

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L65100DL1987GOI027265
2.	Name of the Listed Entity	Indian Renewable Energy Development Agency Limited
3.	Year of incorporation	1987
4.	Registered office address	Core 4A, 1st Floor India Habitat Centre, Lodhi Road, New Delhi, 110003
5.	Corporate address	3rd Floor, August Kranti Bhawan, Bhikaji Cama Place, New Delhi – 11 00 66
6.	E-mail	cmd@ireda.in
7.	Telephone	011-26717400
8.	Website	www.ireda.in
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	NSE and BSE
11.	Paid-up capital	26,87,76,47,060
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Sushant Kumar Dey 011-24347729 skdey@ireda.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services

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

	Description of main activity	Description of business activity	% of turnover of entity
1	Financial and Insurance Service	Other financial activities	100

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

S. no.	Product/Service	NIC Code	% of total turnover contributed
1	Other Credit Granting	65999	100

Note:

The NIC code is reported in line with the Board Resolution for adopting the 2004 version of NIC code for the Company.

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

Location	Number of plants	Number of offices	Total
National	1	10	11
International	0	0	0

19. Markets served by the entity:**a. Number of locations**

Location	Number
National (No. of States)	Pan India (28 States + 8 UTs)
International (No. of Countries)	0

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

Nil

b. A brief on types of customers

The Customers are any entity that avails financial assistance or services from the Company for Renewable Energy and Energy Efficiency projects. The Company serves the market throughout India. The key products of the Company include long term loans, medium term loans and short terms loans etc. for the entire Renewable Energy sector value chain. Customers of the Company include Private Sector Companies/Firms/LLPs, Central Public Sector Undertaking (CPSU), State Utilities - Discoms / Transcos / Gencos / Corporations and Joint Sector Companies.

IV. Employees**20. Details as at the end of financial year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	174	128	74	46	26
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees(D + E) *	174	128	74	46	26

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	1	1	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	1	1	100	0	0

* Including Board Level Executive

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	5	5	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	5	5	100	0	0
Differently Abled Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13
Key Management Personnel	3	1	33

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.98%	0.60%	3.57%	1.26%	0	1.26%	0	0	0
Permanent Workers	0	0	0	0	0	0	0	0	0

* Excluding superannuation

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

Sl. no.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
-	-	-	-	-

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No):

YES

ii. Turnover (in ₹) : 49,65,29,11,024

iii. Net worth (in ₹) : 85,59,42,54,277

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes For Citizen/ Consumer: https://www.ireda.in/citizen-charter Also through CPGRAM	13 (All through CPGRAMs)	Nil	Nil	5 (All through CPGRAMs)	Nil	Nil
Investors (other than shareholders)	Yes, bondholders can register their complaints/ grievances at the Company's email id: iredabonds24@ireda.in Also, bondholders have the option to directly reach out to the respective RTAs. The details of the RTAs and their email id can be found at the link: https://www.ireda.in/investor-service-cell	28	Nil	Timely redressal of all complaints	59	Nil	Timely redressal of all complaints

Stakeholder group from whom complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, Shareholders can register their complaints/ grievances at the Company's email id: equityinvestor2023@ireda.in; www.ireda.in/investor service cell	2246	4	All the Complaints (Including pending complaints) were suitably resolved in a timely manner	Nil	Nil	Nil
Employees and workers	Yes https://ireda.operations.dynamics.com/?cmp=irn&mi=HcmEmployeeSelfService Workspace	1	Nil		Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Not Applicable	Not Applicable					
Other (please specify)	Not Applicable						

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

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

Sl. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Climate Change	Risk	Physical risks to assets due to adverse impact of climate change may lead to operational challenges	As a key player in the RE sector and as a responsible financial institution, your Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate environment impacts, if any, of the projects funded. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, the Company works proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues.	Negative

Sl. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
2	Climate Change/ Decarbonization	Opportunity	As India's largest pure-play green financing NBFC, your Company is well positioned for the transition to a low carbon economy	As adverse impacts of climate change are increasingly becoming apparent, countries are coming together to develop mitigation and adaptation technologies which can ameliorate the impact of climate change. As India's largest pure-play green financing NBFC, your Company is positioned as the lender of choice for projects involving green and clean energy technologies. The ambitious GoI target for 500 GW non-fossil fuel installed capacity by 2030 requires significant investments which present a large market opportunity for your Company. Hence, the growth of decarbonization technologies in response to climate change present an attractive business opportunity.	Positive
3	ESMS Focus	Opportunity	The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by the Company on the environment and society at large	ESMS is a major pillar of Company's business strategy.	Positive
4	Customer Satisfaction	Opportunity	Customer satisfaction helps in building long-term relationships and business growth	<p>Your Company is committed to enhancing customer satisfaction and experience through a host of amenities offered to borrowers. Some of the key initiatives include:</p> <p>(1) Frequent borrower meetings chaired by the CMD to address borrower concerns towards updating policy and products.</p> <p>(2) Online Customer Portal that serves as a single point of contact for filing applications, uploading documentation, and receiving alerts. Borrowers can track the progress of their applications in real time and view any outstanding tasks or next steps via the Customer Portal.</p>	Positive

Sl. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
5	R i s k Management	Opportunity	Effective Risk Management can help identify risks and mitigate them in time. It will allow the Company to achieve immediate business objectives by addressing issues in the strategic planning stage, thereby leading to higher efficiency.	To effectively manage credit risk, market risk, liquidity risk, and operational risk, your Company has established a comprehensive policy framework. A Risk Management Committee, headed by an Independent Director, ensures independent risk oversight and focused risk management process. Your company's risk management framework is built upon a thorough comprehension of different risks, structured assessment and measurement procedures, and constant monitoring. Further, as risk taxonomies continue to evolve, the Risk Management approach is periodically revised under the Board's Oversight	Positive
6	Data Privacy/ Cyber Security	Risk	Given your Company's digital ways of working, cyber /information security is of critical importance	Your Company is ISO 27001:2013 certified and has an information and cyber security framework in place, wherein cyber risks are assessed and its mitigation is monitored and updated. The Information Security Council (ISC), IT Strategy Committee (ITSC) and Board of Directors review and approve any update on information and cyber security related matter / policies. IT Department is responsible for Company's information and cyber security, ensuring that policies and procedures are implemented effectively to safeguard sensitive information, mitigate cyber threats and protect the information assets. Plans for managing cyber security matters have been constituted like Cyber Crisis Management Plan (CCMP), to adapt / mitigate any Information and Cyber Security occurrences. Regular training and awareness sessions on information and cyber security are provided to employees and other stakeholders.	Negative
7	Digitalization	Opportunity	Digitization helps improve operational scalability & borrower centricity, via higher operational efficiencies, improved risk insights and effective management review	Your Company's digital ways of working helps streamline operations, improve the customer experience and boost our profitability. The Company's digital strategy has many facets, including scaling up our automation and analytics capabilities and incentivizing the use of digital channels through the life cycle of a loan. The IT systems help with several functions, including loan origination, credit underwriting, collections and customer service. As your Company's operations scale up, IT will unlock productivity and ease of doing business through its digitized processes such as automated case allocation and management mechanisms, autofill options for smoother customer onboarding, among others.	Positive

Sl. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
8	HR Practices – Our People	Opportunity	Employee well-being, diversity in workforce and attracting best talent is beneficial to your Company	<p>Your Company has a high-performance culture which is driven by highly motivated and competent employees. To optimize the potential human capital, your Company provides specialized training programs from various national and international institutes/ organizations, besides in-house training sessions.</p> <p>Further, to boost employee wellness, Yoga and Meditation sessions are conducted in offices daily, complemented by frequent health camps and sports events.</p> <p>Your Company ensures compliance with all directives and guidelines issued by the Government of India pertaining to the welfare of women employees.</p>	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.ireda.in/code-of-business-conduct-ethics	https://www.ireda.in/doc/csr/csr-policy.pdf	Available on Intranet / Accessible for all Employees	https://www.ireda.in/code-of-business-conduct-ethics	https://www.ireda.in/images/HTMLfile%20Rights%20Policy.pdf	https://www.ireda.in/doc/csr/csr-policy.pdf	https://www.ireda.in/images/HTMLfile%20Guidelines%20on%20Corporate%20Governance_26_08_2023-new.pdf	https://www.ireda.in/doc/csr/csr-policy.pdf	https://www.ireda.in/doc/information-security-policy-new.pdf

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 and ISO 27001:2013								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Being a Central Public Sector Enterprise, the operational and financial targets for the Company for financial year 2023-24 are fixed under the MoU guidelines of the Department of Public Sector Enterprises (DPE), Government of India. The MoU framework contains various parameters with marks allocated to each, aggregating to a maximum of 100. A number of compliances are also spelt out as part of the MoU, which carry negative marks for non-compliance. Total score achieved above 90 results in excellent rating. The MoU document is available at the following link https://www.ireda.in/images/HTMLfiles/MoU%202023%2024_Signed%20on%2021%208%202023.pdf								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company enters into Memorandum of Understanding (MoU) with its administrative Ministry, MNRE under the framework prescribed in MoU Guidelines issued by the Department of Public Enterprises (DPE). The MoU demarcates key performance parameters for the Company finalized in consultation with the Ministry of New & Renewable Energy (MNRE), Government of India and the performance of the Company is evaluated vis-à-vis the MoU parameters. The performance of the Company in terms of MoU signed under the guidelines of the DPE, Government of India for the financial year 2024 is excellent (provisional), subject to final evaluation by DPE. For the financial year 2022-23 MoU rating of the Company has been "Excellent".								
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) The Company strives to be a leader in expansion & transitioning renewable energy towards affordability, scalability & establishing sustainability in the country. We are a pioneering, participant friendly and competitive institution for financing and promoting self-sustaining investment in energy generation from Renewable Sources, Energy Efficiency and Environmental Technologies for sustainable development. The Company extends financial support to specific projects and schemes for generating electricity and / or energy through new and renewable sources and conserving energy through energy efficiency. The Company strives to provide efficient and effective financing in renewable energy and energy efficiency / conservation projects. As India's largest pure-play green financing NBFC, our Company has augmented its scope of operations to support new and emerging technologies such as green transmission, Energy Storage, E-mobility, Energy Efficiency, Smart Metering, Ethanol & Compressed Biogas production, etc. As a key player in the RE sector and as a responsible financial institution, The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorizes the projects based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, The Company works proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues. The Company endeavours to be compliant with global standards for our ESMS, as sustainability is at the core of our operations. Further, the Company also owns a 50 MW Solar PV plant at Kasaragod, Kerala which produces clean renewable energy leading to avoidance of 72577.10 Tonnes of CO2 for FY 24. Additionally, your Company's appraisal process for loans ensures that the required pollution and environmental clearances are obtained by its borrowers. The Company ensures that it is compliant with all the statutory and regulatory requirements and the appropriate reporting / filings in this regard are done timely without any lapse. The Company follows a well-defined procurement policy for procurement of goods and services. The IT infrastructure security and management systems are well deployed including disaster recovery. The HR Policies of the Company ensure holistic employee well-being and benefits, career progression, adequate training, safety and encouragement for women employees and well-defined grievance redressal mechanism, thus ensuring proper governance. These achievements exemplify your Comapny's dedication to integrate ESG principles into its operations and fostering a more sustainable future.									
Governance, leadership and oversight										
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes Director (Technical) Contact: 011-24347729 Email: dt@ireda.in								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board NGRBC principles relate to Environmental, Social & Governance (ESG) criteria; The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large) & the Company's Board processes, via various Committees, cover all relevant ESG requirements. The exact mapping of each principle with our established processes shall be carried out in due course.									Periodically as and when required Inputs from ESMS categorization are integral part of loan approval process.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board THE COMPANY ensures compliance with all statutory and regulatory requirements. The exact mapping of each principle with our established processes shall be carried out in due course									Periodically as and when required Statutory and regulatory compliance reviews from our internal audit and compliance assessment process are put up for Audit Committee for approval at designated intervals.								
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by
B o a r d o f Directors	9	Information Security, Orientation by DPE and Corporate Governance & Board Room Ethics	50
Key Managerial Personnel	12	Compliance Training by NSE, Various technical and financial topics including experiential learning, awareness and personal effectiveness trainings which are relevant for day-to-day work	100
E m p l o y e e s other than BoD and KMPs	55	Various technical and financial topics including experiential learning, awareness and personal effectiveness trainings which are relevant for day-to-day work	100
Workers	8	Various topics including awareness and personal effectiveness trainings	100

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not Applicable	Nil	Not Applicable	No
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not Applicable	Not Applicable		No
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies / judicial institutions
Not Applicable	

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

Yes. The Company prohibits all forms of bribery and corruption whether involving, but not limited to Government Officials or a Private Sector person or any other entity, whether directly or indirectly. The web link of the policy is as under:

[https://www.ireda.in/images/HTMLfiles/Anti%20Bribery%20and%20Anti%20Corruption%20\(ABAC\)%20 Policy.pdf](https://www.ireda.in/images/HTMLfiles/Anti%20Bribery%20and%20Anti%20Corruption%20(ABAC)%20 Policy.pdf)

Further, the Company follows procedures and norms of CVC regarding anti-corruption and anti- bribery and also the PIDPI Resolution (GoI Resolution on Public Interest Disclosure and Protection of Informers) relating to complaints for disclosure on any allegation of corruption or misuse of office wherein CVC is Designated Agency. Apart from the above, the Company has also adopted Whistle Blower Policy.

Also, the Company's Conduct, Discipline and Appeal (CDA) Rules define the code of conduct for all employees and recognizes acts of bribery, corruption, etc. as misconduct.

The Company also has a Policy for Prevention of Frauds, to provide a system for detection and prevention of fraud, reporting of any fraud that is detected or suspected and fair dealing of matters pertaining to fraud.

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

	FY 2023-24	FY 2022-23
Directors	NIL	
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints Received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints Received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

	FY 2023-24	FY 2022-23
Number of days of account payables	Not Applicable	

The company is dealing in Service Industry and not in manufacturing set-up. Hence, there is no procurement of Goods. For the service procured by the Company payments are generally made in 15 days from satisfactory completion of the work.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Nil	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)*	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.93%	7.35%
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

*The purchase does not include the payments made to related parties under contractual obligations.

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Applicable*		

*As per NGRBC definition - Value chain refers to both the supply chain as well as the value created by the distribution channel for end-use customers. It also includes business partners and those employed by value chain partners who may work out of their own premises.

As per Company's business model, there are no intermediaries/agency between The Company and its Customers (Borrowers) hence, value chain partner is reported as not applicable.

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

Yes. The Company has a Code of Business Conduct and Ethics for Board Members and Senior Management Personnel, which covers inter-alia the process of dealing with conflict of interests. The Policy is available at [https://www.ireda.in/doc/CODE_OF_BUSINESS_CONDUCT_AND_ETHICS\(3\).pdf](https://www.ireda.in/doc/CODE_OF_BUSINESS_CONDUCT_AND_ETHICS(3).pdf)

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

ESSENTIAL INDICATORS

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	100%	100%	Emissions of CO ₂ & other harmful gases avoided by purchasing e-vehicles of ₹ 71 Lakh in FY 2023-24 and ₹ 74 Lakh in FY 2022-23.

Note:
The Capex is for Procurement of Electric Vehicles

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

No. Considering the business activities of the Company, this question has limited applicability. As a NBFC, resources used by the Company are mainly limited to office establishment expenditure namely electricity, office supplies and communication or IT equipment. Being a NBFC, the Company is less resource-intensive in terms of material requirements. Despite the limited scope, the Company ensures responsible sourcing of all its material requirements. The Company promotes GeM portal (Government e-Marketplace) in its procurements and also promotes sourcing from MSE vendors. All procurement / sourcing of material and services is done as per the procedure defined in the Procurement Guidelines of the Company.

Further, the Company is financing Renewable Energy projects and requires all its borrowers to follow all applicable environmental norms, as a part of its loan disbursement conditions. Also, as a key player in the RE sector and as a responsible financial institution, The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged

in parallel with our loan appraisal process. During this process of screening, the Company work proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues.

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

Not Applicable, as the Company ensures responsible sourcing of all its material requirements. The Company promotes GeM portal (Government e-Marketplace) in its procurements and also promotes sourcing from MSE vendors. All procurement / sourcing of material and services is done as per the procedure defined in the Procurement Guidelines of the Company.

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

Not Applicable, as the Company is part of Service Industry and not in Industrial Set-up / Manufacturing. Given the nature of business and operations, the Company does not have material plastic waste, e-waste and other waste. Further, the Company does not have any hazardous waste.

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

No, as the Company is part of Service Industry and not in Industrial Set-up / Manufacturing.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/ Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

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

Not Applicable.

The Company is part of Service Industry and not in Industrial Set-up / Manufacturing. Being a NBFC categorized as IFC, the main products offered by the Company include rupee term loans, short-term and medium-term loans etc. to borrowers for schemes and projects in the entire Renewable Energy sector value chain.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Other Financial Services and Activities - Other Credit Granting	No significant social or environmental concern / risk is envisaged from	Not Applicable, as the Company is part of Service Industry and not in Industrial Set-up /Manufacturing. Being a NBFC categorized as IFC, the main products offered by the Company include rupee term

Name of Product / Service	Description of the risk / concern	Action Taken
	production or disposal of the Company's products / services	loans, short- term and medium-term loans etc. to borrowers for schemes and projects in the entire Renewable Energy sector value chain. As a key player in the RE sector and as a responsible financial institution, The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, The Company works proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues.

3. Percentage of Recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Not Applicable, as the Company is part of Service Industry and not in Industrial Set-up / Manufacturing. Being a NBFC categorized as IFC, the main products offered by the Company include rupee term loans, short-term and medium-term loans etc. to borrowers for schemes and projects in the entire Renewable Energy sector value chain. The percentage of recycled or reused input material used by the Company is negligible.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
-	-	-

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	1.558	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	Not Applicable, as the Company is part of Service Industry and not in Industrial Set- up / Manufacturing. Being a NBFC categorized as IFC, the main products offered by the Company include rupee term loans, short-term and medium -term loans etc. to borrowers for schemes and projects in the entire Renewable Energy sector value chain. The percentage of recycled or reused input material used by the Company is negligible

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.**ESSENTIAL INDICATORS****1. a. Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number	% (E/A) (E)	Number	% (F/A) (F)
Permanent employees											
Male	128	-	-	128	100	-	-	128	100	-	-
Female	46	-	-	46	100	46	100	-	-	-	-
Total	174	-	-	174	100	46	26	128	74	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*In lieu of Health Insurance, all permanent employees and workers are covered under Company's Medical Attendance Rules, which provides medical benefits covering treatment and hospitalization.

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

Category	Total (A)	% of employees covered by									
		Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number	% (E/A) (E)	Number	% (F/A) (F)
Permanent Workers											
Male	1	-	-	1	100	-	-	1	100	-	-
Female	0	-	-	0	0	0	0	-	-	-	-
Total	1	-	-	1	100	0	0	1	100	-	-
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*In lieu of Health Insurance, all permanent employees and workers are covered under Company's Medical Attendance Rules, which provides medical benefits covering treatment and hospitalization.

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.17	0.16

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	Not Applicable					
NPS	100	100	Yes	100	100	Yes
PRMS	100	100	No	100	100	No
Benevolent Fund	100	100	Yes	100	100	Yes
EL / HPL	100	100	No	100	100	No

3. Accessibility of workplaces

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

Yes, IREDA office premises are accessible to differently abled visitors, with elevators and ramps, wheelchair accessible restrooms. Further, the corporate website of the Company complies with World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) 2.0 level AA. This will enable people with visual impairments access the website using assistive technologies, such as screen readers. The information of the website is accessible with different screen readers, such as JAWS, NVDA, SAFA, Supernova and Window-Eyes. Further information about the same can be accessed at <https://www.ireda.in/screen-reader>

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

Yes. The Company has Diversity, Equity and Inclusion policy. The Company aims to create an inclusive workplace where all gets equal opportunity for sustainable growth. The Policy can be accessed at

[https://www.ireda.in/images/HTMLfiles/Diversity%20Equity%20%26%20Inclusion%20\(DE%26I\)%20Policy.pdf](https://www.ireda.in/images/HTMLfiles/Diversity%20Equity%20%26%20Inclusion%20(DE%26I)%20Policy.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Not Applicable	
Female	100%	100%		
Total	100%	100%		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, detailed grievance redressal mechanism is in place. It is available on the intranet of the Company. Grievance Redressal Committee Meetings are held every quarter and grievances are addressed expeditiously through well-defined procedures.
Other than Permanent Workers	No
Permanent Employees	Yes, Detailed grievance redressal mechanism is in place. It is available on the intranet of the Company. Grievance Redressal Committee Meetings are held every quarter and grievances are addressed expeditiously through well-defined procedures.
Other than Permanent Employees	No

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Nil					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	Total (A)	FY 2023-24				FY 2022-23				
		On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Male	128	128	100	128	100	117	117	100	117	100
Female	46	46	100	46	100	43	43	100	43	100
Total	174	174	100	174	100	160	160	100	160	100
Workers										
Male	1	1	100	1	100	1	1	100	1	100
Female	0	0	0	0	0	0	0	0	0	0
Total	1	1	100	1	100	1	1	100	1	100

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

	FY 2023-2024			FY 2022-2023		
	Total (A)	No. (B)	% (B/ A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	128	128	100	117	117	100
Female	46	46	100	43	43	100
Total	174	174	100	160	160	100
Workers						
Male	1	1	100	1	1	100
Female	0	0	0	0	0	0
Total	1	1	100	1	1	100

10. Health and safety management system:

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

The Company is part of Service Industry and not in Industrial Set-up / Manufacturing. Though a formal management system is not there, but Occupational Health & Safety is given utmost importance in the Company. For the well-being of our employees, we undertake holistic wellness initiatives. We have yoga and fitness facilities within office premises and meditation routines are scheduled daily for all employees. Free Medical camps / Health check-ups, Daily In person Doctor availability, Ayurveda Therapies, Daily Yoga & Meditation sessions/ Fully furnished gym ensures that all employees are covered under health & safety improvement measures.

In cases of hospitalization, hospitals are empanelled to facilitate smooth cashless treatment to employees and dependent family members. We have instituted a post-retirement medical scheme for our retired employees where they are allowed to avail in-patient treatment in empanelled hospitals.

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

Not Applicable, as the Company is part of Service Industry and not in Industrial Set-up / Manufacturing except the 50 MW Solar PV plant of the Company, Operation & maintenance of which is outsourced to third party. Revenue from the 50 MW Power plant contributes <1% of the total revenue of the Company. Company's work profile is majorly office based wherein limited hazards are prevailing with minimal risk involved.

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

Not Applicable, as the Company is part of Service Industry and not in Industrial Set-up / Manufacturing. Company's work profile is majorly office based wherein limited hazards are prevailing with minimal risk involved.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes

For the well-being of our employees, we undertake holistic wellness initiatives. We have yoga and fitness facilities within office premises and meditation routines are scheduled daily for all employees. Free Medical camps / Health check-ups, Daily In person Doctor availability, Ayurveda Therapies, Daily Yoga & Meditation sessions/ Fully furnished gym ensures that all employees are covered under health & safety improvement measures. Meditation sessions are part of official work activity for all the employees of the Company.

In cases of hospitalization, hospitals are empanelled to facilitate smooth cashless treatment to employees and dependent family members. We have instituted a post-retirement medical scheme for our retired employees where they are allowed to avail in-patient treatment in empanelled hospitals.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked)	Employees Workers	Nil	Nil
Total recordable work-related injuries	Employees Workers		
No. of fatalities	Employees Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers		

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

For the well-being of our employees, we undertake holistic wellness initiatives. We have yoga and fitness facilities within office premises and meditation routines are scheduled daily for all employees. Free Medical camps / Health check-ups, Daily In person Doctor availability, Ayurveda Therapies, Daily Yoga & Meditation sessions/ Fully furnished gym ensures that all employees are covered under health & safety improvement measures. Meditation sessions are part of official work activity for all the employees of the Company.

In cases of hospitalization, hospitals are empanelled to facilitate smooth cashless treatment to employees and dependent family members.

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

	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

14. Assessments for the year:

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

Company's Office locations are in buildings where all National Building Codes (NBC) provisions are to be followed by Lessor / service management companies.

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

Not applicable, as the Company's work profile is majorly office based wherein limited hazards are prevailing with minimal risk involved.

LEADERSHIP INDICATORS**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, the Company provides economic rehabilitation scheme and benefits under PRMS in case of death to eligible dependents of permanent employee & permanent workers.

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

*As per NGRBC definition - Value chain refers to both the supply chain as well as the value created by the distribution channel for end-use customers. It also includes business partners and those employed by value chain partners who may work out of their own premises.

As per Company's business model, there are no intermediaries/agency between the Company and its Customers (Borrowers) hence, value chain partner is reported as not applicable.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Not Applicable, as the Company is a CPSE, and follows employment norms of DPE in cases of retirement or termination of employment. The Company also provides post-retirement medical benefits and other welfare measures to its retired employees.

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable.

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

Essential Indicators

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

The Company has mapped its internal and external stakeholders through Stakeholder Mapping Exercise carried out amongst Senior Level Employees in the Organization. Internal stakeholders include employees and staff of the Company; and external stakeholders include equity shareholders, bondholders, creditors, bankers and borrowers from both public and private sectors, Governmental bodies and regulatory authorities including State Government(s), Reserve Bank of India, Ministry of Corporate Affairs, Securities and Exchange Board of India, Stock Exchanges etc.

Stakeholders relationship committee has been constituted in accordance with the applicable provisions of the Companies Act, 2013. The Company organizes physical and virtual stakeholder meetings on periodic basis which provides borrowers with the opportunity to directly interact with Company's senior management to highlight any concerns, in a transparent manner.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customer	No	Email/SMS/Website/ Letters/ Telephone/ Virtual and Physical Borrower Meets	Borrower Meets - periodically	Aspects like day-to-day operations, information gap in loan application, suitability of Company's services, time taken for sanction/ execution of loan, resolution of customer issues etc. are covered

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email/SMS/Website/ Letters/ Telephone/ Virtual and Physical Meets	As and when required.	Communication of financial results, adoption of financial statement and transaction of ordinary and special business from time to time. Addressing requests/ grievances of shareholders from time to time.
Bondholders	No	Email/SMS/Website/ Letters/ Telephone	As and when required.	Allotment, Interest Servicing, Redemption Payment, Bond Certificate/ Demat Credit. Addressing requests/ grievances of bondholders from time to time
Vendors	No	Email/SMS/Website/ Letters/ Telephone /GeM, Tender Wizard and other portals of Government	As and when required.	Vendor Development

Leadership Indicators

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

As a key player in the RE sector and as a responsible financial institution, the Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, we work proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues. Inputs from ESMS categorization are integral part of loan approval process.

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

As a key player in the RE sector and as a responsible financial institution, the Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, The Company works proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues. ESMS was finalized by taking inputs from various Multilateral Development Banks (MDBs), also a detailed workshop was conducted to familiarize the borrowers on the workings of the ESMS.

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

The Company is registered on GeM (Government e-Marketplace), Sambandh, Samadhan and TReDS (Trade Receivables Discounting System) portals of the Government of India (GoI) and all offices of the Company, including regional offices, are effectively using the same. The Company also promotes procurement from MSEs & women entrepreneurs and extends certain facilities in its procurement procedures to registered MSEs. It is also noteworthy, that there was no complaint against the Company regarding delay in payments or any other grievance by any MSE vendor, on Government of India's Samadhan portal during the year.

PRINCIPLE 5 : Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	174	174	100	160	160	100
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	174	174	100	160	160	100
Workers						
Permanent	1	1	100	1	1	100
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	1	1	100	1	1	100

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	128	NA	NA	128	100	117	NA	NA	117	100
Female	46	NA	NA	46	100	43	NA	NA	43	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	1	NA	NA	1	100	1	NA	NA	1	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

* All permanent employees are paid remuneration as per the guidelines of DPE which are higher than the minimum wages

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary /wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	7231198	Nil	Nil
Key Managerial Personnel	2	7231198	1	2538955
Employees other than BoD and KMP	126	2320297	45	2280811
Workers	1	2463089	Nil	Nil

Notes:

1. The above schedule includes only permanent employees and permanent worker including median wages paid during the financial year 2023-24.
2. Remuneration/salary/wages includes allowances are on the basis of gross pay. Further, it excludes employer's contribution towards PF, Gratuity, NPS, various reimbursements given to employees for e.g. uniform, entertainment, conveyance etc.
3. The above remuneration is paid in line with the guidelines issued by the DPE in this regard.
4. The Company has not given any stock options during the financial year 2023-24.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	25.65	27.57

Notes:

1. The above schedule includes only permanent employees and permanent worked including median wages paid during the financial year 2023-24.
2. Remuneration/salary/wages includes allowances are on the basis of gross pay. Further, it excludes employer's contribution towards PF, Gratuity, NPS, various reimbursements given to employees for e.g. uniform, entertainment, conveyance etc.
3. The above remuneration is paid in line with the guidelines issued by the DPE in this regard.
4. The Company has not given any stock options during the financial year 2023-24.

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

Grievance Redressal Mechanism is in place for both public as well as employees in the Company. The process is online for Company's employees. Grievance Redressal Committee Meetings are held every quarter and grievances are addressed expeditiously through well-defined procedures.

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

	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NA	NA	NIL	NA	NA
Discrimination at workplace	NIL	NA	NA	NIL	NA	NA
Child Labour	NIL	NA	NA	NIL	NA	NA
Forced Labour/ Involuntary Labour	NIL	NA	NA	NIL	NA	NA
Wages	NIL	NA	NA	NIL	NA	NA
Other human rights related issues	NIL	NA	NA	NIL	NA	NA

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

Pursuant to the Whistle Blower Policy of the Company, necessary mechanism has been put in place to provide protection to the complainant, wherever required. The Whistle Blower Policy is available on the website of the Company.

The Company believes that a sustainable organization rests on the foundation of ethics and respect for human rights. The Company ensures diversity and equal opportunities in workplace and upholds that career advancement is based on talent and performance.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights requirements form part of our business agreements. To protect the human rights of employees, The Company has adopted employee-oriented policies, in line with general laws and sound ethical practices. Human rights requirements form part of our Loan Agreements with Borrowers

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

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

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

Not applicable

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

Not Applicable

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

Not Applicable

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, IREDA office premises are accessible to differently abled visitors, with elevators and ramps, wheelchair accessible restrooms. Further, the corporate website of the Company complies with World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) 2.0 level AA. This will enable people with visual impairments access the website using assistive technologies, such as screen readers. The information of the website is accessible with different screen readers, such as JAWS, NVDA, SAFA, Supernova and Window-Eyes. Further information about the same can be accessed at <https://www.ireda.in/screen-reader>

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Not Applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

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

ESSENTIAL INDICATORS

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	1521892800000	1534100400000
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	1521892800000	1534100400000
From non-renewable sources		
Total electricity consumption (D)	3000867840000	2234792340000
Total fuel consumption (E)		
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	3000867840000	2234792340000
Total energy consumed (A+B+C+D+E+F)	4522760640000	3768892740000
Energy intensity per rupee of turnover		
(Total energy consumed / Revenue from operations)	91	108
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)		
(Total energy consumed / Revenue from operations adjusted for PPP)	Not Applicable	
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

Not Applicable

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

Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	6720	4941

Parameter	FY 2023-24	FY 2022-23
(iii) Third party water	115.03	115.84
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6835	5056
Total volume of water consumption (in kilolitres)	6835	5056
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Not applicable	
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		

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

No, as the Company is a financial institution (Service industry) where the Company do not have substantial water usage.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)	Not applicable	
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Not Applicable, as the Company is a financial institution (Service industry) where the Company has no substantial emissions (effluent, air emissions etc.)

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

Not Applicable as the Company is a financial institution (Service industry) where the Company has no substantial emissions (effluent, air emissions etc.)

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NO _x	Not applicable		
SO _x			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

No, as the Company is a financial institution (Service industry) where the Company has no substantial emissions (effluent, air emissions etc.)

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	899.53	749.59
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000000181	0.0000000215
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	Not Applicable

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

Not Applicable as the Company is a financial institution (Service industry) where the Company has no substantial emissions (effluent, air emissions etc.).

The Company owns a 50 MW Solar PV Plant generating clean power, which leads to avoidance of ~72577.10 Tonnes of CO₂ for FY24.

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

Yes, the Company owns a 50 MW Solar PV Plant generating clean power, which leads to avoidance of ~72577.10 Tonns of CO₂ for FY24.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Applicable	Not Applicable
E-waste (B)	1.558	Nil
Bio-medical waste (C)	Not Applicable	Not Applicable
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	Not Applicable	Not Applicable
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	Not Applicable	Not Applicable
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Not Applicable	Not Applicable
Total (A+B + C + D + E + F + G + H)	1.558	Not Applicable
Waste intensity per rupee of turnover. (Total waste generated / Revenue from operations)	0.00	Not Applicable
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total waste generated / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Waste intensity in terms of physical output	Not Applicable	Not Applicable
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Not Applicable	Not Applicable
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations	Not Applicable	Not Applicable
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable

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

No, as the Company is a financial institution (Service industry) where the Company has no substantial emissions (effluent, air emissions etc.).

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

Disposal of old, un-serviceable & obsolete IT equipment, identified as e-waste, is done through registered recyclers/ re-processors under Central Pollution Control Board, Government of India and State Pollution Control Committee/ Board by following the procedure defined under Company's disposal guidelines.

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

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

The Company is an NBFC with pan-India operations. Its registered and corporate office is in New Delhi. The Company has branch offices which are located in State capitals. Offices of the Company are not located in ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

As a key player in the RE sector and as a responsible financial institution, the Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, your Company work proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues. The Company requires the borrowers to submit Environmental and Social Impact Assessment (ESIA) in line with Company's ESMS for relevant categories of projects & also those sectors/ projects which mandatorily require the same as per prevailing Govt. rules and regulations.

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

Specify the law / regulation/ guidelines which was not complied with	Provide details of the non- compliance Any fines /penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable		

As a key player in the RE sector and as a responsible financial institution, the Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, we work proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues. The Company mandates all borrowers to fulfil applicable environmental regulations.

Leadership Indicators

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

Not Applicable.

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

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover		
(Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – specify level of treatment		
(v) Others		
- No treatment		
- With treatment – specify level of treatment		
Total water discharged (in kilolitres)		

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

No

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

Not Applicable.

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No, as the Company is a financial institution (Service industry) and has no substantial emissions (effluent, air emissions etc.). Further the Company's customers are producing clean Renewable Energy and have no substantial emissions (effluent, air emissions etc.). The Company prefers meeting in Virtual Mode so as to avoid Business Travel resulting in emission reduction.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along- with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along- with summary)	Outcome of the initiative
1	Energy Efficient Building, 50 MW Solar PV Plant, use of E- Office for reducing usage of Paper in Offices & purchase of E-vehicles for official usage by the Company	<p>Company's Offices located in India Habitat Centre and NBCC Complex in New Delhi are designed to be energy efficient and comply with National Building Code requirements.</p> <p>Further, your Company owns 50 MW Solar PV plant at Kasaragod, Kerala which produces clean and renewable energy, resulting in reducing ~72577.10 Tonnes of CO₂ for FY24.</p> <p>For minimizing paper consumption, the Company uses 'E-office' system in all its offices across the country. The Company's Business centre in NBCC Building, Kidwai Nagar is a paperless office. The Company has actively used remote working methods through secure IT systems and processes, especially after onset of the pandemic, for ensuring business continuity while taking precautions for the health of its employees.</p> <p>For avoiding emissions of CO₂ & other harmful gases during official commute by employees the Company has procured and is using e-vehicles.</p>	Further, 50 MW Solar PV plant has been installed at Kasaragod, Kerala which produces clean and renewable energy. Resulting in reducing ~72577.10 Tonnes of CO ₂

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

Yes. The Company's Business Continuity Management Policy sets out a framework which enables Company to respond to internal and/or external threats and proactively work out a way to prevent, if possible, and manage the consequences, that could affect

Company's business objectives, operations and infrastructure. This policy is based on Risk Assessment and Business Impact Analysis. Further, in order to comply with Company's Information Security requirements, the Business Continuity Management Policy includes the continuity of Information Security as well.

The aim of the Business Continuity Management Policy is to protect the interests of the Company and its internal and external stakeholders by establishing a business-owned and business driven strategic and operational framework, which proactively ensures Company's ability to detect, prevent, minimise and where necessary, deal with the impact of disruptive events and/or anticipated risks identified within the context of Risk Assessment.

Business Continuity Policy is available on Company's Intranet.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable, as the Company is a financial institution (Service industry) where Company has no substantial emissions (effluent, air emissions etc.) and provides finance to clean energy projects. Hence there is no adverse impact to the environment. Further, the Company owns a 50 MW Solar PV Plant generating clean power, which leads to avoidance of 72577.10 Tonnes of CO₂ for FY24.

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

As a key player in the RE sector and as a responsible financial institution, The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, we work proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues. The Company mandates all borrowers to fulfil applicable environmental regulations.

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

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations:

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

Sl. no.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Standing Conference of Public Enterprises (SCOPE)	National
2	IBA – Indian Bank Association	National
3	World Energy Council – India	National
4	Central Board of Irrigation and Power	National
5	PHD Chamber of Commerce & Industry	National
6	Confederation of Indian Industries	National
7	Power Foundation	National

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

No adverse orders were passed from regulatory authorities.

Name of the Authority	Brief of the case	Corrective action taken
Not Applicable		

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
-	-	-	-	-	-

The Company is a nodal agency for MNRE schemes such as Central Public Sector Undertaking Scheme, Phase-II (Government Producer Scheme); National Bioenergy Program; National Programme on High Efficiency Solar PV Modules under PLI scheme, Tranche-I; and Generation-Based Incentive (GBI) Scheme

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable	Not Applicable	Not Applicable	<p>The Company is not directly involved in activities related to land acquisition (for Company's 50 MW Kasaragod Solar project the entire land is Govt. Land).</p> <p>As a key player in the RE sector and as a responsible financial institution, The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, the Company works proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues</p>	Not Applicable	Not Applicable

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

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

- 3 Describe the mechanisms to Receive and redress grievances of the community.

Grievance Redressal Mechanism is in place for both public as well as employees in the Company. The process is online for the Company employees. Grievance Redressal Committee Meetings are held every quarter and grievances are addressed expeditiously through well-defined procedures. Further, the Company has a notified Citizen's Charter to ensure transparency which is available on the Company's website.

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

	FY (2023-24)	FY (2022-23)
Directly sourced from MSMEs/small producers	39.88%	76.64%
Directly from within India	100%	100%

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

Location	FY (2023-24)	FY (2022-23)
Rural	Nil	Nil
Semi-Urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	<p>27 new personnel have joined Company's workforce during FY 2023-24. The new hires range from Executive-Trainees to General Manager Level across various functions like Technical, Finance, Legal and Company Secretariat. Location: New Delhi</p> <p>The wages paid to new recruits is ~8 % of the total wages.</p>	<p>16 new personnel have Company's workforce during FY 2022-23. The new hires range from Executive-Trainees to General Manager Level across various functions like Technical, Finance, Legal HR, and Company Secretariat. Location: New Delhi</p> <p>The wages paid to new recruits is ~7% of the total wages.</p>

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NIL	Not Applicable

2. Provide information on CSR projects undertaken by your entity in designated aspirational districts as identified by Government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1	Uttar Pradesh	Chandauli	3,84,57,180
2	Uttar Pradesh	Balrampur	4,33,46,390

In addition to the CSR expenditure in designated Aspirational District (as per the request of District Administration), The Company has also incurred an expenditure of Rs. 28,52,325 in Aspirational District Kalahandi in Odisha and Rs. 1,89,56,000 in Aspirational District Siddharthanagar in Uttar Pradesh.

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

The Company follows the Government Policy for procurement of goods and services through MSEs (25%) SC/ST MSEs (4%) and women MSEs (3%) as percent of total procurement of goods and services. The Company strives to achieve these targets in all its procurement. It is noteworthy that the bifurcation of procurements from SC, ST and women entrepreneurs, mainly depends on the claims lodged by vendors, on which the Company has no control.

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

The Company follows the Government Policy for procurement of goods and services through MSEs (25%) SC/ST MSEs (4%) and women MSEs (3%) as percent of total procurement of goods and services. The Company strives to achieve these targets in all its procurement. It is noteworthy that the bifurcation of procurements from SC, ST and women entrepreneurs, mainly depends on the claims lodged by vendors, on which the Company has no control.

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

The Company follows the Government Policy for procurement of goods and services through MSEs (39.88%) SC/ST MSEs (1.19%) and women MSEs (22.32%) as percent of total procurement of goods and services. The Company strives to achieve these targets in all its procurement. It is noteworthy that the bifurcation of procurements from SC, ST and women entrepreneurs, highly depends on the claims lodged by vendors, on which the Company has no control.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

Not Applicable, No intellectual property owned by the Company.

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired(Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

No adverse orders were passed in relation to intellectual property related disputes.

Name of the authority	Brief of the case	Corrective action taken

6. Details of beneficiaries of CSR Projects:

Sl. no.	Purpose of CSR Funding	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Financial assistance for the estimated total cost of Rs. 3,84,57,180 for Procurement and installation of the following equipment in Aspirational District- Chandauli, Uttar Pradesh, under CSR Fund of IREDA: <ul style="list-style-type: none"> 83 units of 5 kW Solar PV systems (off-grid) and 90 units of 50 LPH RO water vending Machines to be installed in Government Health Centers/ Hospitals. 1 unit of 3 kW Solar PV systems (off-grid) along with a 50 LPH RO water vending Machine to be installed in Jawahar Navodaya Vidyalaya, Bairath. 	12,450	100
2	Financial assistance for the estimated total cost of ₹2,87,04,770 to Kendriya Bhandar for supplying medical equipment in Govt. Hospitals, Desk Bench in Govt. Schools, Beds, Tables and Chairs in Govt. Girls Hostel in Balrampur Aspirational District, Uttar Pradesh	1,500	100
3	Financial assistance of estimated cost of Rs. 16.02 Lakh to M/ s SVAR, Lucknow for conducting ten (10) Health, Sanitation & Hygiene Awareness Camps for children/ students in Lucknow, Uttar Pradesh	1,000	100
4	Financial assistance for the estimated total cost of Rs. 80,00,000 (inclusive of taxes) for the procurement and installation of 200 kWp Solar PV Rooftop Grid Connected System at Jayadev Memorial Rashtrottana Hospital of Rashtrottana Trust in Bengaluru, Karnataka	30,000	100
5	Financial assistance for the estimated total cost of Rs. 25,00,000 (inclusive of taxes) for imparting Emergency Response Training to 5200 beneficiaries by M/ s Aim Achievers Education Society in Bhopal, Madhya Pradesh	5,200	100
6	Financial assistance for the estimated total cost of Rs 30,85,225 (inclusive of taxes) for providing Healthcare to 325 Nos. Beneficiaries i.e. Women/Girls in Rural areas of Khekra Block in Baghpat and Loni Block in Ghaziabad District (U.P.) by M/s The Golden Village Foundation, Baghpat, Uttar Pradesh	325	100
7	Financial assistance of estimated cost of Rs. 1,41,82,875/- for Solar based irrigation systems and other agricultural practices to reduce distress migration in three (03) tribal Villages, Block- Mandvi, District- Surat, State Gujarat	1,174	100

Sl. no.	Purpose of CSR Funding	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
8	Financial assistance of estimated cost of Rs. 28,52,325/- for supply & installation of Solar Streetlights in villages of the GPs & supply of Solar Power systems, furniture & other educational materials in schools of both Gram Panchayats of Aspirational District of Kalahandi, Odisha, under CSR Fund of IREDA.	10,000	100
9	Financial assistance of estimated cost of Rs. 59.94 Lakh to M/s Connect to Andhra, Planning Dept., Government of Andhra Pradesh for carrying out installation of Solar Street Lighting systems in 42 villages of Machilipatnam Parliamentary Constituency, Machilipatnam, Krishna District, Andhra Pradesh	25,000	100
10	Financial assistance for the estimated total cost of Rs. 189.56 Lakh to M/s Uttar Pradesh Small Industries Corporation (UPSIC), Gorakhpur for carrying out installation of 1000 Nos. Solar Street Lighting systems in Siddharthnagar Parliamentary Constituency, Aspirational District Siddharthnagar, Uttar Pradesh	16,000	100
11	Assistance for ease of transit of Senior Citizens & Physically Challenged Persons visiting the heritage city of Puri along with different tourist spots by donating 5 no. of BOVs (6 Seated) & 5 no. of BOVs (11 Seated) to Shree Jagannath Temple Administration, Puri	62,000	100
12	Financial assistance of estimated cost of Rs. 25,93,962 for supply & installation of Solar LED Street Lights in 33 villages within the two blocks of Bisoi and Saraskana along with Govt. ITI Karanjia, Mandua Campus within Mayurbhanj District Odisha	20,000	100
13	Financial assistance of revised estimated cost of ₹32,40,000/- (Rupees Thirty- Two Lakhs and Forty Thousand Only) for providing health care facilities via deployment of e-Mobile Health Clinics across 9 blocks under the District Buxar - Bihar	20,000	100
14	Financial assistance for the estimated total cost of Rs. 1,46,41,620 to UPSIC Ghaziabad for supply and installation of Solar PV Systems in Govt. Schools / Hostels and Govt Health Centers in Balrampur Aspirational District, Uttar Pradesh	6,000	100

Sl. no.	Purpose of CSR Funding	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
15	Operational expenses of two Mobile Medical Van running the "Therapy on Wheels" Program by Samphia Foundation, in Himachal Pradesh for serving Children with Disabilities	1,500	100
16	Sanction of one-time contribution of Rs. 1,00,00,000/- for "PARAM PROJECT: Science, Technology & Innovation Skill Development Centre' in FY 2023- 24 to Janaseva Trust, Channenahalli, Bengaluru, Karnataka	0	0

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

ESSENTIAL INDICATORS

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

The Company has developed the Fair Practices Code (FPC) for its lending operations based on the RBI guidelines, which intends to provide assurance to all the borrowers of the Company's commitment to fair dealing and transparency in its businesses transactions. The Board of Directors periodically reviews the status of compliance of Fair practices code. The same is available on Company's Website and web link is as under:

https://www.ireda.in/images/HTMLfiles/FPC_Doc_26%2008%202023.pdf.

For the FY24, no complaints were received under the Fair Practices Code.

The Company also has in place a system wherein the customer feedback form is available on Company's website for our borrowers covering aspects like suitability of Company's services, time taken for sanction/execution of loan, resolution of customer issues etc.

Regular Borrower Meets are organized for taking feedback from Borrowers. The feedback is analyzed, reviewed and necessary corrective action is taken wherever required.

2. Turnover of products and/ services as percentage of turnover from all products/service that carry information about

The Company offers various financial products and services to promote renewable energy projects in India. These products and services primarily aim to facilitate the development and deployment of renewable energy technologies such as solar, wind, biomass, and hydroelectric power. The Company's Customers are any entity or individual that avails financial assistance or services from the Company for renewable energy projects. The key products of the Company include long term loans, medium term loans, short terms loans etc. for the entire power sector value chain. Customers of the Company include Private Sector Companies/ firms/LLPs, Central Public Sector Undertaking (CPSU), State Utilities - Discoms/ Transcos/ Gencos/ Corporations and Joint Sector Companies. The Company per se doesn't deal in products / manufacturing sector.

Overall, Company's products and services play a crucial role in promoting renewable energy deployment in India, which has significant environmental benefits. By supporting the transition to clean and sustainable energy sources, the Company contributes to mitigating climate change, reducing air and water pollution, conserving natural resources, and fostering sustainable development.

The necessary terms & conditions and other legally binding clauses w.r.t. Environment and Social aspects of the Company funded plants, Safety and responsible usage and safe disposal etc. are incorporated in the Terms & Conditions and loan documentation in each case.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Not Applicable	Nil	Nil	Not Applicable	Nil
Advertising	Nil	Not Applicable	Nil	Nil	Not Applicable	Nil
Cyber-security	Nil	Not Applicable	Nil	Nil	Not Applicable	Nil
Delivery of essential services	Nil	Not Applicable	Nil	Nil	Not Applicable	Nil
Restrictive Trade Practices	Nil	Not Applicable	Nil	Nil	Not Applicable	Nil
Unfair Trade Practices	Nil	Not Applicable	Nil	Nil	Not Applicable	Nil
Other: Consumer Cases	Nil	Not Applicable	Nil	Nil	Not Applicable	Nil

4 Details of instances of product Recalls on account of safety issues:

The Company offers various financial products and services to promote renewable energy projects in India. These products and services primarily aim to facilitate the development and deployment of renewable energy technologies such as solar, wind, biomass, and hydroelectric power. The Company per se doesn't deal in products / manufacturing sector.

	Number	Reasons for Recall
Voluntary Recalls	Nil	Nil
Forced Recalls	Nil	Nil

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

Yes

The Company has a comprehensive risk management policy which essentially covers cyber security and related aspects. The policy is an internal document of the Company available on its intranet.

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

Not Applicable as Nil issues are reported.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches Nil
- Percentage of data breaches involving personally identifiable information of customers Nil
- Impact, if any, of the data breaches Nil

LEADERSHIP INDICATORS

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

The Company is a NBFC offering various financial products and services to promote renewable energy projects in India. These products and services primarily aim to facilitate the development and deployment of renewable energy technologies such as solar, wind, biomass, and hydroelectric power. Company's Customers are any entity or individual that avails financial assistance or services from the Company for renewable energy projects. The key products of the Company include long term loans, medium term loans, short terms loans etc. for the entire power sector value chain. Customers of the Company include Private Sector Companies/ firms/LLPs, Central Public Sector Undertaking (CPSU), State Utilities - Discoms/ Transcos/ Gencos/ Corporations and Joint Sector Companies.

The product portfolio, interest rates and related information for customers is available on the Company's website <https://www.ireda.in/detailed-financing-norms>

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

As a key player in the RE sector and as a responsible financial institution, The Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate the impacts, if any, of the projects funded by us on the environment and society at large. The Company carries out environment and social screening of eligible projects and categorize these based on severity of impact envisaged in parallel with our loan appraisal process. During this process of screening, we work proactively in partnership with the energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues.

The Company also conducts various Lecture Series, Stakeholder consultations, celebrates Swachhata Abhiyaan to educate various stakeholders like employees, customers, community at large.

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

Business Continuity Management Policy sets out a framework which enables the Company to respond to internal and/or external threats and proactively work out a way to prevent, if possible, and manage the consequences, that could affect Company's business objectives, operations and infrastructure. This policy is based on Risk Assessment and Business Impact Analysis. Further, in order to comply with Company's Information Security requirements, the Business Continuity Management Policy includes the continuity of Information Security as well.

The aim of the Business Continuity Management Policy is to protect the interests of the Company and its internal and external stakeholders by establishing a business-owned and business driven strategic and operational framework, which proactively ensures Company's ability to detect, prevent, minimise and where necessary, deal with the impact of disruptive events and/or anticipated risks identified within the context of Risk Assessment.

The Company also has in place a system wherein the customer feedback form is available on Company's website for our borrowers covering aspects like suitability of Company's services, time taken for sanction/execution of loan, resolution of customer issues etc.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes

The Company is a NBFC offering various financial products and services to promote renewable energy projects in India. These products and services primarily aim to facilitate the development and deployment of renewable energy technologies. Being a NBFC, it is ensured that adequate disclosures of all its financial products offered are made to its borrowers/customers and to its investors through the corporate website www.ireda.in. The website also includes information of various Govt. Schemes.

The Company also has in place a system wherein the customer feedback form is available on Company's website for our borrowers covering aspects like suitability of Company's services, time taken for sanction/execution of loan, resolution of customer issues etc.

Regular Borrower Meets / interaction programs are organized by IREDA for taking feedback from Borrowers. The feedback is analysed, reviewed and necessary corrective action is taken wherever required.