXIDE कार्बन डाइऑक्साइड यंत्र
अग्निशामक यंत्र के प्रकार						
CAPACITY & IS SPECIFICATION	9 LPM - IS : 1945 40 LPM - IS : 13386 180 LPM - IS : 13386	9 LPM - IS : 10204 90 LPM - IS : 13386 180 LPM - IS : 13386	1.2, 1.5, 18 Kgs - IS : 2171 25.5 & 70 Kgs - IS : 10566	1.2, 1.5, 18 Kgs - IS : 13449	1.2, 1.5, 18 Kgs	2.5, 5, 10, 15, 20 & 45 Kgs IS : 10276
METHOD OF OPERATION प्रयोग करने का तरीका						
EXTINGUISHING AGENT / PRINCIPLE OF EXTINGUISHING	Water Cooling	Foam Blanketing	Dry Chemical Powder Blanketing	ABC Powder Blanketing	Halocarbon gas / FM 200 Gas Blanketing	Carbon Dioxide Gas Blanketing
Class of fire	Suitable in Fire involving wood & dry material					
A	 SUITABLE सही	 SUITABLE सही	 UNSUITABLE गलत	 SUITABLE सही	 SUITABLE सही	 UNSUITABLE गलत
B	 UNSUITABLE गलत	 SUITABLE सही	 SUITABLE सही	 SUITABLE सही	 SUITABLE सही	 SUITABLE सही
C	 UNSUITABLE गलत	 UNSUITABLE गलत	 SUITABLE सही	 SUITABLE सही	 SUITABLE सही	 SUITABLE सही
D	 UNSUITABLE गलत	 UNSUITABLE गलत	 SUITABLE सही	 UNSUITABLE गलत	 UNSUITABLE गलत	 UNSUITABLE गलत
 Electricity & Electrical Appliances	 UNSUITABLE गलत	 UNSUITABLE गलत	 SUITABLE सही	 SUITABLE सही	 SUITABLE सही	 SUITABLE सही

OPERATING YOUR FIRE EXTINGUISHER


PULL THE PIN


AIM AT THE BASE


SQUEEZE TRIGGER


SWEEP

Remember:

- Test extinguisher before approaching the fire
- Keep low & approach with the wind at your back
- Back away, watching for rekindle



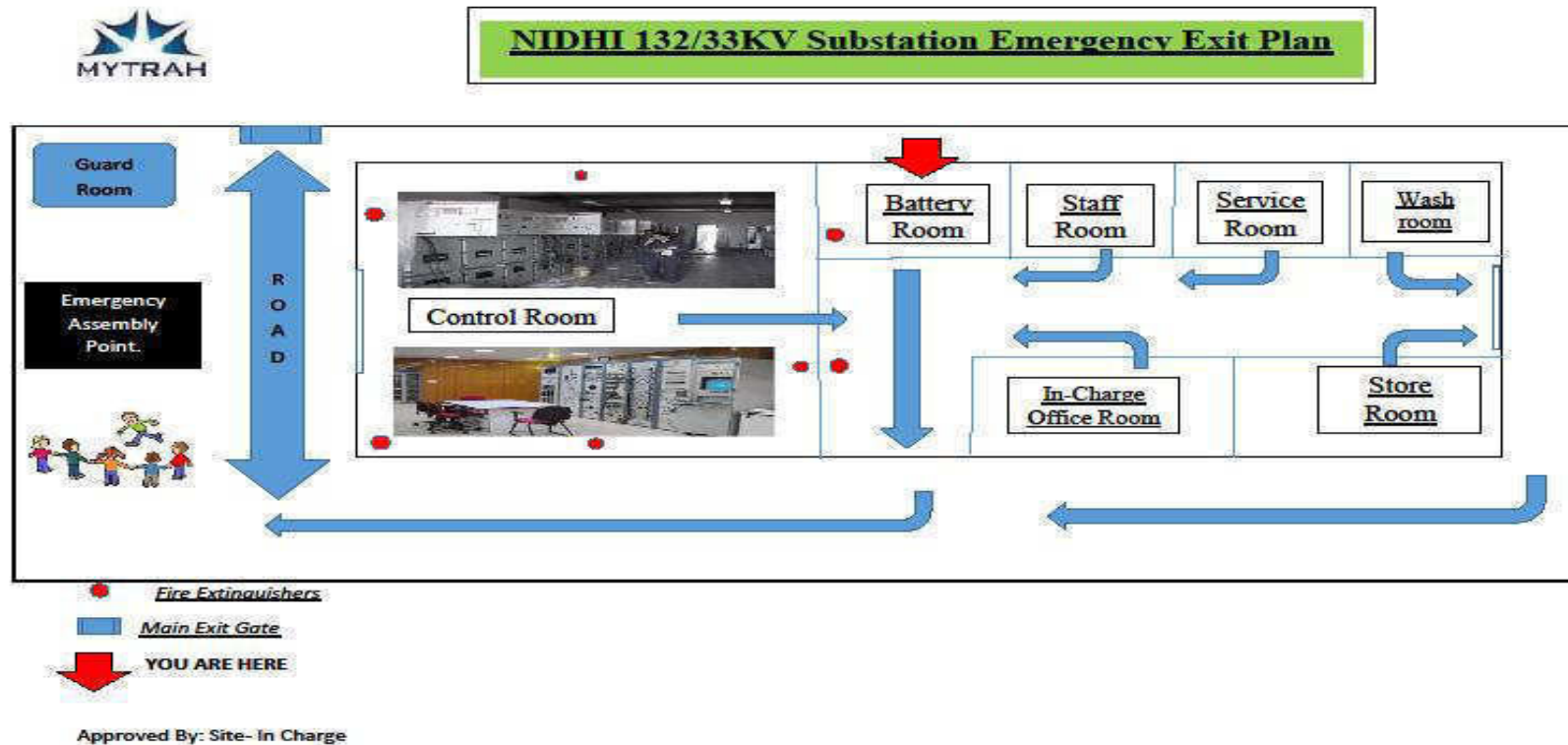
Emergency Evacuation & Fire

- ⚠ The Alarm
- ⚠ Exit Routes
- ⚠ Assembly points
- ⚠ Fire extinguisher points
- ⚠ Fire Prevention

- ✓ A site layout plan available.
- ✓ Know what the alarm sounds like on the site and how to raise it.
- ✓ Know the different routes (KEEP THEM CLEAR) that they may have to use to leave the site and where they should assemble for a role call.
- ✓ Ensure where fire fighting equipment is situated, everyone is trained to use any fire equipment and should only attempt to fight small fires, have a clear escape route and only after the alarm has been raised.



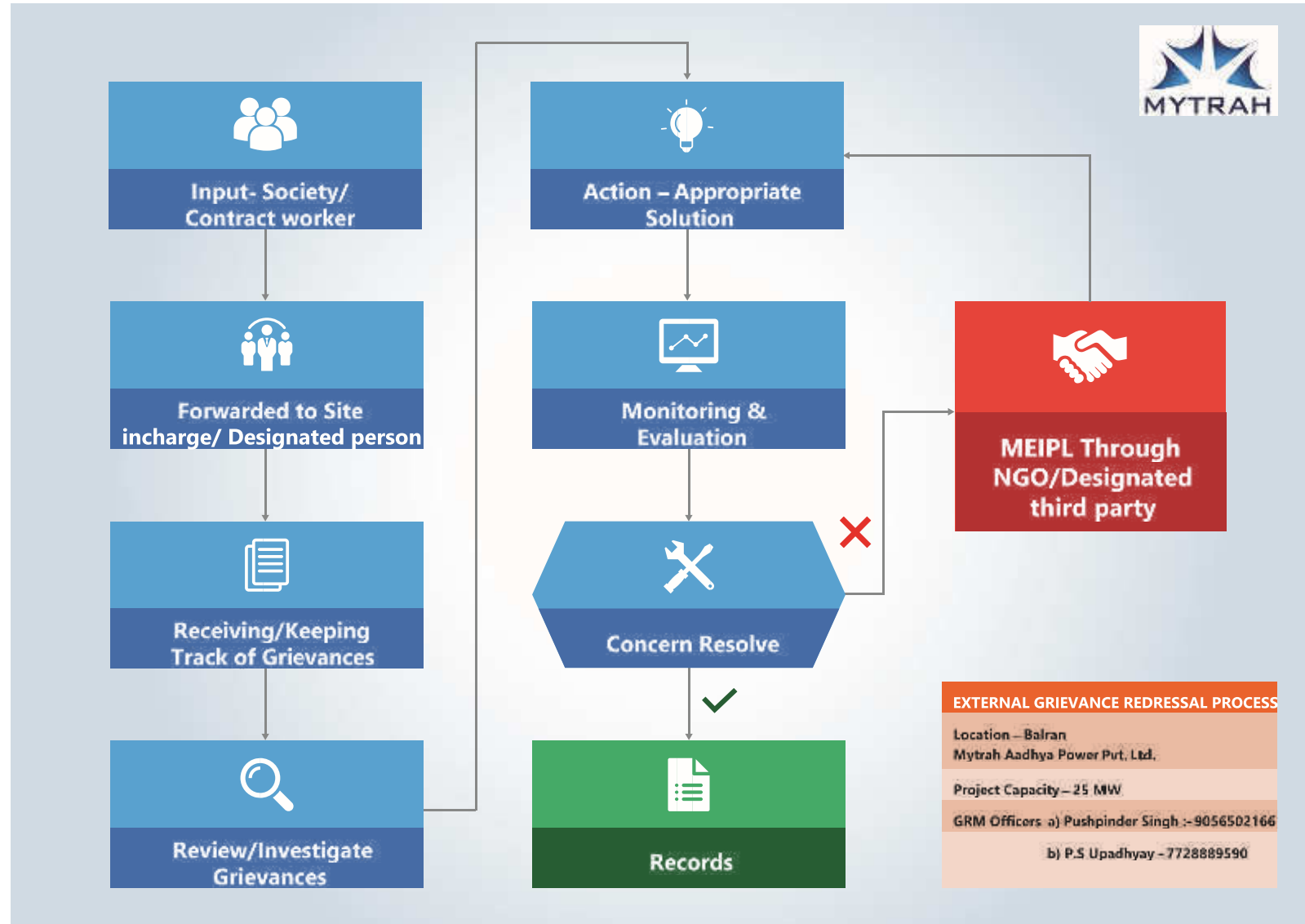
Emergency Evacuation & Fire



Note:- Emergency Exit Plan will depend on Site Specific Layout



Grievance Register Mechanism



Note:- GRM Officer will change as per Site & SPV



Accident Reporting



- Please report any on-site near-miss, accidents or dangerous occurrence to your supervisor or first aider.
- For any accident you will need to make an entry in the Accident/Incident book.
- It is for your benefit as well as others.
- If you require time off work due to any injury, you must inform your site supervisor.



Safety Videos



Feedback

		Customer/Visitor Feedback Form <small>(Doc No:MEIPL/QSHE/F69/ CVF/2018)</small>			
Locations : Name of the Visitor : Name of the Organization: City / State: E-mail: Mobile No: Contact No: Purpose Of Visit:					
	Excellent	Good	Average	Poor	Not Applicable
{1} Hospitality a. Over all service Satisfaction in respect to responsiveness & courteousness of team. <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> b. Satisfaction level while interacting with Mytrah Team. <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> c. Transportation/Accommodation/Food . <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>					
{2} QSHE & System a. Do our system meet the satisfaction of the Quality deliverables. <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> b. Is our Quality Assurance Services meet the current challenging standards with timeliness of deliverables. <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> c. Are our Internal process of IMS Audits/Inspection /Product Verifications fulfill the required standards <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> d. Please rate our Work Safety Environment and Work Safety Facility. <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> e. Please rate Mytrah and its stakeholders on QSHE Aspects /Impact /Risk being adequately taken care. <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>					

CONTROLLED

- Please provide with your valuable feedback/suggestion, which will help us in our journey of continual Improvement .



THANKS

- Please feel free to ask any questions you may have, before you sign your induction form.
- Thank you for your time and co-operation.





H. STAKEHOLDER ENGAGEMENT FRAMEWORK

H.1. Introduction

Stakeholder engagement is about building and maintaining constructive relationships over time. It is an ongoing process between a company and its project stakeholders that extends throughout the life of the project and encompasses a range of activities and approaches, from information sharing and consultation, to participation, negotiation, and partnerships. The nature and frequency of this engagement should reflect the level of project risks and impacts. The purpose of a Stakeholder Engagement Framework is to guide a company's strategy and program for development of dedicated stakeholder engagement plan(s) that will guide the company in engaging with stakeholders in a culturally appropriate manner as part of its project(s) implementation. The goal is to ensure the timely provision of relevant and understandable information by implementation of the developed stakeholder consultation plan. It is also to create a process that provides opportunities for stakeholders to express their views and concerns, and allows the company to consider and respond to them.

A typical structure of an applicable stakeholder engagement plan as developed for any project comprises of the following aspects based on the appropriate activities taken by project proponent throughout the project lifecycle:

- Regulatory, lender, company, and/or other requirements for consultation and disclosure
- Identification and prioritization of key stakeholder groups
- In-place strategy and timetable for sharing information and consulting with each of these groups
- Structured roles and responsibilities for implementing stakeholder engagement activities
- Describe how stakeholder engagement activities will be incorporated into a company's management system.

This framework broadly discusses the aforementioned aspects in detail in the following sections and details out how and what is encompassed within these respective aspects while developing any stakeholder engagement plan and undertaking stakeholder engagement as part of the projects social safeguard activities.

H.2. Key Definitions

A set of key terminologies used within this framework and their respective definitions have been provided in the following table.

Table H.1 Definition of key terms

S.No.	Terminology	Definition
1.	Affected Party	Stakeholders who are affected by the company or operation, both positively and negatively. Within this it is possible to distinguish between those that are directly affected and indirectly affected by the company or operation. Communication (with regard to stakeholders).
2.	Dialogue between MEIPL and affected or interested parties.	Communication is exchanging (giving and receiving) information. Communication enables MEIPL to convey the aspects, risks and opportunities of their operations, and to receive information from a range of stakeholder's concerns, questions, and suggestions shared in response.
3.	Consultation	Consultation is not the same as communication although both are two-way processes. Consultation is purposeful and deliberately



		seeks input from stakeholders in order to shape relations and the development of programmes. It involves the business, key individuals, organisations and groups affected by or interested in the development and outcomes of the issue/process being discussed. The aim is to ensure mutual understanding and for all parties to be able to manage decisions that have a potential to affect all concerned. A good consultation process needs to be supported by a strong communication programme.
4.	Interested Party	Persons or groups who, although not affected by the MEIPL or operations, have an interest in or influence over MEIPL and its operations.
5.	Operation(s)	A location or activity that is operated by MEIPL or any of its associate EPC contractors on assets having MEIPL's ownership.
6.	Records of communication / consultation	Records of communication / consultation may include key e-mails, letters, newsletters, memorandums, complaints, opportunities for improvement, records of distribution/attendance, records of formal and informal meetings and records of commitments. Note: the businesses need to identify communications that are critical to ensure avoidance of risks (both to community and employees).
7.	Representative Participation	Through stakeholder engagement all stakeholders and parts of society are represented and able to participate in dialogue with operations which they are directly impacted by or interested in.
8.	Stakeholder	Persons or groups that are directly or indirectly affected by a project as well as those that may have interests in a project and/or the ability to influence its outcome, either positively or negatively. This can refer to shareholders, lenders, employees, communities, industry, governments, and international third parties.
9.	Stakeholder engagement	An umbrella term encompassing a range of activities and interactions between MEIPL and stakeholders over the life of a project that is designed to promote transparent, accountable, positive, and mutually beneficial working relationships. Stakeholder engagement includes stakeholder identification and analysis, information disclosure, communication, problem/conflict anticipation and prevention, on-going consultation, formation of partnerships, construction of grievance resolution mechanisms, negotiated problem solving, employee involvement in project monitoring, regular reporting forums and procedures, and other related management activities.

H.3. Project Area Baseline

The initial step to any stakeholder engagement planning and implementation process is identifying the relevant project footprint area. MEIPL is required to establish as part of its impact assessment practices for any given project, the baseline of the project area and understand the local social context and setting. The baseline should take into considerations the following key aspects:



- Local demography
- Land use profile and background on the land footprint of the project
- Existing occupation and livelihood practices
- Health and education levels
- Local tribal and indigenous population groups (if any)
- Local religious and cultural practices (if any)
- Existing vulnerability and vulnerable groups (if any)
- Other agreed quality of life indicators
- Local economy and capital income of households
- Ownership of fixed and movable assets
- Access/arrangement/adequacy of physical infrastructure (road, electricity, drinking water, sanitation, telecommunication, etc.)
- Access/arrangement/adequacy of social infrastructure (education, health, credit sources, markets, skill development, play grounds, worship places, etc.)

Once the baseline has been established, the impact assessment process for the project identifies the various stakeholders that are likely to be affected or influenced by or because of the project. Stakeholder identification and analysis shapes simultaneously during the process of baseline development; in fact, it shapes the baseline development as well as gets informed by the baseline.

The identification and analysis of stakeholders have been explained in the following section.

H.4. Stakeholder Identification and Analysis

“Stakeholder Analysis” is the process of identifying the individuals or groups that are likely to affect or be affected by a proposed project, and sorting them according to their impact on the project and the impact the project will have on them. This information is then used to assess the way the interests of the stakeholders should be addressed in the project plan, policy, program, or other action.

The importance of such an analysis lies in the role played by such an understanding in the assessment of the social environment surrounding the project. It allows for the:

- Identification of the interests, concerns and potential risks surrounding the stakeholders, as well as conflicts of interests (if any).
- Identification of relations between stakeholders that may enable "coalitions" of project sponsorship, ownership and co-operation as well as the mechanisms which may have a role in influencing other stakeholders.
- Key groups/ individuals to be pin pointed who need to be informed about the project during the execution phase.
- Identifying stakeholders (those who are likely to have an adverse impact from the project) and taking appropriate measures to combat their influence.
- Generation of information essential to the planning, implementation and monitoring of the project.
- Development of a framework for participatory planning and implementation of various project activities, if any.

The identification of stakeholders and their inclusion in the decision-making process is thus essential in the process of prioritizing, analyzing and addressing issues; and in creating management systems and strategies to address the concerns/ expectations of the various stakeholders.



H.4.1. Stakeholder Profiling

A stakeholder is “a person, group, or organization that has a direct or indirect stake in a project/organization because it can affect or be affected by the Project/organization's actions, objectives, and policies”. Stakeholders thus vary in terms of degree of interest, influence, and control they have over the project. As part of the impact assessment study, these stakeholders must be identified.

The identified stakeholders who have direct impact on or are directly impacted by the project are known as **Primary Stakeholders**, those who have an indirect impact or are indirectly impacted are known as **Secondary Stakeholders**. Typical stakeholders that are relevant to MEIPL's projects or are typically influenced in solar or wind projects in India have been provided in **Table H.1** is not limited and other stakeholders.

Table H.1 Stakeholder Group Categorization

Stakeholder Groups	Primary Stakeholders	Secondary Stakeholders
Community	<ul style="list-style-type: none"> • Trunkey Contractors • EPC Contractors • Sub-contractors • Contractual Labourers under MEIPL (if applicable) • Contractual Labourers under Contractor • Land owners, land users, agricultural Labourers (if applicable) • Communities where project is located • Project Affected Families 	<ul style="list-style-type: none"> • Local community outside the immediate impact zone of the project • Non-government organizations, interest groups or other civil society groups
Institutional Stakeholders	<ul style="list-style-type: none"> • Gram Panchayats • Project investors 	<ul style="list-style-type: none"> • Village Institutions (schools, health centres).
Government Bodies	<ul style="list-style-type: none"> • Regulatory Authorities; • District Administration 	
Other Groups		<ul style="list-style-type: none"> • Other industries/projects • Other external influences

H.4.2. Stakeholder Mapping& Analysis

“Stakeholder mapping” is a process of examining the relative influence that different individuals and groups have over a project as well as the influence of the project over them. The purpose of a stakeholder mapping is to:

- Identify each stakeholder group;
- Study their profile and the nature of the stakes;
- Understand each group's specific issues, concerns, as well as expectations from the project that each group retains.
- Gauge their influence on the Project.

Based on such an understanding, every stakeholder engagement plan for a project categorises stakeholders into high influence/priority, medium influence/ priority and low influence/priority. The stakeholders who are categorized as high influence are those who have a high influence on the project or are likely to be heavily impacted by the project activities, and are thus high up on the project proponent's priority list for engagement and consultation. Similarly, the stakeholders categorized as medium influence are those who have a moderate



influence on the project or even though they are to be impacted by the project, it is unlikely to be substantial and is thus neither high nor low in the project proponent's list for engagement. On the other hand, the stakeholders with low influences are those who have a minimal influence on the decision-making process or are to be minimally impacted by the project and are thus low in the project proponent's engagement list. Kindly refer to **Table 1.3** for further details.

H.5. Stakeholder Engagement

H.5.1. Objectives of Engagement

The process of stakeholder engagement refers to the exchange of information, as well as communication with the stakeholders. The primary focus of such an engagement process is to allow for the project proponent and the stakeholders to develop a relationship based on mutual understanding and trust on issues of common interest. Such relationships are enabled by a better understanding of the stakeholders and their perspective on key issues. This in turn allows for informed decision making to take place through the generation of business intelligence, and the building of brand equity and reputation, developing and expanding markets or opportunities as well as avoiding and reducing risks.

This section outlines the how an engagement process should be outlined in a stakeholder engagement plan and the process for undertaking the engagement process with the stakeholders identified for the project.

H.5.2. Engagement & Consultation Process

The process of engagement and consultation in any project is a process which spans the entire lifetime of a project, from its inception to its closure. This process along with its modus operandi is crucial in safeguarding the project against any social risks by engaging the respective stakeholders during the various phases of the project lifecycle based on the significant needs. Some key principles that must be considered whilst devising an effective engagement and consultation process include:

- Providing meaningful information in a format and language that is readily understandable and tailored to the needs of the target stakeholder group(s)
- Providing information in advance of consultation activities and decision-making
- Disseminating information in ways and locations that make it easy for stakeholders to access it
- Respect for local traditions, languages, timeframes, and decision making processes
- Two-way dialogue that gives both sides the opportunity to exchange views and information, to listen, and to have their issues heard and addressed
- Inclusiveness in representation of views, including separate interviews or discussions with local women (keeping in view the local customs and done by female company staff or consultant), vulnerable and/or minority groups (if any)
- Processes free of intimidation or coercion
- Clear mechanisms for responding to people's concerns, suggestions, and grievances
- Incorporating feedback into project or program design, and reporting back to stakeholders, if the situation requires so.

H.5.3. Tools for Consultation

The methods recommended for the consultations and engagement with each stakeholder varies according to their profile. Some of the most common tools of engagement and consultation are discussions, consultations, and meetings. These modes of engagement can be undertaken in the forms of groups or at individual levels. These serve the purpose of allowing the project proponents to gain an understanding of the viewpoint of the other stakeholders



involved in a project regarding the functioning of the project, the implementation of various provisions in the project. These modes of engagement also provide the stakeholder with an opportunity to be involved in the formulation and implementation of the various strategies and plans while allowing them to voice their concerns or suggestions pertaining to the project.

Some of the common tools being used are:

- One of the most forms of undertaking these consultations and discussions is that of **Focus Group Discussions** and **Semi-structured and Structured Interviews**. A Focus Group Discussion (FGD) refers to a discussion carried out amongst a group of people (6-8) from a similar background/profile on a specific topic while being guided by a moderator. The primary purpose of such discussions is to gather an insight into the thought process of the group regarding an issue. The FGDs to be undertaken for this project are to be undertaken with the Gram Panchayats and the vulnerable communities. This method would thus allow for the collective opinion of these groups to be captured and assessed. This method of consultation is imperative for the vulnerable groups because, in the present scenario; consultations with the entire community have an attached risk of the dominant group's views being propagated. Hence, to ensure that not only the vulnerable groups are provided with an opportunity to voice their opinions but also the issues/concerns pertaining to them specifically receive adequate attention, focus group discussions are to be undertaken.
- Apart from FGDs, general discussions with either the community or individual representatives are also undertaken as part of the engagement process. Discussion with the gram panchayats is important to allow for the proper formulation of development plans. The need for focused discussions lies in the fact that due to the vast mandate of the gram panchayat, clear agendas for meetings and discussions are required to ensure the meeting of the agenda of the meeting being held.
- Semi-structured interviews and checklists are also to be used as a method of inquiry in which a pre-determined set of open questions or check points are used to gather further information pertaining to specific themes or issues.
- Apart from these discussions and interviews, **Regular Open Meetings** and **Open Group Consultations** also serve as extremely important tools for community engagement. These meetings and consultations not only form a part of certain regulatory requirements (such as public hearing) but also serve as useful tools for gathering information from larger groups (for instance, attendance of the annual Gram Sabha meetings). These meetings and consultations typically involve a notification (to publicise the matter to be consoled upon) and a consultation (a two-way flow of information).

H.6. Methods of Consultation

For undertaking a consultation and engagement process with such a diverse set of stakeholders it is imperative to tailor the consultation process to each stakeholder's individual profiles, purpose, and objectives. This is so because the utilization of a common modus operandi for the all stakeholders and that too for the whole project duration may result in the failure of the engagement process in achieving its goals. Towards this end, the methods of consultation to be undertaken by the project proponent for the individual stakeholders are summarized in the table given below. While the consultations with the community are/will be carried out within the village boundaries, according to the convenience of the stakeholders involved, the consultations with the other stakeholders (district administration, governmental departments, political parties amongst others) should be carried out in the offices of the stakeholders as per the availability.

Table H.2 provides a sample summary of engagements which are required in a typical project lifecycle. It indicates the methodology on how these stakeholder consultations are accomplished.



Table H.2 Sample methods of Consultations and Engagement

s.no	Stakeholder	Stakeholder Category	Objective of Engagement	Stakeholder Influence	Methods of Consultation and Engagement	Frequency of Consultations and Engagement
1.	Sub-contractors	Primary Stakeholder	To appraise about labour working condition and EHS compliance	Medium	<ul style="list-style-type: none"> Periodic Meetings (for information dissemination, including information regarding labour laws, local employment opportunities, safety measures and discussions of grievances) as per the working duration, Information dissemination regarding welfare provisions for labourers, employment opportunities, grievances, EHS and CSR activities through notice board and display of key messages on billboard¹ 	<ul style="list-style-type: none"> Meetings and periodic reporting in the operations phase
2.	Contractual Labourers	Primary Stakeholder	To appraise about labour working condition	Medium	<ul style="list-style-type: none"> Information dissemination regarding welfare provisions for labourers, 	<ul style="list-style-type: none"> Open discussion as per the requirement but at least quarterly,

(1) ¹The information to be posted on the bulletin boards is to include information pertaining to the project activities and the time schedule for the same, safety norms and precautions mandatory in the project, CSR activities to be undertaken, local employment opportunities and any other announcements/information relevant to the sub-contractors and labourers.



s.no	Stakeholder	Stakeholder Category	Objective of Engagement	Stakeholder Influence	Methods of Consultation and Engagement	Frequency of Consultations and Engagement
					<ul style="list-style-type: none"> Grievance Redressal Mechanism (GRM) and EHS through notice board and display of key messages on billboard, Open interactions as and when required 	(when hired during the operations Phase)
3.	Gram Panchayats	Primary Stakeholder	For necessary information disclosure of SEP. As Part of GRM Ensured involvement in CSR activities and local procurement if required	High	<ul style="list-style-type: none"> Consultations, meetings (FGD and individual interview) and Discussions; Sharing of documents, if required, as part of the disclosure mechanism; Meetings as a part of the Grievance Redressal mechanism, if required; Attendance at Panchayat meetings and participation in CSR activities and agreements with communities documented in minutes of meetings 	<ul style="list-style-type: none"> As and when required; and As per the regulatory requirements
4.	Regulatory Authorities	Primary Stakeholder		High	<ul style="list-style-type: none"> Meetings and Discussions 	<ul style="list-style-type: none"> As per the regulatory