

# SUSTAINABILITY REPORT

FY 2022-23



## About the Report

This is Fourth Partner Energy Private Limited's (hereinafter referred to as "FPEL") 4<sup>th</sup> annual sustainability report. It informs about FPEL's operations and value created for stakeholders.

Annual sustainability report for FY 19-20, FY 20-21 and FY 21-22 are available at Company's website: [Fourth Partner Energy Impact Reports](#).

### **Reporting Framework**

The non-financial disclosure has been prepared in reference with the Global Reporting Initiative (GRI) Standards and aligns with the United Nations Sustainable Development Goals (UNSDGs).

### **Reporting Boundaries**

The qualitative and quantitative non-financial information given in this report pertains to FPEL's business in India, Sri Lanka, Vietnam, and Bangladesh. Geographical or operational coverage of sustainability related data is specified in the respective sections of the report.

It does not include sustainability related data for FPEL's subsidiaries, and joint ventures.

### **Reporting Period**

This report covers non-financial performance of the Company from April 01, 2022, to March 31, 2023.

### **Restatements**

The reporting scope for some of the non-financial impact areas have been expanded based on the market drivers, value enablers and social commitments during the year. These have been elaborated in the respective sections of the report.

### **Management Responsibility Statement**

The management of FPEL acknowledges its responsibility in ensuring the integrity, transparency and accuracy of information presented in this report. The management also confirms that the report addresses all business-critical material issues pertaining to the organisation and its stakeholders and communicates the organisation's ability to pursue prospects and mitigate risks.

### **Contact Details**

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# FY 22-23 Key Highlights

# FY 22-23 Key Highlights



**1350 MWp**  
Total Portfolio Managed



**283 MWp**  
Capacity Added (Executed)



**720 GWh**  
Clean and Green Energy Produced



**96%**  
Grievance Resolution



**99%**  
Sourcing from Local Suppliers



**09**  
FTE for ESG Performance



**182 MT**  
Solar Power Plant Waste Recycled



**2819**  
Total Green Jobs Generated



**40**  
Suppliers Evaluated on ESG Criteria

**04** Meeting  
**04** Hours by ESSG Committee Services

**04** Meeting  
**06** Hours by Management Level (M-Com) EHS Committee

**103** Meeting  
**103** Hours by On-site EHS Committee



**1,889,700**  
Total Man Hours



**100%**  
Safe Man Hours



**0**  
Fatality at workplace

**18,77,590** Metric tons of CO<sub>2</sub>-eq emissions avoided  
Equivalent to the emissions of the equivalent capacity of fossil fuel plants

**4351968** Cubic Meters of M<sub>3</sub> of Water usage averted by installing and operating PV Plants

Equivalent capacity of fossil fuel plants.

**8,51,67,998**  
Total Equivalent Trees Planted per Year



**15%**  
Gender Ratio



**1%**  
Gender Pay Gap



**18%**  
Employee Turnover Rate

\*Environmental Data derived through Empirical Formulas



## Messages from FPEL

**Vivek Subramanian & Saif Dhorajiwala**  
Co-Founders

*“India is pioneering a new model of economic development that could avoid the carbon-intensive approaches that many countries have pursued in the past – and provide a blueprint for other developing economies. Its aim to reach net zero emissions by 2070 and to meet fifty percent of its electricity requirements from renewable energy sources by 2030 is a hugely significant moment for the global fight against climate change.”*

*Achieving net zero is not just about reducing greenhouse gas emissions. India’s energy transition needs to benefit its citizens, and well-designed policies can limit the potential trade-offs between affordability, security and sustainability”.*

This powerful statement by Fatih Birol, ED, International Energy Agency and Amitabh Kant, former CEO at Niti Aayog captures India’s responsibility and predicament in ensuring the need for immediate, impactful Climate Action, while keeping a just and harmonious transition in focus. It reflects India’s confidence in the ability to balance economic growth and environmental conservation. At Fourth Partner Energy, we similarly believe it does not have to be one versus the other when it comes down to the planet and profitability.

However, given the global ramifications of Climate Change, we also believe the ‘time is NOW’ to deepen our impact. The latest IPCC report on Climate Change has outlined that to limit temperature rise to 1.5°C, global emissions will have to be reduced by 43% by 2030 and at least 60% by 2035, when compared to 2019 levels. The World Economic Forum has referred to 2023 as the year of ‘Polycrisis’ with challenges like food shortage, access to energy and climate change at an inflection point.

India is reeling under the effects of climate change. In 2023, the country experienced its hottest February in over 12 decades. It is amongst the countries that face the highest risk from climate change related events like heat waves, cyclones and displacement. Given this scenario, FPEL is even more committed to ensuring we scale up our efforts towards accelerating energy transition in a ‘just’ manner reflecting the ethos of our firm.

In 2022-23, we have increased the clean energy quotient of over a hundred businesses across India and SE Asia – where we work with corporates to maximise their renewables consumption and get them to RE100 in the fastest, most economical manner. Our installed capacity has grown from 950+ MWp to 1.35 GWp of renewable energy assets. We also commissioned our first Wind Solar Hybrid project at Gondal in Gujarat, delivering low-cost, low-carbon electricity to the State’s industries.

We look forward to the coming fiscal which will script a new chapter owing to the government’s push for RE ISTS (Inter State Transmission System) projects and are readying our 600 MW ISTS project in Karnataka for commissioning soon. Apart from a strong pipeline for on-site solar pan-India, we are developing wind and solar parks across Tamil Nadu, Karnataka, Maharashtra and Uttar Pradesh. Keeping the robust investment climate and market potential in mind, FPEL has revised upwards its 2025 target from an installed asset base of 3 GW to 3.5 GW.

Through the past year, our ESG team has led the entire organisation to focus more on ESIA, waste management, enterprise level risk management, grievance redressal mechanisms and embrace frequent inspections and audits. Over the next few pages, you will read about how we have embraced innovation at FPEL and tightened environmental stewardship across offices and project sites: We have sharpened our reporting of resource efficiency, water and energy conservation, scope 1 and scope 2 emissions disclosures across major hubs and have also initiated inventory of GHGs at an asset level. We have taken significant strides to ensure a more diverse, inclusive, women-centric workplace that nurtures talent and diligence above all else.

We are proud to say that our learnings on the ESG front have been many this past year – through systematic identification of risks, gaps in practices, incorporation of preventive & corrective measures, increasing training and enhancing focus on health, safety and employee welfare. In line with the framework of a ‘Just Transition’ and leaving no one behind – we have focused on local jobs creation & reskilling at our project sites. During the reporting period, we have also successfully

executed community development programs targeting infants, children and women at Government Schools & anganwadis in Maharashtra, and plan to execute similar programs in Tamil Nadu and Karnataka in the next year, details of which are published in the report.

As we set out to script the next chapter in FPEL’s growth story, we are very aware that it is no longer enough for corporates to embrace sustainable practices – it needs to be embedded in the core of operations. As we double up our efforts to delivering value to all our stakeholders,

we are also committed to ensuring we leave behind a greener, cleaner planet for future generations. We thank you for being an integral part of our journey and look forward to your sustained support in the years to come.

Regards,  
Saif Dhorajiwala & Vivek Subramanian



## Messages from FPEL

**Anders Blom**

Nominee Director,  
Norfund &  
Chairperson, ESSG Committee

Dear reader,

It is my pleasure to welcome you back to the Annual Sustainability Report of Fourth Partner Energy Private Limited. For new readers, this is the third time we are compiling this report and as usual we are making it available to all our stakeholders, or Fourth Partners. Our ambition with this report is to be fully transparent and communicate our progress on our non-financial parameters. Not only does it provide us with an opportunity to assess ourselves, but equally important for all our stakeholders to scrutinize our business and its activities. Every activity that we do, be it large or small, shall be able to withstand that test.

The past year has been characterized by high activity levels and growth as the company continues its mission to service corporates and industries with renewable power. To deliver on that, we have added over 120 new employees and continue to focus closing the gender pay gap, currently at 1%. The high growth has faced us with some challenges to increase our gender diversity, that now stands at 15%, down from 18% the previous year. We produced

a total of 720 GWh of clean power during the past year and made sure that each and every one of our employees and suppliers got home safely after work.

The Board’s ESSG Committee has continued its work in providing oversight and guidance on the direction of the company’s performance. During the past year we have followed up and implemented a stronger Land Acquisition Policy, initiated revision of Environmental and Social Management System to include wind projects, international activities, and community development projects across all our Open Access plants.

As you read through this report, I welcome you to provide feedback. Both related to our performance as well our reporting. What can we do better or are missing? Please do feel free to reach out and provide comments.

Sincerely,  
Anders Blom



## Messages from FPEL

**Brajesh Sinha**

Head - People and Processes

Dear Partners,

As the Head of People and Processes at Fourth Partner Energy Private Limited (FPEL), I am delighted to present this fourth annual sustainability report prepared in reference with the GRI standards. I congratulate all fourth partners for the same and take this opportunity to thank the Environmental, Safety, Social, and Governance (ESSG) Committee which stands as a beacon of FPEL’s commitment to environmental sustainability, safety, social responsibility, and excellence in corporate governance.

Under the broader ESSG umbrella, this Committee plays a pivotal role in cultivating a culture of sustainability within FPEL. Committed to upholding industry best practices, this committee ensures adoption of benchmarks for optimal resource consumption, energy efficiency, promotes diversity and inclusion, and facilitates the transformation of our organization into a responsible corporate citizen. Effective grievance redressal mechanisms have been integrated into our project processes to address concerns and feedback from stakeholders, ensuring their active engagement and satisfaction.

The Board of Directors proactively participates in the development of sustainability policies and commitments at FPEL. Their oversight extends beyond regular monitoring of policy implementation to ensure alignment with our core values. The data provided in the report exhibits our commitment to sustainability which is deeply ingrained in our business philosophy. Integration of Environmental and Social Impact Assessment (ESIA), in line with the International Finance Corporation (IFC) performance standards and Asian Development Bank (ADB) safeguard requirements (where necessary), into our planning and scheduling stages of solar, wind, and wind-solar hybrid open access/ISTS projects, underscores our dedication to prudent decision-making.

In addition, we have developed a robust stakeholder engagement framework. This framework fosters open and transparent communication with local communities, regulatory authorities, and other key stakeholders, ensuring their involvement in decision-making processes and the exchange of valuable insights. Our commitment to safety in all our endeavours is unquestionable. Our Emergency Response Planning includes comprehensive safety protocols, risk assessments, and contingency measures for our projects, continuously updated and enhanced to address any potential safety-related concerns, ensuring well-being of our employees, contractors, and the communities in which we operate.

Looking ahead, our long-term aspirations within the ESSG domain encompass a further reduction of our environmental footprint, enhanced community engagement, and a steadfast commitment to global sustainability standards. The ESSG Committee remains at the forefront of these endeavours, fostering collaboration across departments to drive innovation and positive change. We pledge transparency in our sustainability journey, with regular reporting of our progress.

I extend my heartfelt gratitude to the entire ESSG Committee, the Board of Directors, and all stakeholders for their unwavering dedication and support. Their passion for sustainability is driving meaningful change within our organization and in the communities we serve. We warmly invite you to share any feedback or suggestions you may have regarding our sustainability initiatives via email at [esg@fourthpartner.co](mailto:esg@fourthpartner.co). Your insights are invaluable as we continue to advance on our sustainability journey.

Thank you for your support and commitment to a sustainable future.

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# 1 About FPEL



Solar On-site Project

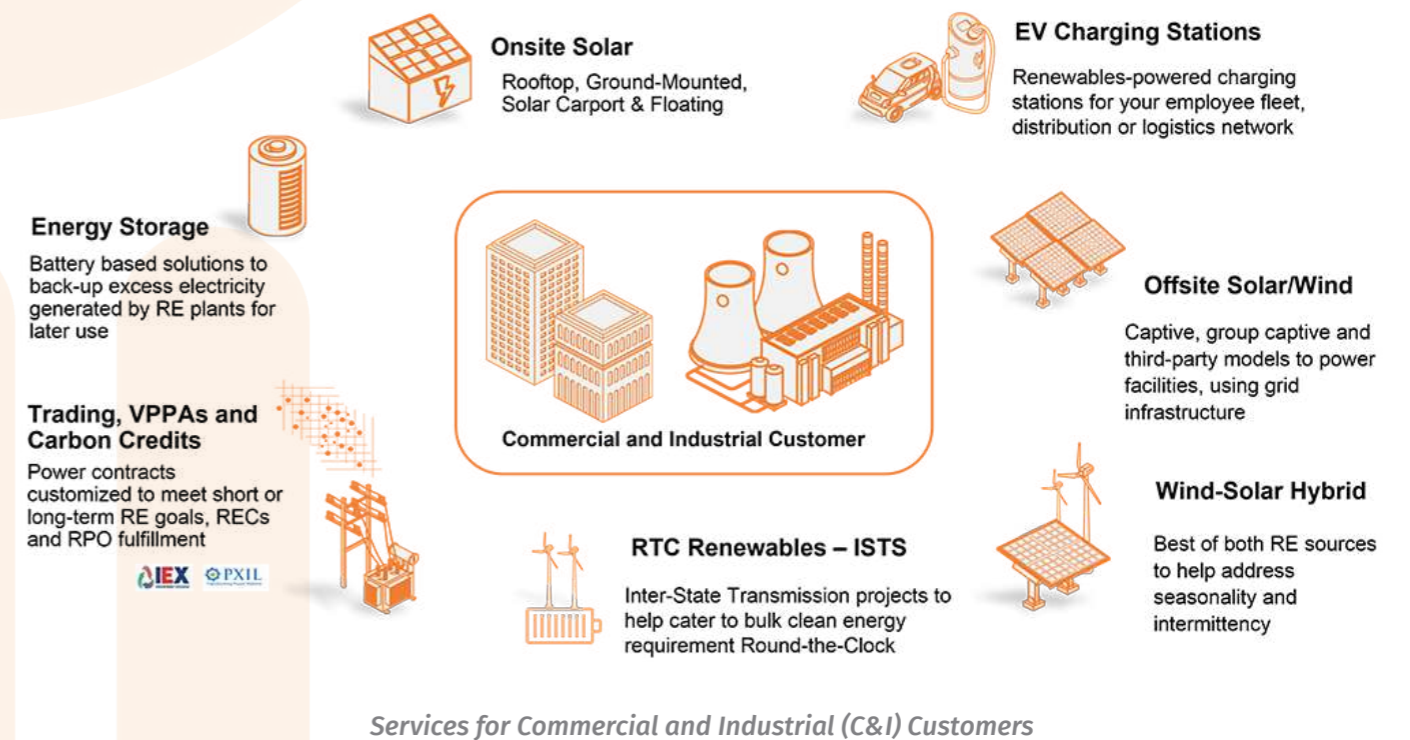
Fourth Partner Energy Private Limited (FPEL) is a renewable energy solution company. The company was founded in 2010, and began its journey as a rooftop solar engineering, procurement, and construction (EPC) services provider for Commercial and Industrial (C&I) customers.

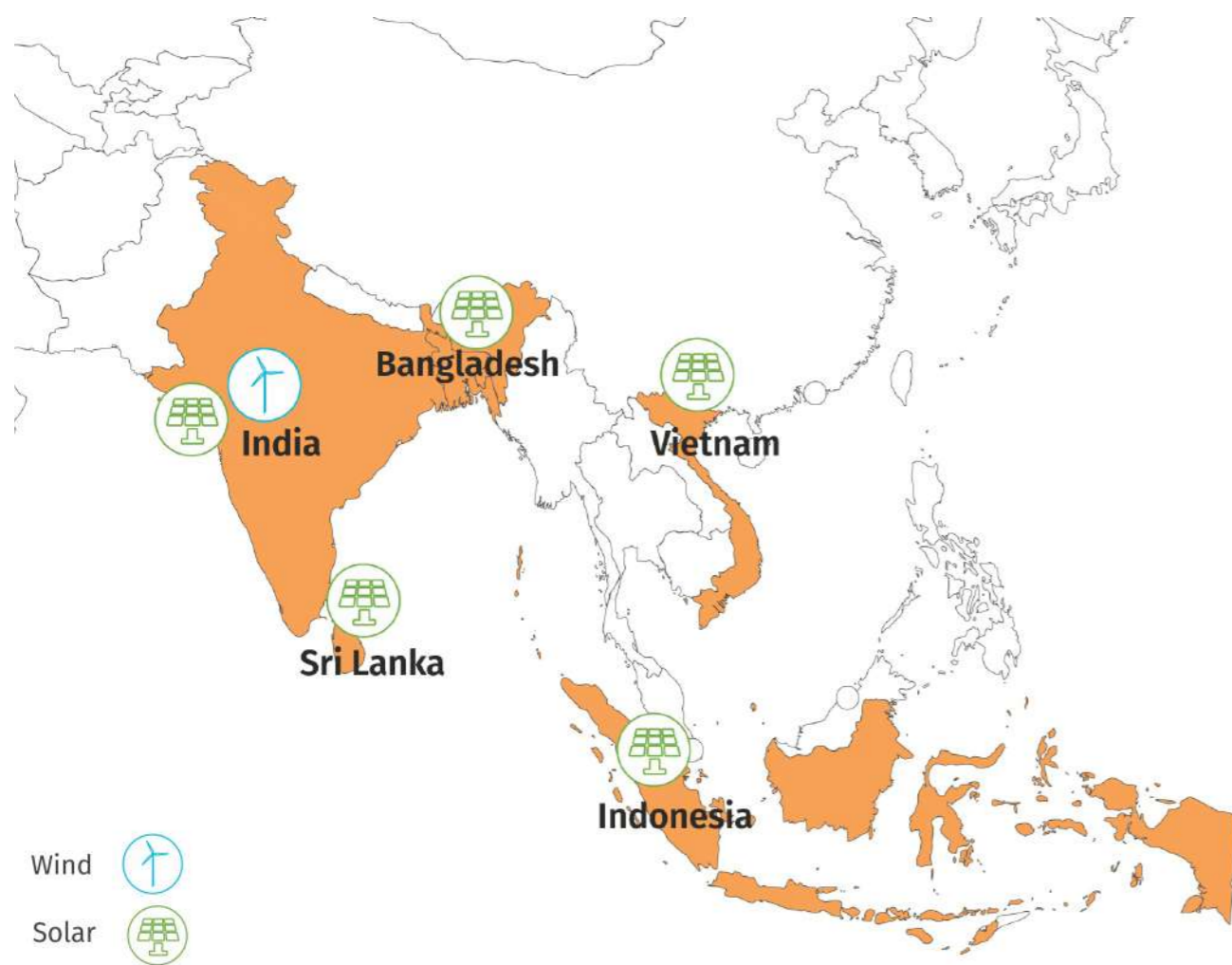
Over the last decade, FPEL has achieved a prominent leadership position in the Indian renewable energy industry and has strategically aligned with the Government of India's renewable energy promotion policies. In March 2023, FPEL had achieved a commissioned capacity of 850+ MWp across solar, wind, and solar-wind hybrid technologies, with an additional 500+ MWp under construction. FPEL is aiming for a cumulative commissioned capacity of 1500+ MWp In FY 2023-24 and FY 2024-25.

FPEL maintains a strong and expanding presence in the Energy as a Service ("EaaS") sector. FPEL

has operational presence in India, Vietnam, Indonesia, Bangladesh, and Sri Lanka. The operations are supported by head office in Hyderabad, India, and regional offices in Indian cities: Bangalore, Chennai, Mumbai, Pune, Delhi-NCR, Jaipur, and international offices in Vietnam, Indonesia, Bangladesh, and Sri Lanka.

FPEL offers end-to-end solar and wind energy solutions to commercial and industrial (C&I) businesses, with in-house expertise in energy analysis, evaluation, design, planning, procurement, construction, operation, maintenance, and financing of renewables infrastructure and allied services. The customized integrated solar and wind energy solutions include onsite and offsite solar and wind energy plants, energy storage, EV charging infrastructure, and energy trading..





**Geographical Presence**

\*Disclaimer: FPEL has presence in Indonesia through a joint venture with Indika Energy called 'PT-EMITS'.

## 1.1 Business Model

FPEL's commitment to a customer-centric value proposition positions the company to meet customers' growing energy needs and support them in achieving their sustainability objectives. FPEL's core competitive strengths lie in its market leadership, customer-centric approach, industry-leading Capex/EBITDA ratios driven by in-house execution and asset management capabilities, and a comprehensive range of service offerings, including digital analytics. FPEL takes pride in consistent leadership in both the Onsite and Open Access segments of the market.

### Capex: On-site

Capex model is a feasible choice if the customer has sufficient space and can invest upfront. FPEL installs solar power plant for customer, whereas the customer bears the installation cost operation and maintenance (O&M) fee. Customer earns by capitalizing on solar electricity generation whereas FPEL earns from EPC margins and O&M fee. In this model, the customer has full ownership of the asset,

### Opex: On-site

FPEL acts a Renewable Energy Service Company (RESCO) and is responsible for installing and maintaining the solar power plant owned by the customer. FPEL and customer decides upon a power purchase agreement (PPA), typically a 25-year contract, that specifies the electricity tariff and other financial details. Customers pay for the electricity they consume, typically at 20-40% cost saving compared to grid electricity tariffs. FPEL earns from PPA payments, O&M fee, and EPC margins.

### Opex: Off-site (Group Captive)

In this model, FPEL develops the solar project designed for shared use for a consortium of corporate buyers. FPEL establishes a Special Purpose Vehicle (SPV) where the consortium of buyers (customers) is offered a 26% equity stake. In-turn, the customers commit to consume at least 51% of the generated power. A Power Purchase Agreement (PPA) specifies the electricity tariff and other financial details.

The adoption of the Group Captive model is experiencing a growing trend among corporations due to its compelling benefits. This model offers substantial savings on per-unit electricity costs, with minimal capital investment required. Per-unit tariffs are typically 20-40% lower than grid prices. This is an attractive option for companies willing to transition to renewable energy sources while reducing their procurement expenses.

### Opex: Off-site (Third Party)

This model is like group captive model except that here the customer is not obligated to invest an equity stake in the project's Special Purpose Vehicle (SPV). Power is supplied to the customer under a Power Purchase Agreement (PPA). FPEL earns revenue from the sale of power to the customer, as well as EPC margins and O&M fee from the respective SPV.

## 1.2 Projects

In India, FPEL has 2000+ plants across 24 states, including solar and wind parks in Uttar Pradesh, Tamil Nadu, Karnataka, Andhra Pradesh, Maharashtra, and Gujarat. All projects are underpinned by long-term Power Purchase Agreements (PPAs) with creditworthy C&I off-takers while utilizing proven renewable energy technologies.

In recent years, FPEL has expanded operations into international markets in South and Southeast Asia, specifically in Sri Lanka, Vietnam, Bangladesh, and Indonesia. These markets are at an early stage of their renewable energy journey and are poised for substantial growth over the next five years. FPEL's strategic approach and financial capabilities are well-suited to develop a portfolio of over 300 MWp within these regions in the medium term.

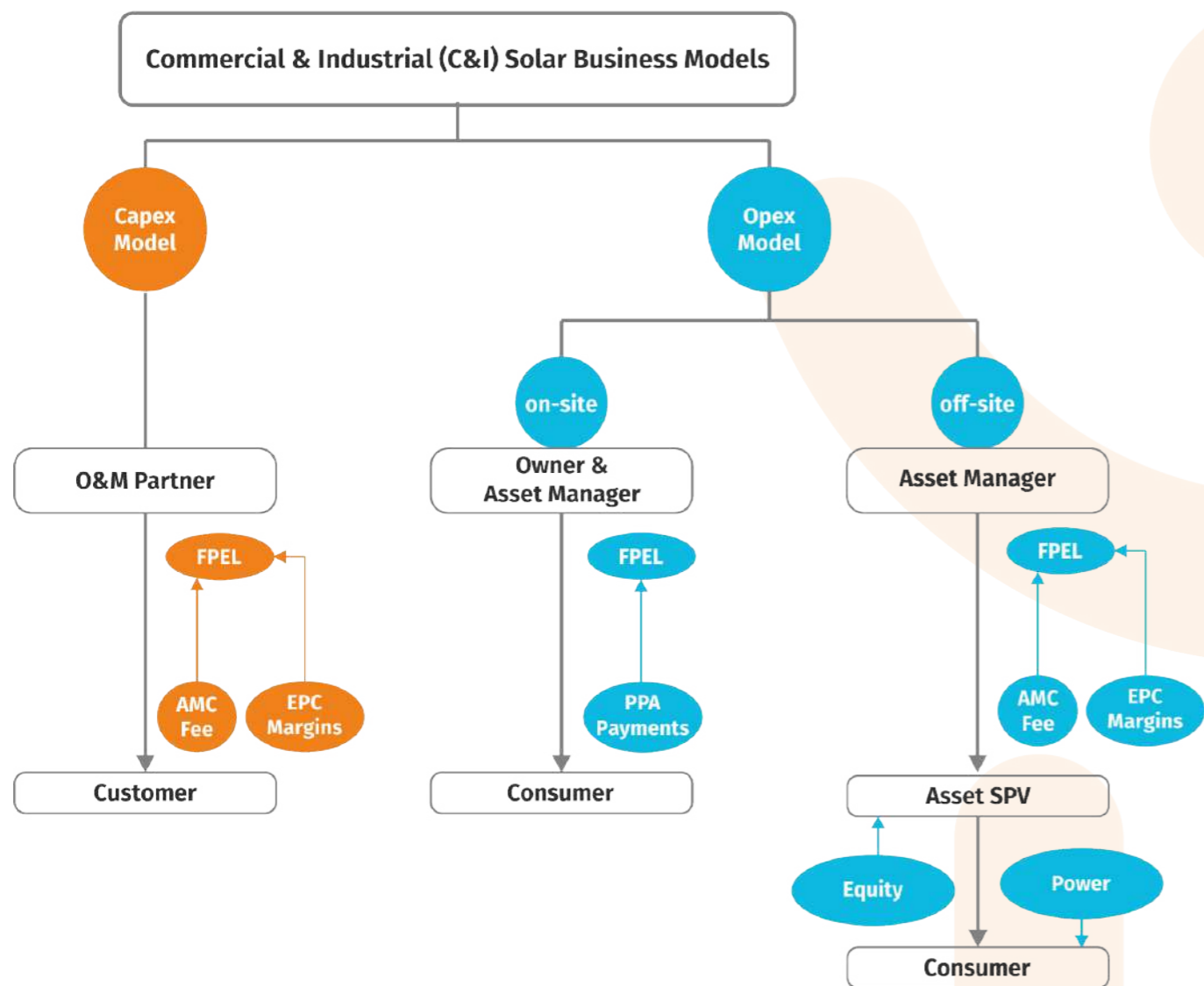
In FY 2022-23, FPEL added 283MWp of execution capacity. FPEL commissioned a wind-solar hybrid park in Gondal, Gujarat. It is a 40 MW wind-solar hybrid with higher Capacity Utilization Factors (CUFs) of about 40-45% compared to the 17-18% in standalone solar projects, thereby allowing for higher offset through Renewable Energy (RE) for C&I customers. The company has successfully

completed 175+ MWp of third-party ("Capex") EPC projects.

FY 2021-22 onwards, FPEL has witnessed significant growth in Open Access projects. For such projects, the company is actively engaged in six Indian states: Maharashtra, Tamil Nadu, Karnataka, Uttar Pradesh, Gujarat, and Andhra Pradesh. FPEL has approximately 473 MWp of commissioned Open Access projects.

FPEL has obtained connectivity rights for the development of a solar-wind hybrid Inter State Open Access Projects (ISTS) project in Karnataka. The project is scheduled for commissioning in phases from Dec'24 to Jun'25. ISTS enables a higher offset through renewable energy, approximately 65-70% compared to the 40-45% from the intra-state hybrid projects.

FPEL is diversifying in to solar-wind hybrid projects (or 'hybrid projects') and has successfully commissioned the first hybrid project in Gujarat. Through this hybrid project, FPEL can achieve higher Capacity Utilization Factors (CUFs) of about 40-45% compared to the 17-18% in standalone solar projects, thereby allowing for higher offset through Renewable Energy (RE) for C&I customers.



Business Model



Off-Site Solar Park, Karnataka, India



### 1.3 Joint Ventures and Subsidiaries

FPEL has established two joint ventures, Shuchi Anant Virya in India and EMiTS in Indonesia.

#### Shuchi Anant Virya Pvt. Ltd.



Shuchi Anant Virya Pvt. Ltd. is a joint venture between FPEL and Lithium Urban Technologies. It was established in 2019.

This partnership led to the birth of Powerbank, aimed at accelerating India's electric revolution by providing convenient, affordable, and customised EV charging solutions.

Powerbank's significant advantage lies in its ability to leverage the expertise of its parent companies in distributed energy and urban mobility. The services include:

- Complete End-to-End Services
- EV CMS Software
- State-of-the-art EV Charging Stations
- Excellent Customer Service and Support

Since March 2020, Shuchi Anant Virya has installed 250+ charging points that can charge 5000+ vehicles. These charging points are strategically placed in 10 major Indian cities. Powerbank's user-friendly mobile app and web-based dashboard further enhances the convenience and efficiency of the EV charging process and makes it accessible to all users.

#### PT EMITS



PT Empat Mitra Indika Tenaga Surya (EMITS) is a strategic joint venture between PT Indika Energy Tbk (Indika) and FPEL. EMITS is a dedicated Indonesian enterprise specializing in the procurement of solar photovoltaic (PV) solutions. EMITS embarked on its journey in 2021 and is deeply committed to executing distributed energy generation projects, engaging in construction, professional, technical, and scientific activities, and offering operating lease services without option rights.

EMITS focuses on serving both private and public sectors, catering to commercial, industrial, and institutional entities. It provides a comprehensive suite of services that spans evaluation, design, planning, procurement, construction, operation, maintenance, and financing for vital solar infrastructure. EMITS is renowned for its innovative and dependable clean energy solutions, including rooftop and ground-level solar systems, state-of-the-art battery energy storage systems (BESS), floating solar installations, solar carports. To incentivize the widespread adoption of solar energy among Indonesian businesses, EMITS offers pioneering financing models, including operating leases and CAPEX structures with easily manageable EMIs.

EMITS headquarters are strategically located in Jakarta, ensuring a nationwide reach. Since its inception, EMITS has successfully completed the installation of 35 MW of solar capacity and has an additional 25 MW in readiness for installation, serving a diverse array of customers through solar panel equipment leasing, spanning across all provinces of Indonesia.



Rooftop and RCC Solar Installation , Mumbai, India



Floating Solar Installation West Bengal, India

### FPEL has one subsidiary business, Battery Energy Storage Systems (BESS).

FPEL's BESS subsidiary is a pioneer in Battery Energy Storage Systems (BESS) in India. It is enabling businesses, corporations, and countries to make a sustainable impact by developing solutions for battery energy storage and Green Hydrogen. Notable achievements are:

- India's first high altitude standalone Solar + BESS Solution
- India's first high altitude solarized EV Charging Station (100% Clean Power)
- India's first MW BESS installation.
- India's first GW power conversion system (PCS) manufacturing facility
- The largest number of BESS projects executed in India.
- Developing the world's largest and most unique power electronics.
- UL Complaint manufacturing facility.
- An agreement with IFC for the implementation of a BESS platform in India and South Asia.

BESS offers end to end system integration solution for battery energy storage and power electronics for Green Hydrogen. By innovating in India and customizing solutions for Indian environmental and grid conditions, BESS brings an economically viable solution for wider adoption of green technologies. System design and simulation services include;

- Manufacturing of Innovative and cutting-edge power electronics and communication for energy storage and green hydrogen space along with infrastructure for EV vehicle.
- Unique and innovative RE + Storage DC Coupled Solution enables the customer higher yield (~8-10 % higher energy capture) and more system reliability and control.
- Patented Dynamic transfer technology enables seamless transfer between on-grid and off-grid mode, thus enables 100% utilization of RE power.



BESS Project Installation

### 1.4 Investors

FPEL benefits from a diverse group of lenders across the capital structure. Robust Environmental, Social, and Governance (ESG) practices have enabled FPEL to secure competitive terms for ESG-focused debt from Development Finance Institutions (DFIs) and impact investors, including British International Investment, responsibility AG, Symbiotics, and Investec. Additionally, FPEL has accessed local debt from renewable energy-focused lenders such as IREDA, Tata Cleantech Capital Limited, Aseem Infra and State Bank of India, among others.

In FY 2021-22, FPEL raised \$100 million from Norfund, a marquee equity investor ESG-focused Norwegian Investment Fund, and \$25 million TPG, and \$35 million mezzanine BII. These funds have been infused/invested in the company over the last 2 years, including the reporting period FY 22-23.

#### EQUITY & MEZZANINE



#### PROJECT FINANCE



#### WORKING CAPITAL BANKS



#### OTHER LENDERS



## 1.5 Customers

FPEL has a diverse client base that spans various industries: FMCG, Pharmaceuticals, Cement, Automobiles, Power, Steel, Textiles, Chemicals, IT, E-commerce, Retail, Schools, Hospitals, Railways, and government offices in India, Indonesia, Sri Lanka, Vietnam, and Bangladesh.

In FY22-23, FPEL added 60+ companies to its client base in India, including new and repeat customers, and 3 international companies.

INDUSTRIAL
AUTOMOBILE
HEALTHCARE & CHEMICAL
IT & SERVICES
FMCG & RETAIL

## 1.6 Awards and Achievements



In FY 22-23, FPEL obtained [Great Place to Work Certification](#), a reputed 3rd party certification that acknowledges organizations for providing a positive work environment for their employees.

FPEL holds [Eco Vadis-silver medal](#), that reflects quality of the company's sustainability management system.



FPEL also won 'Leading EPC (Engineering, Procurement and Construction) company' Award at [RenewX Awards](#) 2023, an annual events that honours & recognizes companies who are associated with the RE Industry and have contributed to the growth & development of the Renewable Energy Industry in the southern region of India.



Solar Open Access Project

<p>Leading EPC Company of the Year for 2022-23 - RenewX Awards 2023 Great Place to Work Certification</p>	<h1>2023</h1>	<ul style="list-style-type: none"> <li>❖ Innovation In Energy Solutions ASSOCHAM: The Energy Summit &amp; Excellence Awards 2022</li> <li>❖ Project Developer of the Year: Industrial INDIA SOLAR ROOFTOP CONGRESS 2022</li> <li>❖ Outstanding &amp; Remarkable Contribution to the Renewable Energy Industry 8th Global Choice Awards 2022</li> <li>❖ Ecovadis Silver medal</li> </ul>
<p>Excellence in Solar Industry INDIAN ACHIEVERS' AWARD Jury choice award GREEN URJA AWARDS &amp; CONFERENCE - WESTERN REGION Best O&amp;M Excellence in Rooftop Solar EQ's Annual Awards</p>	<h1>2022</h1>	<ul style="list-style-type: none"> <li>❖ Innovation In Energy Solutions ASSOCHAM: The Energy Summit &amp; Excellence Awards 2022</li> <li>❖ Project Developer of the Year: Industrial INDIA SOLAR ROOFTOP CONGRESS 2022</li> <li>❖ Outstanding &amp; Remarkable Contribution to the Renewable Energy Industry 8th Global Choice Awards 2022</li> <li>❖ Ecovadis Silver medal</li> </ul>
<p>Excellence in Solar Industry INDIAN ACHIEVERS' AWARD Jury choice award GREEN URJA AWARDS &amp; CONFERENCE - WESTERN REGION Best O&amp;M Excellence in Rooftop Solar EQ's Annual Awards</p>	<h1>2021</h1>	<ul style="list-style-type: none"> <li>❖ Rooftop Project Developer of the Year - Commercial India Rooftop Solar Congress</li> <li>❖ Outstanding Achievement in Solar Sector EQ's Maharashtra State Annual Solar Award</li> <li>❖ Emerging Brand Telangana Brand Leadership Awards</li> </ul>
<p>Best Green Business Award Asia's Renewable Energy Excellence Awards RE O&amp;M Excellence - Solar Rooftop Renewable Energy India Awards</p>	<h1>2020</h1>	<ul style="list-style-type: none"> <li>❖ Rooftop Project Developer of the Year - Commercial India Rooftop Solar Congress</li> <li>❖ Outstanding Achievement in Solar Sector EQ's Maharashtra State Annual Solar Award</li> <li>❖ Emerging Brand Telangana Brand Leadership Awards</li> </ul>
<p>Best Green Business Award Asia's Renewable Energy Excellence Awards RE O&amp;M Excellence - Solar Rooftop Renewable Energy India Awards</p>	<h1>2019</h1>	<ul style="list-style-type: none"> <li>❖ Best Green Organization of the Year Stars of the Industry Award</li> <li>❖ Best Green Leaders of the Year Stars of the Industry Award</li> <li>❖ Consumer Choice Awards, Solar Quarter Best Monitoring Services</li> <li>❖ Excellence in Safety Sintex</li> <li>❖ Company of the Year SME Growth Leadership</li> <li>❖ Best Rooftop Solar Installation Organization REI Expo</li> </ul>
<p>Professional and Business Services SME Business Excellence Award RBL - Dun and Bradstreet Consumer Choice Award for Best O&amp;M (Rooftop) Solar Quarter Consumer Choice Award for Best RESCO (Rooftop) Solar Quarter</p>	<h1>2018</h1>	<ul style="list-style-type: none"> <li>❖ Best Green Organization of the Year Stars of the Industry Award</li> <li>❖ Best Green Leaders of the Year Stars of the Industry Award</li> <li>❖ Consumer Choice Awards, Solar Quarter Best Monitoring Services</li> <li>❖ Excellence in Safety Sintex</li> <li>❖ Company of the Year SME Growth Leadership</li> <li>❖ Best Rooftop Solar Installation Organization REI Expo</li> </ul>
<p>Professional and Business Services SME Business Excellence Award RBL - Dun and Bradstreet Consumer Choice Award for Best O&amp;M (Rooftop) Solar Quarter Consumer Choice Award for Best RESCO (Rooftop) Solar Quarter</p>	<h1>2017</h1>	<ul style="list-style-type: none"> <li>❖ Best Green Organization of the Year Stars of the Industry Award</li> <li>❖ Best Green Leaders of the Year Stars of the Industry Award</li> <li>❖ Consumer Choice Awards, Solar Quarter Best Monitoring Services</li> <li>❖ Excellence in Safety Sintex</li> <li>❖ Company of the Year SME Growth Leadership</li> <li>❖ Best Rooftop Solar Installation Organization REI Expo</li> </ul>
<p>Professional and Business Services SME Business Excellence Award RBL - Dun and Bradstreet Consumer Choice Award for Best O&amp;M (Rooftop) Solar Quarter Consumer Choice Award for Best RESCO (Rooftop) Solar Quarter</p>	<h1>2016</h1>	<ul style="list-style-type: none"> <li>❖ Professional and Business Services SME Business Excellence Award RBL - Dun and Bradstreet</li> <li>❖ Most Promising Clean Energy Investment Opportunity Asia Forum for Clean Energy and Financing</li> </ul>

## 2 Sustainability Action Framework

Sustainability is one of the four pillars of corporate strategy at FPEL, consisting of Customer Centricity, People and Processes, and Quality compliance alongside adherence to Health & Safety norms.

FPEL's vision, mission, and core values demonstrate its commitment to integrate sustainability in all aspects of our business.

### Vision

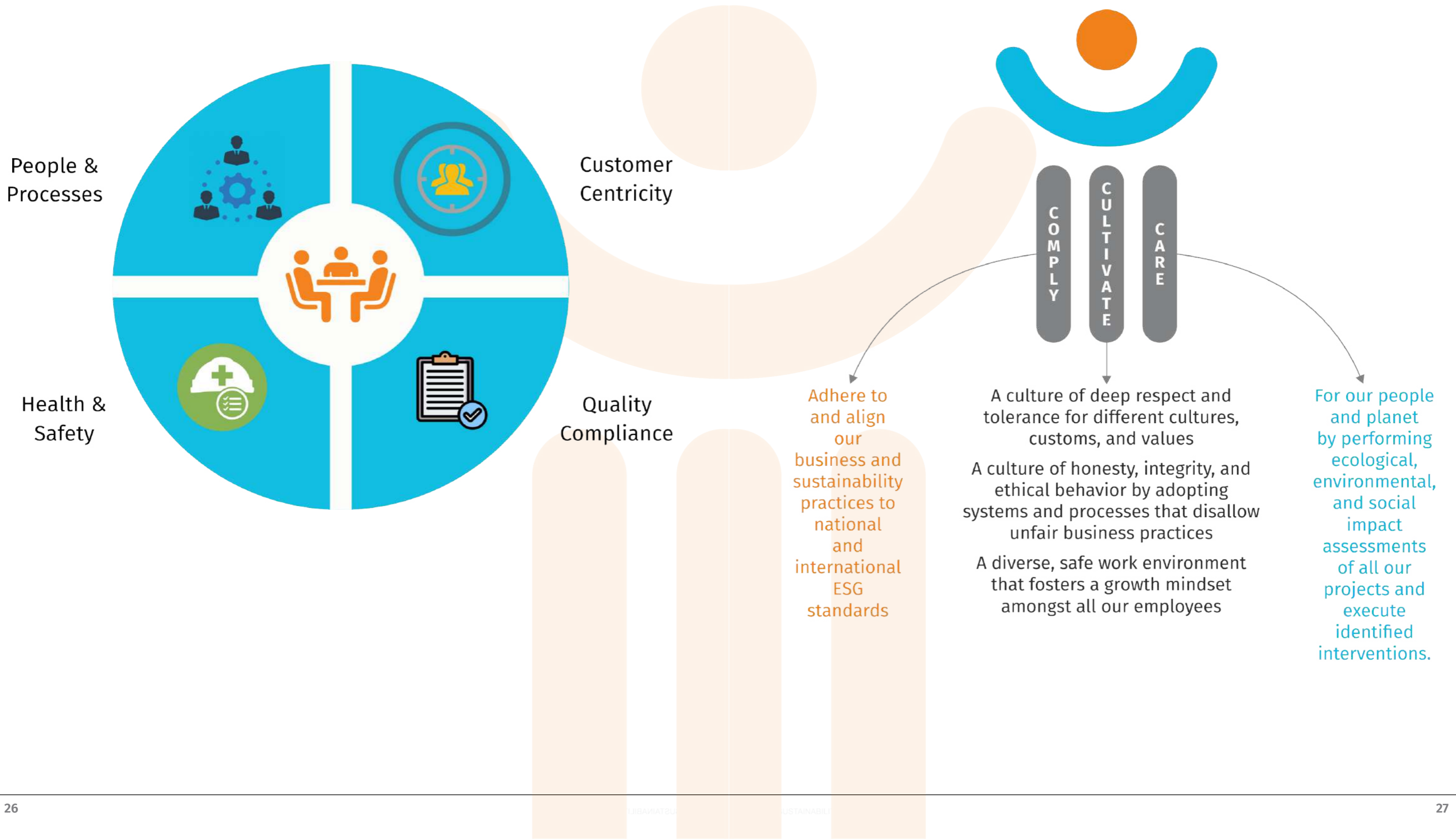
To develop our business in the most ethical, sustainable, and compliant manner - with a minimal negative impact on the environment and communities we operate in. We are committed to accelerating clean energy transition in the corporate sector across India and Southeast Asia in a JUST and RESPONSIBLE manner. At the core of our operations is our intent to prioritize the planet while focusing on profitability – for both FPEL and the client.

### Mission

While every project executed and deal inked by us results in a lower carbon footprint – we want to ensure that each of our processes delivers the maximum impact possible across the entire value chain, while maintaining the highest standards of ethics and accountability across our workforce and operations.

Wind Project

**Our core values are Comply, Cultivate, and Care.**



Sustainability, for FPEL, holds a two-fold meaning.

FPEL believes that as a renewable energy company, it can drive sustainability through decarbonization at household, company, regional, and global levels by providing cleaner and greener energy. FPEL is leveraging technology and developing innovative business models to improve affordable and accessibility of renewable energy solutions at various scales and for diverse applications.

The core values and business strategy are geared towards achieving impact across triple bottom line: profitability for the company, prosperity and social inclusion for the consumers and community, and reduction of dependency on fossil fuels. FPEL monitors impact creation by the company in accordance with United Nations Sustainable Development Goals (UNSDGs).

On the other hand, majority of FPEL's operations and supply chain are characteristically aligned with utilities, infrastructure, and construction sector. Typically, a project cycle encompasses land acquisition, site preparation, design and construction, operations, maintenance, and

eventually dismantling at end-of-life. Across the project's lifecycle,

FPEL's operations in plants as well as offices, consume energy, water, biological and technical materials, emit greenhouse gases (GHG) and other air pollutants, generate wastewater and solid waste, and can directly or indirectly affect forests and biodiversity. FPEL is responsible for the health, safety, and well-being of the employees and workers, and it is critical that the FPEL's projects create social positive impact for the local community.

FPEL uses Environmental Social and Governance (ESG) standard to guide company's commitments and practices to be a responsible and sustainable business. FPEL is incorporating globally accepted standards to assess ESG risks and implement actions to manage the risks. The company has established systems to monitor ESG performance and take actions for continual improvement. FPEL is following standards prescribed by global reporting initiative (GRI) to communicate the ESG progress.

based on material aspects suggested by global ESG standard and ESG rating frameworks and contextualized to FPEL's operations and associated potent impacts. FPEL's conducted detailed consultations with key internal and external stakeholders who are most familiar to FPEL's business. Strategic inputs from stakeholders through a detailed questionnaire as well as in-person discussions were used to select the ESG aspects that are most important for FPEL's business and its stakeholders

## 2.1 Materiality

FPEL has identified ESG aspects that are material to FPEL's business as well as stakeholders by conducting materiality assessment as prescribed by GRI standards.

In FY 22-23, FPEL revisited the materiality assessment conducted in FY 2020-21 and updated the double materiality matrix. This was done to understand and identify changes in the materiality, if any, as FPEL added wind projects to its portfolio and expanded its geographical presence.

A list of potential material aspects was identified



### High Importance

1. Climate related Risks
2. Ecological Impact
3. Waste Management and Product Life Cycle Management
4. Groundwater Withdrawal
5. Grievance Management
6. Compliance Management and E&S Risk Management during Land Acquisition
7. Human Rights and Working Conditions
8. Occupational Health & Safety including Critical Incident Risk Management
9. Gender Diversity & Social Inclusion
10. Corporate Governance
11. Anti-corruption and Anti-bribery
12. Sustainable Procurement and Supply Chains

### Moderate Importance

1. Community Welfare
2. GHG Emissions
3. Policy Advocacy for Renewable Energy
4. Employee Health & Well-being

### Low Importance

1. Data Security and Privacy
2. Resource Efficiency
3. Human Capital Development
4. Business Model Innovations for Access and Affordability of Renewable Energy Solutions





## 2.2 Sustainability Action Framework

FPEL has developed a sustainability action framework for FY 2020-2025 horizon to guide company's actions for defining its commitments and improving systems and processes. The sustainability action framework outlines 3 focus areas and 14 sub-focus areas.

FPEL is developing targets for each focus area and building a sustainability roadmap to guide strategic and timebound short-term, medium-term, and long-term actions to achieve the sustainability targets. FPEL's sustainability targets for FY 2020-25 horizon are:



## Environment

- 100%** Recovery or recycling or reuse of all types of packaging materials by 2025.
- 15%** Reduction in water consumption per person in offices by 2025 wrt to FY 21-22
- 10%** Y-O-Y reduction in water consumption for solar cleaning

## Social

- 1** Community development initiative per open access site by 2025
- 22%** Women Employed by 2025
- 50%** Local workers recruited by 2025
- 50%** Local workers employed by 2025

## Governance

- 0** Fatality Records across all project sites by 2025
- 100%** Critical Suppliers evaluated by 2025
- 100%** Operations included in reporting boundaries

## 2.3 Disclosure

FPEL's is aligning annual disclosure of its ESG performance to the standards prescribed by Global Reporting Initiative (GRI). The GRI Index given at the end of this report provides the content map for GRI-2 General Disclosure and GRI 3 material topic specific disclosure. Currently, there are no applicable sectoral standards.

FPEL's operations and initiatives contribute to 13 sustainable development goals. A UNSDG index given at the end of this report provides the content map for FPEL's contribution for each of the SDGs.



# 3 Governance










Solar Open Access Project

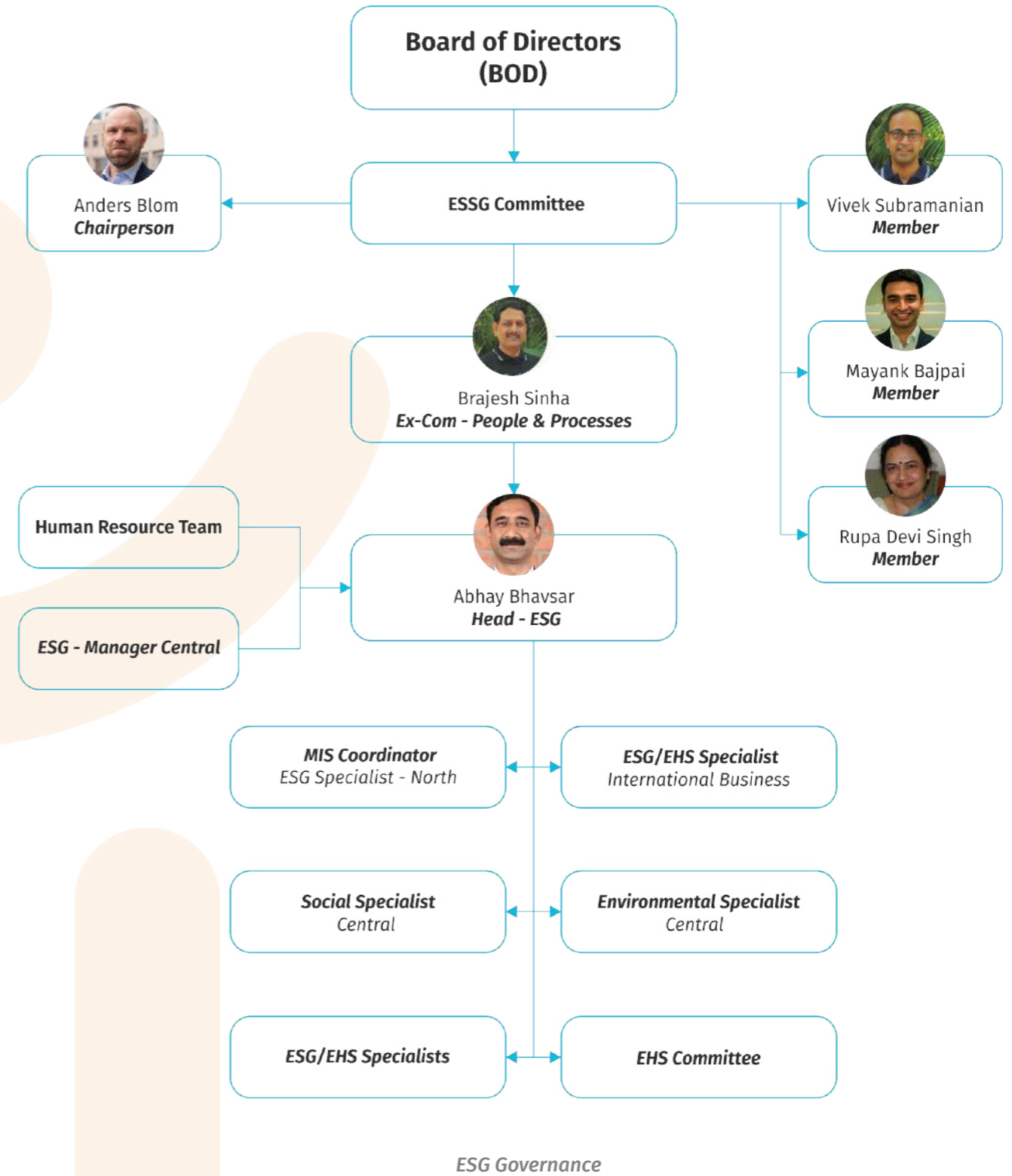
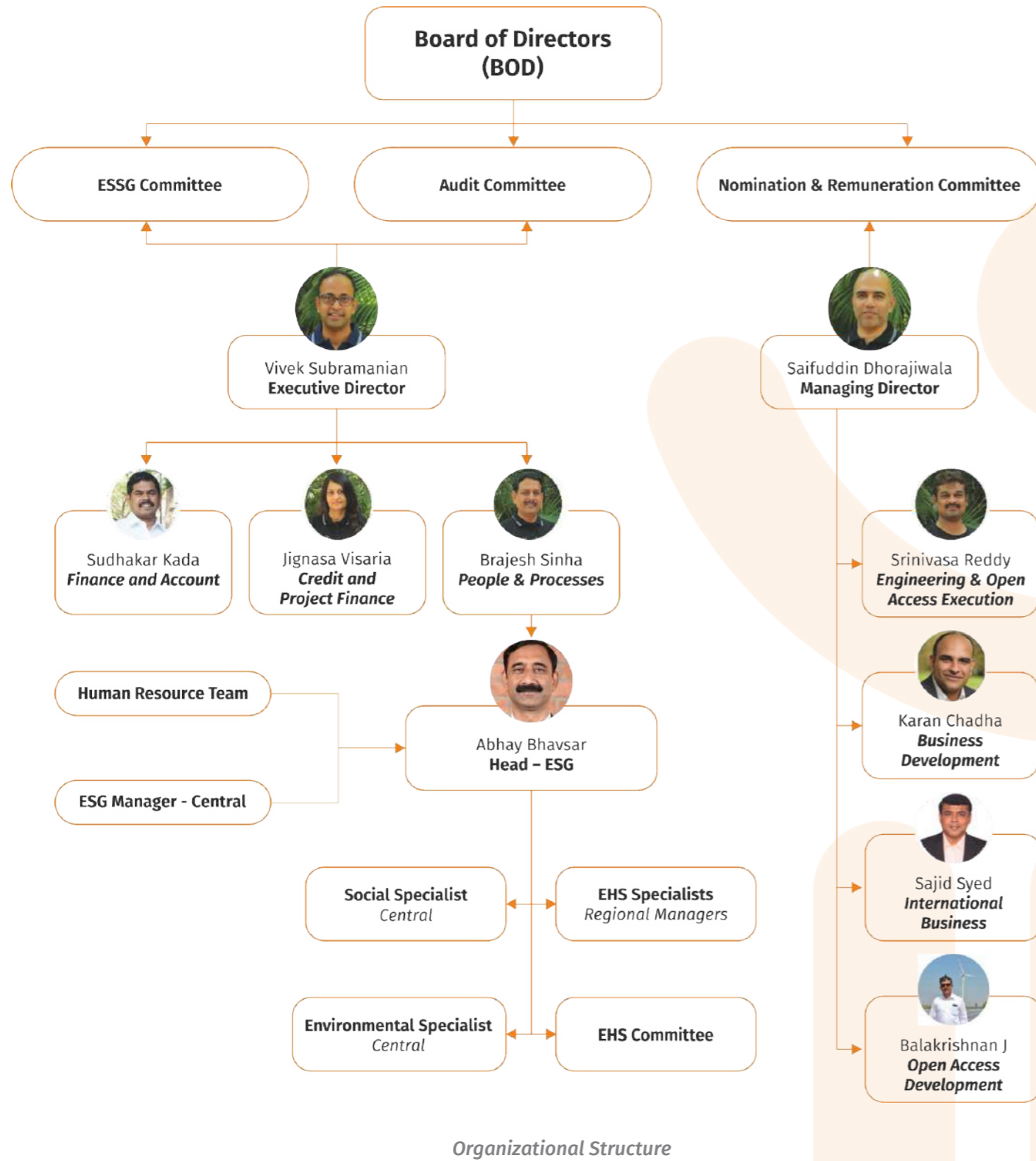
FPEL has established a robust governance structure to enhance transparency, accountability, and agility in the decision-making process. The Board of Directors (BoD) provides strategic oversight while executive director (ED) undertakes the principal responsibility for corporate governance. The Board comprises two representatives from each of FPEL's key investors, namely Norfund and TPG, alongside FPEL's executive and managing director, as well as an independent director. An executive committee (Ex-com) consisting of domain managers overseeing functional areas, reports to ED. A management committee (M-COM) reports to Ex-com and is responsible for supervising day-to-day operations across various departments at FPEL. Currently, the women represent 15% of FPEL's board, Ex-com, and M-com.

The Environment, Social, Safety, and Governance (ESSG) Committee is responsible for advancing the company's mission to become a leading power

company and renewable energy project developer with a 'best-in-class' standing in terms of ESSG. The ESSG committee is a board level committee and is responsible for overseeing FPEL's commitment to sustainability and responsible corporate practices. ESSG committee meets on a quarterly basis and guides the company to achieve its targets for reducing environmental footprint, enhancing social well-being, engaging stakeholders, and promoting sustainability throughout its operations. The committee is playing a pivotal role in establishing the Environmental and Social Management System (ESMS). The Head- ESG receives guidance from the ESSG committee on various matters, with significant support provided by the ESG Manager-central and regional ESG Managers. The Head of ESG collaborates with the human resources team to instil a culture of sustainability among employees and stakeholders.

FPEL board's composition is given below.

 <p><b>Vivek Subramanian</b> Co-founder</p> <p>25 years of experience: strategy, fund raising, operations and financial management Founding Partner at Avigo Capital Managed an AUM of US\$ 375mn Former Management Consultant with Accenture MBA from INSEAD</p>		 <p><b>Saifuddin Dhorajiwala</b> Co-founder</p> <p>16 years of experience: operations and marketing Managed investments &amp; mentoring portfolio companies at Avigo Capital Previously worked at Tata Administrative Services Manager, International Business, Tata Motors MBA from IIM Calcutta</p>		
 <p><b>Ankur Thadani</b> Nominee Director</p> <p>Partner at TPG Growth Worked on multiple investments in India and SEA Serves on the board of 5 other hospitals and pharma companies Alumnus of IIFT, Delhi</p>	 <p><b>Mayank Bajpai</b> Nominee Director</p> <p>Partner at TPG Growth and TPG's The Rise Fund Previously, Senior Director at Flipkart Alumnus of Indian School of Business and Purdue University</p>	 <p><b>Anders Blom</b> Nominee Director</p> <p>Vice President at Norfund – focus on energy transition in developing markets with C&amp;I projects 17+ years experience in power sector across 5 continents Previously Senior Energy Advisor at WWF-Norway</p>	 <p><b>Rohit Modi</b> Nominee Director</p> <p>More than two decades of the renewable energy and infrastructure experience Ex-CEO of solar business of Suzlon Energy and Essel Infra Ex-IAS officer and alumnus of Delhi School of Economics</p>	 <p><b>Rupa Devi Singh</b> Independent Director</p> <p>Founder MD and CEO of PXIL, an Exchange for electricity trading, promoted by NSE &amp; NCDEX Seasoned banking and infrastructure advisory professional with 26+ years of experience in SBI</p>



### 3.1 Policies and Commitments

FPEL upholds high standards of transparency, accountability, and ethical conduct in all aspects of the operations. The company takes actions to ensure legal and regulatory compliance, equitable treatment of stakeholders, and adoption of good practices for corporate governance.

FPEL communicates key policies and commitments to all stakeholders through the company's website, [Fourth Partner Energy POLICIES & GOVERNANCE](#).

The ESG policy framework consist mainly of:

**ESG Vision** outlines FPEL's commitment to compliance with health and safety laws, prevention of injuries and illnesses, grievance redressal, risk management, communication, continuous improvement, emergency preparedness, and environmental protection. It applies to all individuals associated with FPEL.

**Social Policy** outlines FPEL's commitments on compliance, risk management, workforce development, equal opportunity, eliminating child and forced labour, harassment-free workplaces, stakeholder engagement, community compensation, indigenous rights, freedom of association, grievance redressal, and community development. It applies to all individuals linked to FPEL and reflects our commitment to integrating social responsibility into our core business practices for a cleaner, fairer future.

**POSH Policy** adheres to "The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013." FPEL commits to a harassment-

free environment regardless of gender, to ensure dignity and respect for all. The policy outlines the responsibilities of individuals, managers, and the Internal Committee, emphasizing confidentiality and protection for complainants. The policy covers processes for complaint lodging, conciliation, formal inquiry, relief measures, and employer responsibilities, with provisions for annual reporting.

**Environment Policy** outlines FPEL's commitment to environmental sustainability by complying with regulations, assessing, and mitigating risks, optimizing resource use, preventing pollution, conserving biodiversity, engaging stakeholders, addressing grievances, building capacity, and pursuing continuous improvement. This policy applies to all employees and contractors, reflecting our dedication to protecting natural resources and promoting sustainability.

**OHS Policy** outlines FPEL's commitment to a safe and healthy work environment, complying with OHS regulations, preventing accidents, promoting confidential incident reporting, managing risks, fostering a culture of safety, continuous improvement, and protecting both the environment and workforce.

**Contractor Health and Safety Policy** outlines the essential requirements for contractors working with FPEL, including compliance with labour laws, payment standards, working hour limits,

maternity leave, and adherence to FPEL's environmental, social, health, and safety procedures. It emphasizes immediate reporting of incidents, cooperation in accident investigations, and the maintenance of various records.

**Safety Code of Conduct** outlines FPEL's commitments for proactive safety measures for both employees and associated contractors. It includes commitments to the use of Personal Protective Equipment (PPE), incident reporting, workplace orderliness, attention to isolation and de-energization procedures, a strong dedication to safety, task-specific hazard analysis, never overriding safety devices without authorization, volunteering to promote safety, and regular examination of Job Safety Analysis (JSA) for risk control.

**Drug, Alcohol Tobacco Free Workplace Policy** emphasizes on FPEL's Zero Tolerance for alcohol, drug, and tobacco use on company premises and defines the processes for inspections, remedial actions in case of violation, improving awareness, education, and confidential assistance for those with substance issues.

**Sustainable Procurement Policy** outlines FPEL's commitments towards sustainable sourcing for reducing environmental impact, upholding ethical and social standards, and supporting local economies, and defines processes for engaging, training, monitoring of suppliers.

**Supplier Code of Conduct** defines

processes for supplier evaluation for environmental, social and governance criteria, and guides suppliers on FPEL's expectations on ethics, conflict of interest, quality, environmental management, equal opportunity, human rights, and due diligence in their own supply chains.

**Land Acquisition Policy** sets the minimum requirements, including business integrity elements, for the Land Acquisition Process to minimize project development risk and ensure an equitable and transparent process for the parties involved. The requirements listed in the policy are in accordance with IFC Performance Standard 5. It emphasizes on fair compensation, environmental and social screenings, stakeholder engagement, and mechanisms for grievance redressal. FPEL strives to avoid physical or economic displacement and upholds ethical land acquisition practices including Due Diligence procedures for land aggregators.

**Anti-Bribery and Corruption Policy** outlines preventive anti- bribery & corruption procedures. The principles set forth in this policy demonstrates FPEL's zero-tolerance approach to bribery, corruption, money laundering & terrorism financing.

**Whistleblower Policy** guides identification of illegal, corrupt, and other objectionable behaviour. This policy illustrates the whistleblowing mechanism including protections offered to whistleblowers, process of investigation, confidentiality, periodic monitoring & review.

### 3.2 Compliance Management

FPEL is committed to comply with all applicable legal and regulatory requirements. FPEL has a comprehensive compliance mapping tool called KOMRISK to map applicable corporate level regulations. The tool triggers compliances on regular intervals and sends notifications to designated representatives for timely closure.

#### Overall Company - wide Compliances



6,346

Overall triggered compliances in the reporting year



24

New mapping in the reporting year

#### EHS&S Compliances



149

Total Compliances Triggered



149

Compliances Closed On-time

### 3.3 Adoption of Good International Industry Practices

FPEL is proactively adopting Good International Industry Practices (GIIP) from standard reference frameworks including International Finance Corporation (IFC) Performance Standards and ADB Safeguard Policy Statement, 2009, to incorporate environmental and social safeguards across operations.

#### Environmental & Social Screening

During site selection & feasibility stage of any project, a dedicated team at FPEL conducts a preliminary environmental and social screening exercise. This exercise is crucial for identifying high-level E&S issues and categorizing projects based on industry standards, while ensuring strict compliance with exclusion lists and location-specific criteria. Following this screening,

FPEL provisionally categorizes projects to facilitate further assessments, allowing for the development of comprehensive impact mitigation plans and robust E&S compliance monitoring. This screening aids in determining a preliminary 'go' or 'no-go' decision to pursue land acquisition. This meticulous approach underscores FPEL's unwavering commitment to sustainability and responsible investment, exemplifying the company's dedication to thorough project evaluation and risk management.

#### Environmental and Social Impact Assessments (ESIA)

Post internal E&S screening and provisional project categorization, FPEL engages with an independent third-party agency that has necessary expertise and experience for conducting subsequent E&S risk assessment, such as detailed Environmental and Social Due Diligence (ESDD) and Environmental and Social Impact Assessments (ESIA). Scope of the studies depends upon the project's category and the prominent E&S issues and risks associated with the project and its related facilities. Typically, ESIA study is conducted for Greenfield Projects whereas ESDD study is conducted for Brownfield Projects. Based on the findings of the detailed ESIA/ESDD studies, FPEL reviews its decision on project development or acquisition decisions. The review process depends on project category:

- For Category A projects, a rigorous assessment is conducted by the ESSG committee, guided by the Environmental and Social Management Plan (ESMP) and involving senior management. This process considers higher assessment parameters and may prescribe additional studies.
- For Category B projects, a review is led by the Head-Open Access team.
- For acquired assets, the review aligns with the

Environmental & Social Action Plan (ESAP) recommended by the ESDD studies.

Such tailored review processes help uphold FPEL's commitment to responsible and sustainable decision-making in line with the company's environmental and social commitments.

Generally, FPEL refrains from pursuing the development or acquisition of Category A projects. FPEL maintains a clear policy not to engage in project development or acquisition in critical habitats (CH), designated tribal areas governed by special mechanisms, or if there's a potential for adverse impacts on Indigenous People (IP). In such cases, FPEL only proceeds after conducting thorough assessments and ensuring that all potential negative effects are adequately avoided, mitigated, or compensated for.

#### Additional Studies

FPEL's thorough Environmental and Social (E&S) Screening process may suggest a series of preliminary studies by trusted third-party agencies, that should precede the Environmental and Social Impact Assessment (ESIA). These preliminary studies can encompass critical habitat screening, an evaluation of habitat significance, and more detailed investigations such as the development of a Biodiversity Action Plan and Conservation Management Framework.

Additionally, the ESIA report may identify specific requirements, such as a Social Compliance Audit, Livelihood Restoration Plan (LRP), Resettlement Action Plan (RAP), and other measures deemed necessary. This comprehensive approach underscores FPEL's commitment to responsible environmental and social practices in project development.



**27** Internal E&S Screenings (IESS)



**8** Environmental and Social Impact Assessment (ESIA)



**5** Critical Habitat Screenings carried out



**3** Biodiversity Action Plans (BAP) developed



**2** Conservation Management Frameworks (CMF) update



Step 1  
**Analysis and assessment of environmental and social risks including applicability of related regulations**



Step 2  
**Collection of the primary baseline information**



Step 3  
**Stakeholder mapping**



Step 4  
**Analysis of alternative scenarios**



Step 5  
**Identification of mitigation measures and creation of an Environmental and Social Management/Action Plan**

ESIA Process

### 3.4 Management Systems

FPEL has established an Integrated Management System (IMS) to uphold its commitment to Occupational Health and Safety (OHS), Environmental Management, and Quality Management, in accordance with ISO 45001:2018, ISO 14001:2015, and ISO 9001:2015 standards, respectively.

In FY 2021-22, FPEL introduced a comprehensive Environmental and Social Management System (ESMS). The ESMS follows reference framework prescribed by IFC Performance Standards and ADB Safeguard Policy Statement, 2009. The ESMS serves as a guiding framework for processes for Environmental and Social (E&S) risk management, E&S due diligence, E&S impact assessment,

#### Grievance Redressal Mechanism

FPEL has established a robust Grievance Redressal Mechanism (GRM) for both internal & external stakeholders. The GRM ensures an equitable and transparent procedure for addressing concerns and grievances from both internal and external stakeholders. FPEL offers multiple accessible channels for individuals to raise their concerns, including grievance boxes located at various points across project sites and offices. A dedicated email address, [grievance@fourthpartner.co](mailto:grievance@fourthpartner.co), provides a confidential channel for reporting grievances. FPEL also facilitate the submission of grievances through oral communication during in-person meetings or site visits, ensuring that verbal complaints are documented in the presence of the aggrieved parties.

The Grievance Redressal Cell is responsible for recording and resolving grievances, regardless of whether they originate from internal or external stakeholders. This cell maintains meticulous records of all grievances received and the actions taken to address them, ensuring traceability and transparency within the GRM.

supplier management, grievance management, stakeholder engagement, security management, contractor management and the establishment of systems for ongoing monitoring and reporting of the company's E&S performance.

ESG/EHS regional managers receives regular monthly updates from the ESMS site manager, which include information about the ESMS implementation and key E&S issues discussed during the Monthly Performance Review meeting. These updates are then compiled into the Monthly Performance Report (MPR) and presented on a quarterly basis to the board-level ESSG committee for further review and discussions.

To ensure the effectiveness of the grievance redressal procedure and its implementation, FPEL has constituted a corporate-level Grievance Redressal Committee. This committee conducts periodic reviews and is chaired by the Head-People and Process and the Head-HR. At each project site, FPEL has established a site-specific Grievance Redressal Committees comprising members from Open Access/Business Development, Projects, Asset Management, and ESG. These committees are dedicated to handling and resolving site-specific grievances.

The grievances are categorized based on their nature so that they are addressed satisfactorily. For example, grievances related to facilities in the labour camp such as availability of drinking water, sanitation & hygiene etc. are included in basic welfare facilities. Requests related to jobs are grouped under employment opportunities, grievances related to land related aspects are categorised under land compensation, complaints related to payment of wages are grouped under employee compensation, requests from local

community to use their resources like tractor, JCB etc. are grouped under local resource utilisation and remaining are categorized under others.

### Whistleblower System

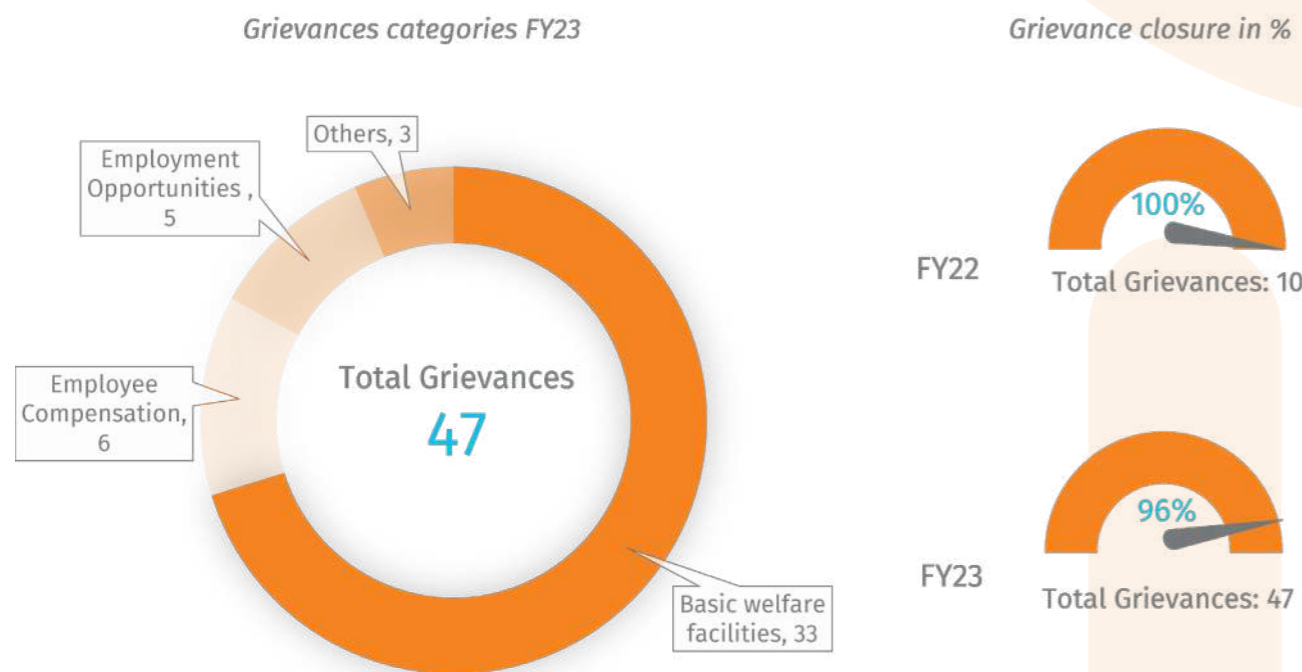
FPEL prioritizes highest standards of ethics and integrity in the business operations. The Whistleblower Policy is a vital component of the company's commitment to transparency and accountability. A dedicated communication channel, whistleblower@fourthpartner.co, is available to all stakeholders, including employees, partners, customers, suppliers, and financiers, to report any suspicions or observations of unethical behaviour.

The whistleblower policy, available on FPEL's website, outlines a clear process for whistleblowers to safely voice their concerns and assures of protection, confidentiality, and a thorough investigation procedure. It covers a wide

Category wise distribution of grievances received is given below.

range of reportable conduct, including breaches of anti-bribery and corruption policies, financial irregularities, and conduct that poses risks to the environment or public safety. FPEL is dedicated to maintaining the confidentiality of whistleblowers and conducting fair investigations.

FPEL takes great care to protect whistleblowers and ensure their concerns are investigated thoroughly and impartially. FPEL maintains strict confidentiality and provides periodic updates on disclosures and investigations to the Executive Director. The Whistleblower Policy is reviewed on an annual basis to maintain its effectiveness and alignment with the highest standards of corporate governance.



Type of grievances and Status of grievances received in FY 22-23 and FY 21-22



1 POSH/GBVH Complaint in FY 21-22  
0 POSH/GBVH Complaints in FY 22-23

POSH or GBVH Complaints received in FY 22-23 and FY 21-22

### Sustainable Procurement

#### Supplier Diversity



FPEL aims to extend its commitment for environmental stewardship and social responsibility to its supply chain as well. As a first step, FPEL is prioritizing local procurement.

FPEL firmly believes that promoting local suppliers is not just about doing what's right; it's about forging a sustainable future for everyone. FPEL is committed to enhancing these initiatives and collaborating with likeminded partners to create a more inclusive, sustainable world.

To materialize the commitments for local procurement, FPEL has set clear agreements for local suppliers and integrated them into the procurement processes. FPEL also provide support and resources to help suppliers understand FPEL's ESG requirements and build capabilities within their supply chains.

FPEL monitors share of local suppliers in the total supplier base.

#### Supplier Evaluation

FPEL routinely evaluates ESG performance of its critical suppliers (Class A and Class B). Aim of the evaluation process is to assess and encourage the suppliers to adopt sectoral standards for labour practices, human rights, environmental responsibility, and ethical conduct. The supplier evaluation also helps in orienting the critical supplier to FPEL's sustainability commitments.

The Supplier Code of Conduct outline the FPEL's expectations from its suppliers and prescribe guidelines for both supplier onboarding and ongoing evaluations processes. The supplier code of conduct also specifies the ESG criteria used for supplier evaluation.

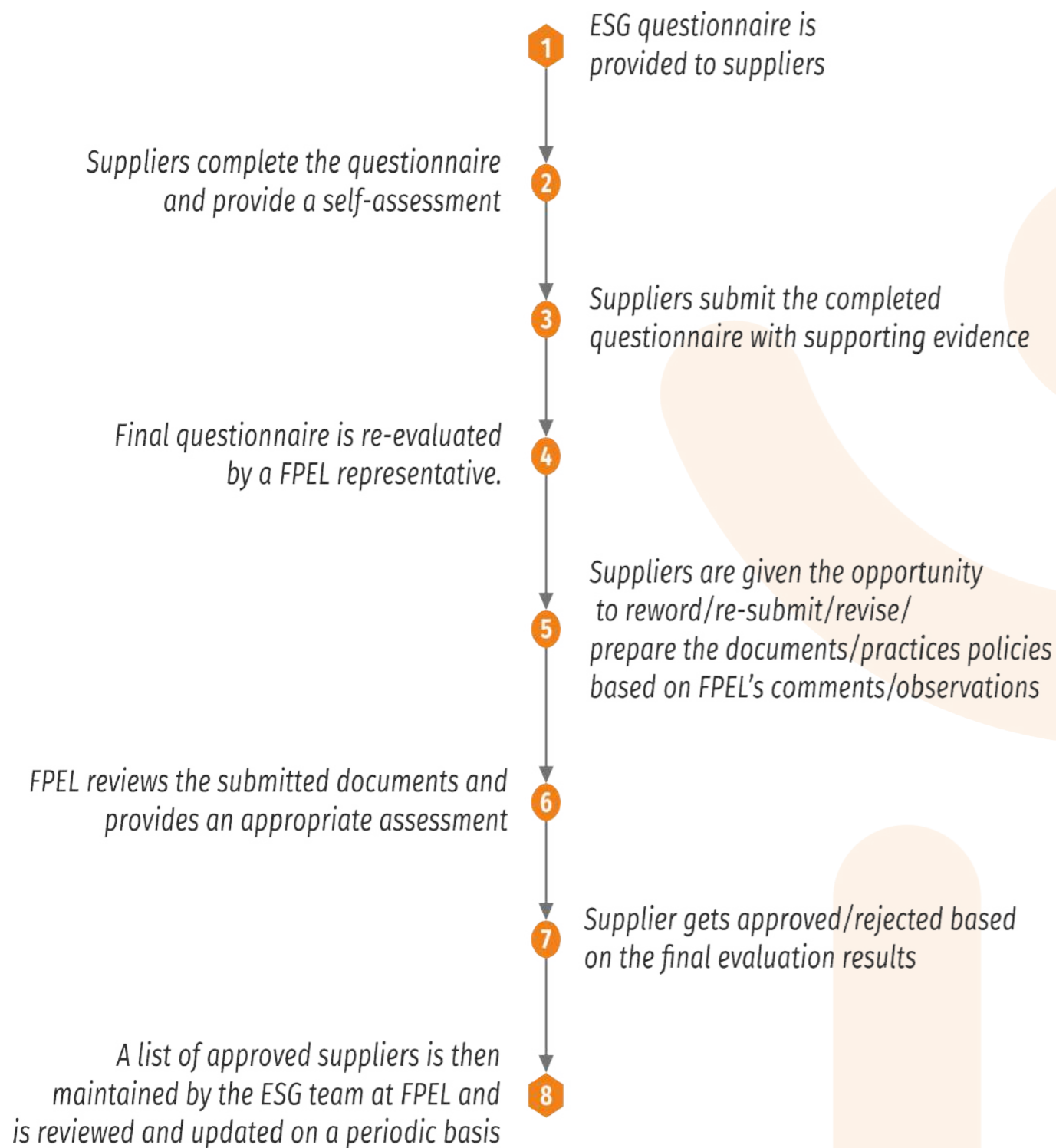
- Environmental Criteria consist of compliance with environmental regulations, initiatives to reduce carbon emissions, waste management strategies, and recycling initiatives.
- Social Criteria emphasizes on fair labour practices, safe and healthy working conditions, equitable wages, and the protection of human rights as fundamental principles.
- Governance Criteria encompass requirements regarding ethics, transparency, and the implementation of anti-corruption measures.

The ESG criteria checklist includes a thorough examination on occupational health and safety (OHS) policies and related management systems, employee training, health monitoring, emergency preparedness, injury reporting, Environmental Management System (EMS) and policies, waste management practices, resource consumption, greenhouse gas emissions, social accountability, and strict prohibitions against child labour, forced labour, and modern slavery, and business ethics.

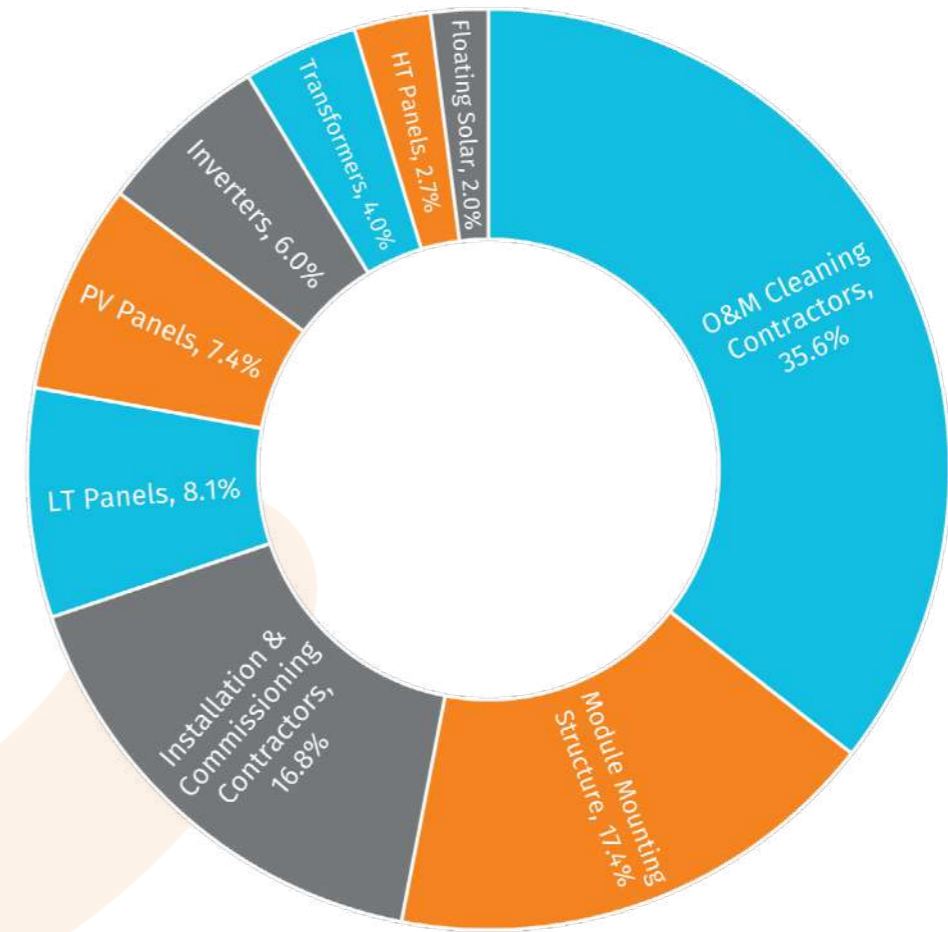
It is mandatory for a supplier to pass the ESG criteria to become an "Approved/Recommended Contractor" at FPEL.

The supplier evaluation process is an eight-step process. In FY 22-23, FPEL evaluated 26 suppliers, where 23 suppliers pass the ESG criteria. 23 contractors underwent evaluation, where 17 contractors passed the ESG criteria.





Supplier Evaluation Process



Categories of Suppliers



Outcome of Supplier's Evaluation in FY 22-23 and FY 21-22

Outcome of Contractor's Evaluation in FY 22-23 and FY 21-22

### 3.5 Training and Capacity Building

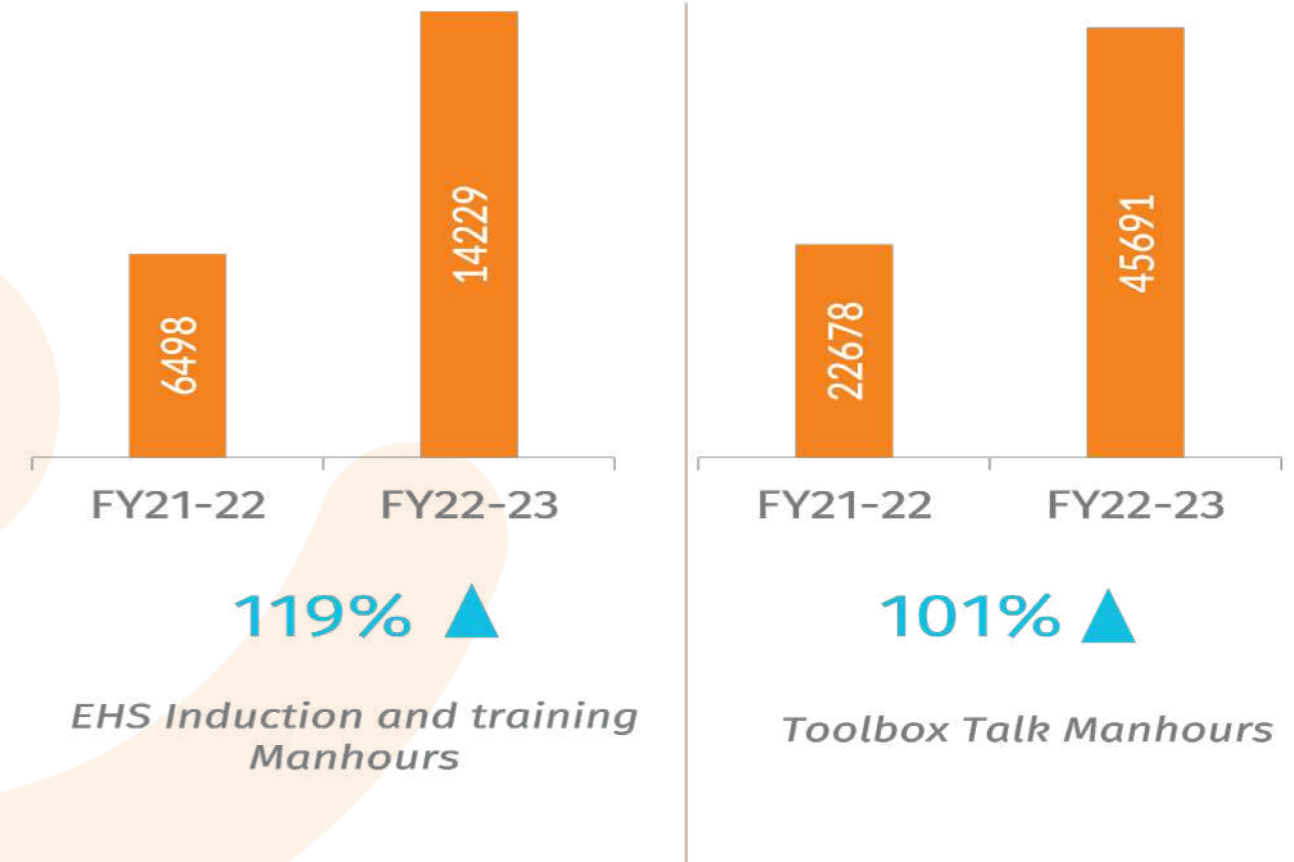
FPEL ensures that all training needs including job specific training and induction training needs are systematically identified. Environmental and social management training programs are provided to support effective implementation of the management and control measures during construction and operation stage of the projects.

Training for job-specific skills for employees as well as contractors and subcontractors are given on-site. Contractors and sub-contractors are given awareness sessions followed by training before

project commencement. Induction training is given to employees including workers at the time of onboarding FPEL.

Head-ESG steer the programs for job specific trainings, induction trainings as well as facilitating awareness and sensitization on ESG related practices and protocols.

In FY 22-23, FPEL's EHS team conducted 1460 on-site induction and training programs (equivalent to 14299 training hours) and 24149 TBT sessions (equivalent to 45691 training hours).



Health and Safety Training Hours in FY 22-23 and FY 21-22



**National Safety Week at FPEL, 4th-10th March 2023**

FPEL celebrated National Safety Week to commemorate the formation of National Safety Council of India. The National safety week is an annual event, celebrated across India, to raise awareness about the importance of safety in the workplace. Theme for 2023 was "Our Aim...Zero Harm".

During the National Safety Week, Head-ESG invited everyone at FPEL to participate in the planned awareness sessions, safety drills, and competitions, and acknowledged the efforts of safety and project team in maintaining a safe and healthy work environment at FPEL.



The Human Resource (HR) team conducted 51 training programs (equivalent to 104 training hours), and following workshops:

- Enneagram, Personality Development Sessions across locations.
- Women @ FPEL, Training on 'Personal Power' and 'Women involvement in workplace' at Hyderabad. Number of participants was 37.
- Future Stars, 'Managing Self and Others' at Hyderabad. Number of participants was 42.
- POSH trainings in India, Vietnam, Bangladesh, Sri Lanka.

- PCOS & PCOD awareness.
- PERSONAL POWER – WOMEN Leadership. The programme objectives are to assess individual goals and ambitions and explore how to define success, what one needs to do to accomplish goals, how to understand strengths, challenges, and self-limiting beliefs. The programme also covered how to plan and work to achieve goals and present yourself in best manner in personal and professional environment.
- The HR team also developed a training repository for all programs.



Group Photo clicked during Personnel Power-Women leadership session

## 4 Employees and Community

FPEL believes in the importance of investing in the development of the human capital, responding to the interests of communities associated with or located in-proximity to the projects, and engaging with all stakeholders to achieve common goals.

Each stakeholder group plays an important role in shaping FPEL's business goals. The company recognizes that the stakeholders comprise of a diverse range of individuals: employees, workers, suppliers, local communities, customers, investors, government agencies, NGOs, and industrial and sectoral associations. FPEL's stakeholder engagement strategy is therefore built on the principles of inclusivity, transparency, and collaboration.

The stakeholder engagement encompasses channels for receiving feedback, concerns, grievances, and channels of communications including community meetings, consultations, surveys, and focused group discussions. It enables FPEL to listen to the perspectives and concerns of the stakeholders and foster a sense of trust and mutual understanding.

### 4.1 Health and Safety

At FPEL, health and safety of employees, contractors, and communities is a critical part of the company's commitment to sustainability. FPEL has been consistently and diligently working to maintain a safe and healthy work environment for all stakeholders.

FPEL's approach to health and safety involves rigorous risk assessment, routine safety trainings, and creating a culture of safety that penetrate all levels of the company. FPEL is proud of its safety records and practices continual improvement of the processes and systems. Company's aim is to achieve zero harm and achieve exemplary health and safety records.

The stakeholder engagement also goes beyond consultations. It allows active involvement of stakeholders in the decision-making processes. For example, FPEL consults local communities from the early stages of project development to identify potential negative and positive impacts of projects on community. Inputs and suggestions from consultations are used to co-create solutions that can address communities' concerns and maximize shared benefits.

FPEL understand the pivotal role of human capital for a sustainable business. The company routinely monitor employee turnover, wage levels and gaps, diversity and inclusion, and indicators for evaluating employee's health and safety.

FPEL employs a total of 397 full time employees in India, 11 in Vietnam, 5 in Bangladesh, and 3 in Sri Lanka. Number of women employees are 59 in India, 4 in Vietnam, and 1 in Bangladesh.

FPEL's approach to foster constructive community influence revolves around two core strategies: the cultivation of 'shared value' and the implementation of 'community projects' in the proximity of our operational sphere.

FPEL uses following indicators to measure and monitor the health and safety of employees in operations including full-time and contractual workers.

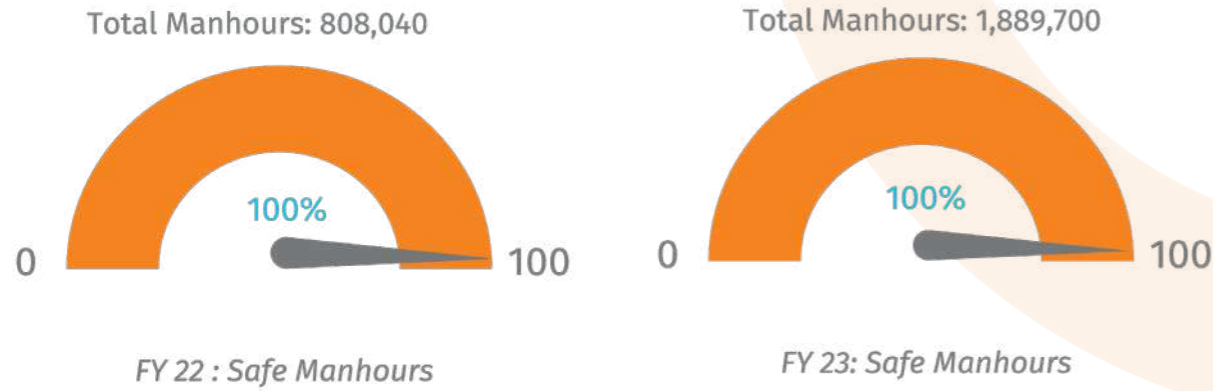
- Total manhours, to indicate scale of operations and workforce.
- Safe manhours, to indicate success of health and safety management systems.
- Incident rate to indicate frequency of health and safety incidents.
- Severity rate, to indicate seriousness of incidents.
- Fatality rate, to indicate critical risks.

FPEL proactively manages these indicators to enhance occupational health and safety (OHS) performance and improve the health and safety safeguards. The company further utilizes 7 leading indicators and 6 lagging indicators to assess the performance of the OHS management system.

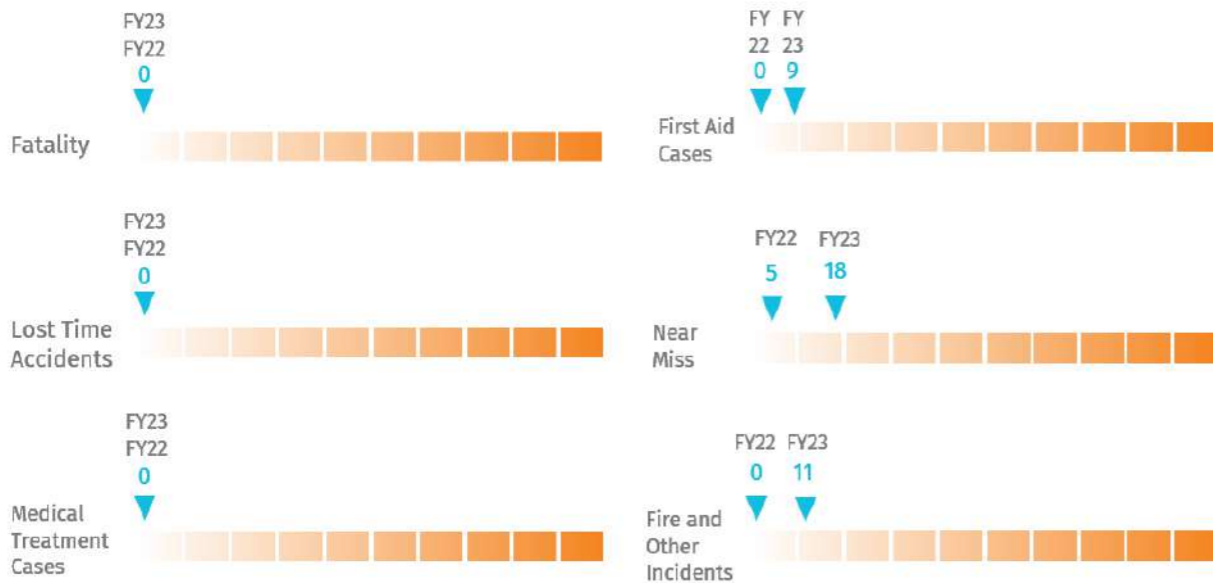
Leading indicators provide insights into emerging health & safety risks and inform preventive measures needed to maintain a secure environment. The data trends are used to identify areas of concern and initiate preventive actions such as targeted training to mitigate the risks.

Lagging indicators provide retrospective insights into incidents and injuries. The data trends are used to evaluate efficacy of FPEL's measures and inform actions needed to improve the practices and protocols.

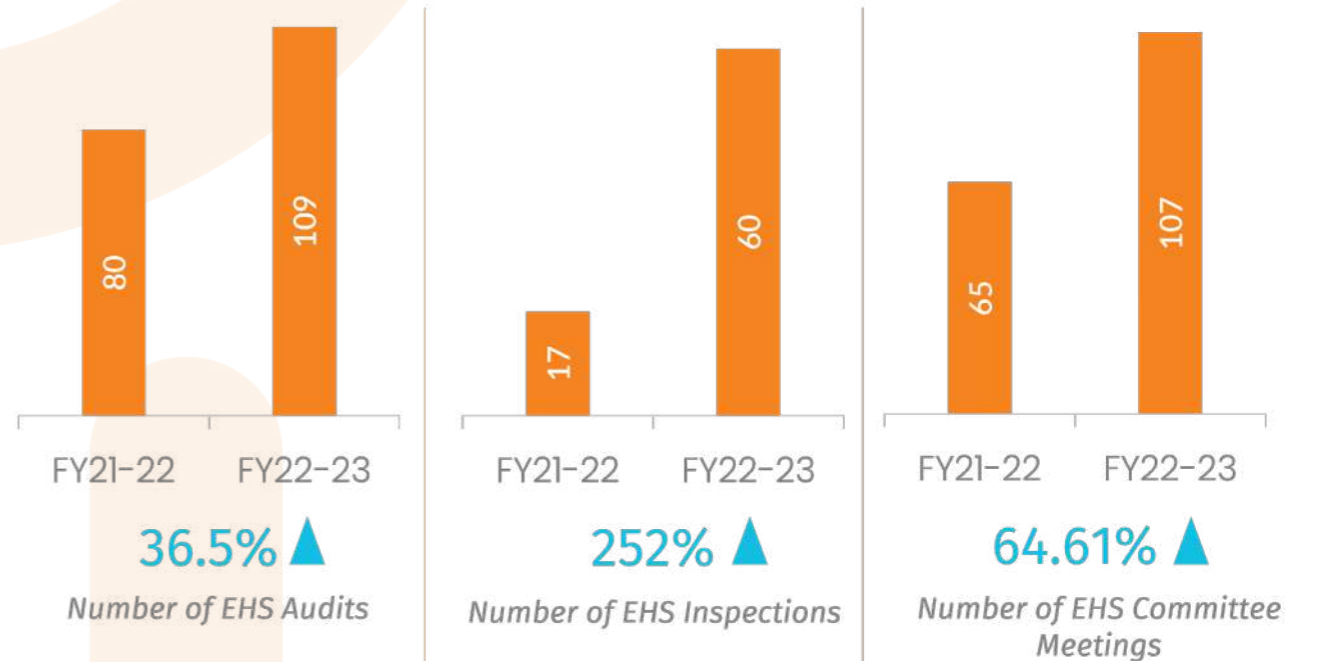
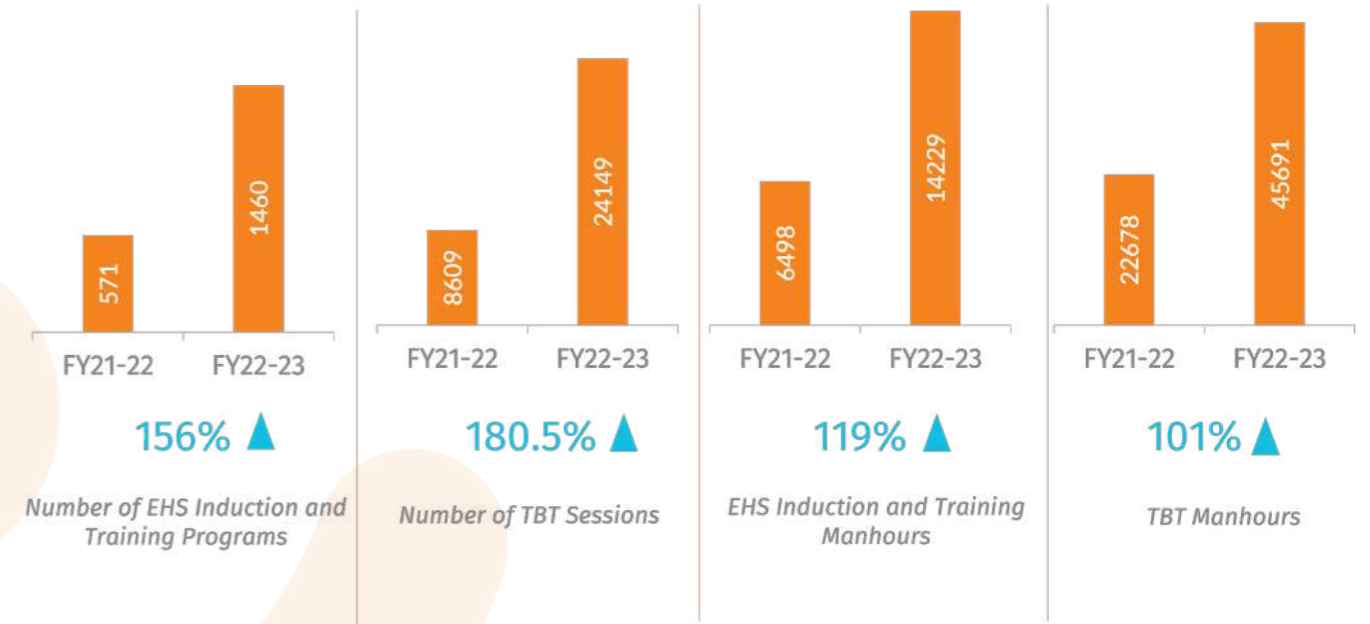
In FY 22-23, 100% of the manhours were observed as safe manhours, a trend that has continued from FY 21-22.



H&S Performance for FY 22-23 and FY 21-22



Lagging OHS Indicators for FY 22-23 and FY 21-22



Leading OHS Indicators for FY 22-23 and FY 21-22

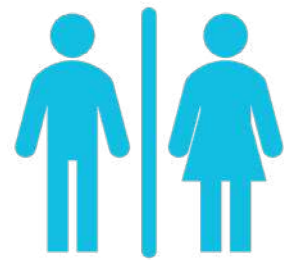
## 4.2 Well-being

FPEL is a certified 'Great Place to Work' in mid-size organizations categories in India. An independent evaluation conducted by Great Place to Work institute revealed that the FPEL's practices for ensuring physical safety at workplace, instilling a sense of contributing to society in workforce, and promoting competency in management positions, are at par with India's top-most 75 mid-size businesses.

FPEL is taking proactive steps to ensure its employees experience a safe, fair, flexible, progressive work environment where they can thrive and succeed in their career.

FPEL provides comprehensive medical coverage to all employees at FPEL as well as their immediate family including spouses and children. Annual health checkup is provided for all employees. In FY 22-23, FPEL continued the coverage of medical insurance to facilitate inclusion of dependent parents at subsidized rate, which was initiated in the previous year.

Efforts taken by FPEL in ensuring the wellbeing of their employees are evident from the low employee turnover rate. In FY 22-23, employee turnover rate was 18%



**9** Full-Time Equivalent (FTE) for ESG Performance

**416** Total Full-Time Employees

**18%** Employee Turnover Rate

**63** Total Female Employees

**15%** Gender Diversity across FPEL

**1%** Gender Pay Gap



This is to certify that Fourth Partner Energy has successfully completed the assessment conducted by Great Place to Work® Institute, India, and is certified as a great workplace.  
Category: Mid-Size Organizations

This certificate is valid from Sep 2022 to Sep 2023.



Yeshasvini Ramaswamy  
Chief Executive Officer  
Great Place to Work® Institute, India

Note: The certificate is valid subject to the terms and conditions agreed to by the Organization.

### 4.3 Diversity and Inclusion

FPEL is taking proactive steps to improve gender diversity by prioritizing recruitment of merit-able female candidates and adopts best practices to eliminate the gender pay gap.

In FY 22-23, FPEL achieved:

- 15% Gender Ratio across company
- 15% Gender Ratio in FPEL's senior management positions (board, Ex-com, and M-com).
- 1% gender pay gap
- 100% of the offices with universal access for physically disadvantaged people

### 4.4 Shared Value Creation through Green Jobs

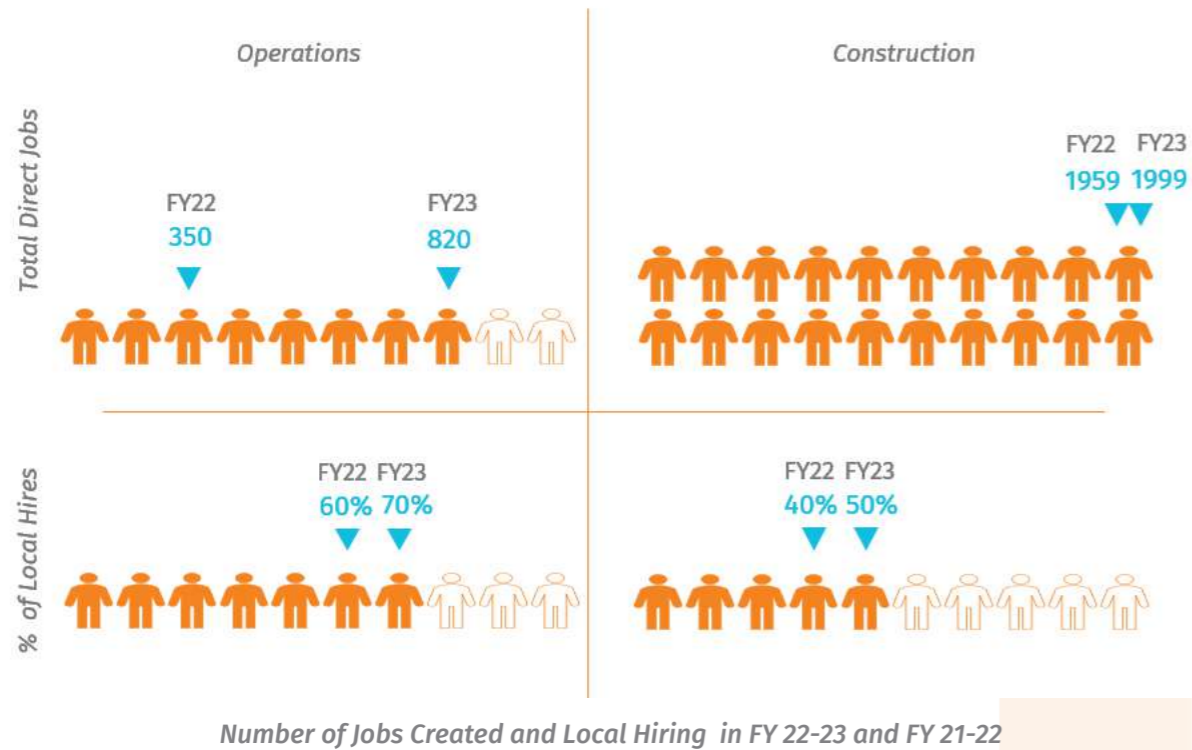
FPEL is committed to supporting local economic growth and maximizing employment opportunities within the communities where the projects are located.

During the construction and operation phases of the plants, FPEL prioritizes local hiring. This approach has a twofold benefit: it enhances the socioeconomic well-being of the community and creates a sense of ownership and pride among

the local workforce.

In FY 22-23, FPEL achieved,

- 40% local hiring in construction stage and 60% local hiring in operation stage
- 1999 direct jobs in construction stage and 820 direct jobs in operation stage



### 4.5 Community Welfare

FPEL engages with local communities to understand their needs and aspirations and takes steps to ensure that the projects are designed and implemented in a manner that respects their cultural, social, and economic values.

FPEL partners with local organizations to support initiatives that enhances the well-being of the communities in which the company operates. This includes prioritizing investments in education and healthcare.

In FY 22-23, FPEL extended its efforts for social inclusion and community development to the underprivileged community of Pathar village. The village is located near a project site. This region encompasses a rural habitat characterized by diverse topography, including hilly and rocky terrains.

Pathar village has a population of approximately 247 and is administrated by a Sarpanch (head of village). There is a sub-primary health centre in Dongargaon village. Sanitation facilities and tap water supply are available in the area, with groundwater being the primary source of drinking water.



The main occupation is agriculture, predominantly rainfed, with cotton, soybean, paddy, and pigeon pea being the main crops. Educational facilities, including a primary school and an Anganwadi, are available for the village population, while higher education institutions are located in Katol.

FPEL's efforts fostered a strong sense of ownership within Pathar village, ensuring that access and opportunities are made available to all members of the community. These efforts created an enabling environment that promotes learning and growth.



**FPEL's initiatives in the Pathar village:**

1. FPEL conducted a comprehensive needs assessment to gain insights into the existing conditions and determine areas for enhancement.
2. Key stakeholders, including government officials, community representatives, and various village groups, actively participated in focus group discussions, providing valuable information, and defining the community's requirements.
3. Based on the findings, FPEL devised a strategic plan encompassing infrastructure upgrades and community engagement initiatives tailored to the identified sites.
4. To ensure optimal utilization of the facilities, FPEL remains dedicated to ongoing maintenance of the infrastructure at Pathar Village, Anganwadi, and Government Primary School in Katol and encourages employee volunteering.



**Interventions in Pathar Village:**

FPEL implemented a range of targeted interventions in Pathar village, with the aim of uplifting the community. These interventions encompassed infrastructure upgrades, fostering a conducive learning environment, enhancing water, health, and sanitation facilities, as well as promoting community engagement and overall development. By addressing these specific areas, we strived to create a lasting and positive impact on the lives of the residents in Pathar village. The major interventions are listed below:

- Refurbishment of separate toilets for boys and girls, construction of soak pits, fixing of WCs and urinals, refurbishment of toilet flooring, provision of wash basins and mirrors, etc.
- Construction of new roof, repair of doors and walls,
- Refurbishment of school's library, complete with new books and floor fittings.
- Provision of new slides and swings for the school playground
- Provision of new toys for Anganwadi/playschool
- Building and learning aid (BaLa) paintings across the school campus
- Support provided to community members in Pathar village includes,
- Provision of community fresh drinking water facility with RO.
- Provision of community toilets

**Future Commitments**

FPEL remains dedicated to its community development initiatives, fostering social change and enhancing the quality of life for individuals, families, and entire communities in their local areas. By empowering community members, 4PEL aims to strengthen bonds and cultivate more resilient and interconnected communities. This holistic approach is rooted in principles of empowerment, human rights, inclusion, environmental protection, social justice, self-determination, and collective action. As a model for corporate engagement with vulnerable communities worldwide, it demonstrates the potential for impactful and replicable community-driven initiatives.

Going forward, FPEL plans to undertake similar infrastructural upgradation and community welfare initiatives in Thoothukudi district of Tamil Nadu, Vijaypur district of Karnataka and Dhule district of Maharashtra, India near our project sites.







# 5 Environmental Stewardship

**Solar Rooftop Project**

FPEL incorporates environmental considerations in company’s decision making and foster an environment-conscious behaviour amongst employees.

FPEL actively seeks opportunities to reduce energy and water needs in operations. The company regularly assesses environmental pollution due to operations and takes steps to minimize and

mitigate them. FPEL is proactively adopting best practices for efficient use of energy and water, safe handling, and disposal of waste, reducing dependency on fossil fuels, and minimizing Scope 1, 2, 3 GHG emissions. The company engages with employees across FPEL offices and encourages adoption of energy and water saving measures.

## 5.1 Resource Efficiency

### Energy

FPEL is committed to embracing energy-efficient advancements and making substantial investments to enhance the proportion of renewable energy in its own energy requirements. As a testament to this commitment, FPEL has successfully installed a 14.8 KWp rooftop solar power plant at its headquarters.

FPEL diligently monitors electricity consumption at its office locations, including Hyderabad – HMT, Hyderabad – Begumpeth, Pune, and Gurugram.

In FY 2021-2022, each employee, on an average, consumed 377.3 kilowatt-hours (KWh) of electricity the FPEL’s offices. Total electricity consumption at offices is 75.5 MWh, where 67.7 MWh is from grid electricity whereas 7.7 MWh (~10 %) is renewable energy (from roof-top solar at head office).

In FY 22-23, average electricity consumption per employee is 566.4 KWh and total electricity consumption is 106.8 MWh. Renewable energy share of this consumption is 6.6 KWH (~5.8%).

FY 22-23 witnessed an increase in electricity consumption compared to FY 21-22. In FY 21-22, due to Covid-19 pandemic, share of in-office working hours was less as many of the employees worked from home.

### Water

To maintain optimal energy generation efficiency of Photo-Voltaic (PV) modules, regular cleaning is imperative. Given the water-intensive nature of this process, FPEL has taken proactive steps to monitor water consumption at the solar plants.

FPEL has installed water meters at all solar plants to monitor water consumption for cleaning of PV modules. In FY 2021-2022, FPEL initiated a comprehensive water conservation program that currently encompasses 147 solar plants with a cumulative capacity of 1,58,852 kWp.

In the FY 2022-2023, the total water consumption for solar PV cleaning amounted to 52,465.5 kilolitres (KL). This translates to approximately 4.075 litres per module or 11.93 litres per kilowatt peak (KWp) for two cycles, compared to 3.59 literslitres per module in FY 21-22. FPEL also monitors water consumption in its office facilities at Hyderabad – HMT, Hyderabad – Begumpeth, Pune, and Gurugram. .

In FY 2021-22, the total water consumption in offices was 1352 KL equivalent to an average of 6.8 KL per employee.

In FY 2022-23, total water consumption at offices is 1353 KL equivalent to average of 6.8 KL per employee.



Rooftop Solar, FPEL Office, Hyderabad, India

### Electricity Consumption at FPEL Offices

**FY 2021-22**  
**68 MWh** total electricity consumption  
**323 kWh** electricity consumption per employee

**FY 2022-23**  
**107 MWh** total electricity consumption  
**533 kWh** electricity consumption per employee

FY 22-23 witnessed an increase in electricity consumption compared to FY 21-22. In FY 21-22, due to Covid-19 pandemic, share of in-office working hours was less as many of the employees worked from home.



Rooftop Solar, FPEL Office, Hyderabad, India

### Water Conservation Program for Solar PV Cleaning



**147** Solar plants under track for water consumption  
**1,58,852** kWp under track for water consumption



FY 22-23  
 Total water consumption for cleaning solar PV  
**52,465.5 KL**  
**4.075 liters/module**



FY 21-22  
 Total water consumption for cleaning solar PV  
**3.59 liters/module**



Automated Solar PV Cleaning

## 5.2 Waste Management

FPEL has made significant strides in waste management by developing a robust and comprehensive waste management plan. FPEL actively fosters recycling initiatives, promote waste segregation, and conduct awareness campaigns, motivating responsible recycling and disposal behaviours among our workforces.

To ensure responsible handling of PV module waste, FPEL have established partnerships with authorized recyclers certified by the Central Pollution Control Board (CPCB) and State Pollution Control Board (SPCB). Through these collaborations, FPEL entrust the task of collecting and recycling/disposing damaged PV modules in an environmentally friendly manner. FPEL strictly adheres to regulatory requirements for waste management and works closely with the authorized recyclers to ensure that proper waste management protocols are followed and hazardous waste, if any, is handled and disposed, as per applicable rules.

In FY 21-22, FPEL started collecting damaged PV modules from plants. In FY 22-23, FPEL expanded this programme to collect other waste streams: paper, packaging material, wood, and metal from Open Access/Off-site plants.

In FY 22-23, FPEL collected and provided 182 MT solar Power Plant waste to authorized recyclers. In FY 21-22, 46 MT of Solar Power Plant waste was given to authorized recyclers.

FPEL monitors waste generation at following offices Hyderabad – HMT, Hyderabad – Begumpeth, Pune & Gurugram. In FY 21-22, total waste generated at offices was 2824 Kg equivalent to 14.12 kg/employee. In FY 22-23, total waste generated at offices was 4141 Kgs equivalent to 20.7 Kg/employee.

FY 22-23 witnessed an increase in waste generation per employee compared to FY 21-22. In FY 21-22, due to Covid pandemic, share of in-office working hours was less as many of the employees worked from home.

### Solar Power Plant Waste Recycling

FY 22-23

**23 lakhs**

Revenue from sale of waste materials

**182 MT**

waste sent for recycling

Damaged PV models from distributed/ C & I plants  
Paper, packaging, wood or metal from open access/Offsite plant

FY 21-22

**3 lakhs**

Revenue from sale of waste materials

**46 MT**

waste sent for recycling

Damaged PV models from distributed/ C & I plants  
Paper, packaging, wood or metal from open access/Offsite plant



## Waste Generation at FPEL Offices

FY 2021-22

**2848 kg** total waste generated

**13 kg** waste generated per employee



FY 2022-23

**4141 kg** total waste generated

**21 kg** waste generated per employee

FY 22-23 witnessed an increase in waste generation compared to FY 21-22. In FY 21-22, due to Covid-19 pandemic, share of in-office working hours was less as many of the employees worked from home.

## 5.3 Green House Gas (GHG) Emissions

FPEL is monitoring Scope 1 and Scope 2 emissions across its main office locations to cultivate a comprehensive understanding of its carbon footprint. In FY 2021-2022, emissions for Hyderabad-HMT, Hyderabad - Begumpet, Gurugram, and Pune offices were considered:

- Scope 1 emissions: 8.60 tCO<sub>2</sub>e
- Scope 2 emissions: 36.28 tCO<sub>2</sub>e

In FY 2022-2023, FPEL's offices in Mumbai, Vietnam, and Bangladesh were included in the scope of GHG calculations.

- Scope 1 emissions: 8.70 tCO<sub>2</sub>e
- Scope 2 emissions: 104.80 tCO<sub>2</sub>e

Going forward, FPEL aims to comprehensively account for Scope 1, 2, and 3 GHG emissions at the asset level. This initiative will commence in FY 2023-2024, with a pilot program encompassing five assets, including Open Access and Distributed sites. During the pilot phase, all emission sources will be identified and assessed throughout both construction and operation phases. This exercise will enable FPEL to establish a comprehensive baseline of GHG emissions and guide the company to set decarbonization targets in accordance with the Science-Based Targets initiative (SBTi).

## GHG Emissions at FPEL Offices

FY 2021-22

**8.6 tCO<sub>2</sub>e** Scope 1 GHG Emissions

**36.28 tCO<sub>2</sub>e** Scope 2 GHG Emissions



FY 2022-23

**9.51 tCO<sub>2</sub>e** Scope 1 GHG Emissions

**99.54 tCO<sub>2</sub>e** Scope 2 GHG Emissions

FY 22-23 witnessed an increase in GHG Emissions compared to FY 21-22. In FY 21-22, due to Covid-19 pandemic, share of in-office working hours was less as many of the employees worked from home.



# GRI Index



Solar Open Access Project

GRI Standards	Place in the Report
<b>General Disclosure</b>	
2-1 Organizational details	About FPEL
2-2 Entities included in the organization's sustainability reporting	About the Report
2-3 Reporting period, frequency, and contact point	About the Report
2-4 Restatements of information	About the Report
2-5 External assurance	About the Report
2-6 Activities, value chain and other business relationships	About FPEL
2-7 Employees	Employee and Community
2-8 Workers who are not employees	Employee and Community
2-9 Governance structure and composition	Governance
2-11 Chair of the highest governance body	Governance
2-12 Role of the highest governance body in overseeing the management of impacts	Governance
2-13 Delegation of responsibility for managing impacts	Governance
2-14 Role of the highest governance body in sustainability reporting	Governance
2-17 Collective knowledge of the highest governance body	Governance
2-22 Statement on sustainable development strategy	Sustainability Action Framework
2-23 Policy commitments	Governance
2-24 Embedding policy commitments	Governance
2-25 Processes to remediate negative impacts	Governance
2-26 Mechanisms for seeking advice and raising concerns	Governance
2-27 Compliance with laws and regulations	Governance
2-28 Membership associations	CII, DiSPA, FICCI-RE CEOs Council
2-29 Approach to stakeholder engagement	Governance
<b>Material Topics</b>	
3-1 Process to determine material topics	Sustainability Action Framework
3-2 List of material topics	Sustainability Action Framework
<b>Procurement practices</b>	
204-1 Proportion of spending on local suppliers	Governance
<b>Energy</b>	
302-1 Energy consumption within the organization	Environmental Stewardship
302-3 Energy intensity	Environmental Stewardship
302-4 Reduction of energy consumption	Environmental Stewardship
<b>Water and effluents</b>	
303-5 Water consumption	Environmental Stewardship
<b>Biodiversity</b>	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	0
304-2 Significant impacts of activities, products, and services on biodiversity	Governance
304-3 Habitats protected or restored	0

GRI Standards	Place in the Report
<b>Emissions</b>	
305-1 Direct (Scope 1) GHG emissions	Environmental Stewardship
305-2 Energy indirect (Scope 2) GHG emissions	Environmental Stewardship
<b>Waste</b>	
306-1 Waste generation and significant waste-related impacts	Environmental Stewardship
306-3 Waste generated	Environmental Stewardship
306-4 Waste diverted from disposal	Environmental Stewardship
<b>Supplier environmental assessment</b>	
308-1 New suppliers that were screened using environmental criteria	Governance
<b>Employment</b>	
401-1 New employee hires and employee turnover	Employees and Community
<b>Occupational health and safety</b>	
403-1 Occupational health and safety management system	Governance
403-2 Hazard identification, risk assessment, and incident investigation	Employees and Community
403-3 Occupational health services	Employees and Community
403-4 Worker participation, consultation, and communication on occupational health and safety	Governance
403-5 Worker training on occupational health and safety	Employees and Community
403-6 Promotion of worker health	Employees and Community
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees and Community
403-8 Workers covered by an occupational health and safety management system	Employees and Community
403-9 Work-related injuries	Employees and Community
403-10 Work-related ill health	Employees and Community
<b>Training and education</b>	
404-2 Programs for upgrading employee skills and transition assistance programs	Governance
<b>Diversity and equal opportunity</b>	
405-1 Diversity of governance bodies and employees	Employees and Community
405-2 Ratio of basic salary and remuneration of women to men	Employees and Community
<b>Non-discrimination</b>	
406-1 Incidents of discrimination and corrective actions taken	Governance
<b>Local communities</b>	
413-1 Operations with local community engagement, impact assessments, and development programs	Employees and Community
<b>Supplier social assessment</b>	
414-1 New suppliers that were screened using social criteria	Governance



Solar Open Access Project



# UNSDGs Index



Solar Open Access Project

UNSDGs	Targets	Place in the Report
<p><b>3 GOOD HEALTH AND WELL-BEING</b></p>	<p><b>Target 3.5</b> Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol</p> <p><b>Target 3.4</b> By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p> <p><b>Target 3.8</b> Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality, and affordable essential medicines and vaccines for all</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Drug, Alcohol Tobacco Free Workplace Policy</li> </ul> <p><b>Employees and Community</b></p> <ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Employee Well-being</li> </ul>
<p><b>4 QUALITY EDUCATION</b></p>	<p><b>Target 4.a</b> Build and upgrade education facilities that are child, disability, and gender sensitive and provide safe, non-violent, inclusive, and effective learning environments for all</p>	<p><b>Employee and Community</b></p> <ul style="list-style-type: none"> <li>• Community Welfare</li> </ul>
<p><b>5 GENDER EQUALITY</b></p>	<p><b>Target 5.1</b> End all forms of discrimination against all women and girls everywhere</p> <p><b>Target 5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life</p> <p><b>Target 5.c</b> Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• POSH Policy</li> <li>• Training and Capacity Building</li> </ul> <p><b>Employee and Community</b></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Training and Capacity Building</li> </ul> <p><b>Employee and Community</b></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion</li> </ul>
<p><b>6 CLEAN WATER AND SANITATION</b></p>	<p><b>Target 6.4</b> By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• POSH Policy</li> <li>• Social Policy</li> </ul> <p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>• Resource Efficiency</li> </ul>

UNSDGs	Targets	Place in the Report
	<p><b>Target 7.2</b> By 2030, increase substantially the share of renewable energy in the global energy mix</p>	<p><b>About FPEL</b></p> <ul style="list-style-type: none"> <li>• Business Model</li> </ul> <p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>• Resource Efficiency</li> </ul>
	<p><b>Target 7.3</b> By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support</p>	<p><b>About FPEL</b></p> <ul style="list-style-type: none"> <li>• Projects</li> <li>• Joint Ventures and Subsidiaries</li> </ul>
	<p><b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p><b>Employee and Community</b></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion</li> <li>• Shared value creation through green jobs</li> </ul>
	<p><b>Target 8.6</b> By 2020, substantially reduce the proportion of youth not in employment, education, or training</p>	<p><b>Employee and Community</b></p> <ul style="list-style-type: none"> <li>• Shared value creation through green jobs</li> </ul>
	<p><b>Target 8.7</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Social Policy</li> <li>• Supplier Code of Conduct</li> </ul>
	<p><b>Target 8.8</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Social Policy</li> <li>• Supplier Code of Conduct</li> <li>• Safety Code of Conduct</li> <li>• Contractor Health and Safety Policy</li> </ul>
	<p><b>Target 9.4</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p><b>About FPEL</b></p> <ul style="list-style-type: none"> <li>• Projects</li> <li>• Joint Ventures and Subsidiaries</li> </ul>

UNSDGs	Targets	Place in the Report
	<p><b>Target 10.2</b> By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	<p><b>Employee and Community</b></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion</li> <li>• Shared value creation through green jobs</li> <li>• Community Welfare</li> </ul>
	<p><b>Target 11.6</b> By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p>	<p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>• Resource Efficiency</li> <li>• Waste Management</li> <li>• GHG Emissions</li> </ul>
	<p><b>Target 12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources</p> <p><b>Target 12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse</p>	<p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>• Resource Efficiency</li> </ul> <p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>• Waste Management</li> </ul>
	<p><b>Target 13.3</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Training and Capacity Building</li> </ul>
	<p><b>Target 15.5</b> Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Adoption of Good International Industry Practices</li> </ul>
	<p><b>Target 16.5</b> Substantially reduce corruption and bribery in all their forms</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Anti-bribery and Anti-corruption Policy</li> <li>• Compliance Management</li> </ul>
	<p><b>Target 16.7</b> Ensure responsive, inclusive, participatory, and representative decision-making at all levels</p>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Management System</li> </ul>



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Report Prepared by



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Pvt. Ltd.