Page no 9 – Power grid ESPP document

A) Route Alignment

To accomplish this, route selection of transmission line is undertaken in close consultation with representatives of the State Forest, Environment and Revenue Departments. Site-specific alterations Environmental and Social Policy & Procedures are made to avoid environmentally sensitive areas and settlements at execution stage. Alignments are generally sited 10-15 km away from major towns, whenever possible, to provide for future urban expansion.

POWERGRID SUSTAINABILITY REPORT 2015-17 Page no : 64 Public Disclosure

Public disclosure and participation are the principal steps in POWERGRID's project planning and implementation. Our corporate policy is aligned to minimize communication gap between the company and its stakeholders, thereby ensuring long-term symbiotic relationship. Consultations are carried out during construction of transmission lines and substations. In cases of securing land through willing-buyer willing-seller agreements, disclosures and consultations begin much before the negotiation meeting.

Transmission line Construction

Public Consultation for Screening, Assessment and Route/ Site finalization Resolution of issues raised during initial screening and walkover surveys Consultation at individual and community level

Affected person(s) compensated as per provisions/ Issues Resolved

Overview Corporate Governance Sustainability Management **Building Truet** Materiality issues Economic Performance consultations begin much before the negotiation meeting. Environmental Stewardship Energy Efficiency Water Conservation Emission Control Waste Management Material Management Human Capital Learning and Development **Career Development** Substation Construction Transmission line Construction **Diversity and Inclusion** Public Consultation for Screening, Assessment Public Consultation as per Recruitment & Turnover Land Acquisition Act and Route/Site finalization Workplace Policies Consultation at individual and community level Social Impact assessment of Land acquisition Human Rights activity based on socio-economic survey **Grievance Redresss** Resolution of issues raised during initial Compensation designing in consultation screening and walkover surveys Employee Engagement with people Collective bargaining Affected person(s) compensated as per Meetings with PAPs to develop FAP provisiona/ Issues Resolved Safety Compansation to PAP Social Enrichment Securing Land Public Disclosure of group Corporate Social Responsibility 88

Understanding the Impact of Organization on the Community - Page no 66

While continually improving its management systems and introducing state-of the-art technologies, POWERGRID strictly follows the basic principles of Avoidance, Minimization and Mitigation in dealing with Environmental and Social issues. Feedback & inputs received by society/ communities during the

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Understanding the Impact of Organization on the Community

Overview

Corporate Governance

Sustainability Management

Building Trust

Economic Performance

Environmental Stewardship

- Energy Efficiency Water Conservation
- Emission Control
- Waste Management

Material Management

Human Capital

Learning and Development

Career Development

Diversity and Inclusion

Recruitment & Turnover

Workplace Policies

Human Rights

- Grievance Redressal Employee Engagement
- Collective bargaining
- Salety
- Social Enrichment Securing Land

Public Disclosure

 Corporate Social Responsibility

While continually improving its management systems and introducing state-ofthe-art technologies, POWERGRID strictly follows the basic principles of Avoidance, Minimization and Mitigation in dealing with Environmental and Social issues. Feedback & inputs received by society/ communities during the public disclosure, consultation & participation activity are addressed by POWERGRID.

In-house experts or external agencies assess the needs through survey/study. The affected communities are consulted and closely involved in the process of identifying, planning and implementation of the CSR1 activities, programs or projects. Wherever possible, the local authorities and specialized agencies are consulted and involved. Further, recommendations of state/district administration/ Panchayat Paij institutions, Ministries of Government of linets and other state/notices are also considered.

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Sile level assessment through meetings and impact assessments with the benefitted communities and people are carried out.

During the reporting period we have carried out CSR activities in our identified thrust areas.

The implementation of various activities is normally done through placement of award. Services of various departments of central/ state Government, Panchayat Raj Institutions etc. are also availed for implementation of CSR activities as deposit works. The financial commitment is made for the entire expenditure till the completion of the project. Monitoring of the project is done by site level and regional level offices who send the reports to Corporate Centre. Monitoring also includes, running account payments and other incident activities necessary for turther implementation of the project.

Upon identifying the requirement of the community, a project plan is prepared indicating the need for community development activity, time-trame of implementation, action plan and budget requirement. Long-term projects are broken into short/modiumterm plans and annual plans. The communities intended to be benefitted are consulted and closely involved in the process of planning of the CSR activities. Wherever possible, the local authorities and specialized agencies are also similarly consulted and involved.

Project

Projects Planning

Adhening to Schedule WI of the Companie Act, 2013 and DPE guidalnes and taking clues from United Nations Global Compact and UN Millennium Development Goals following have been identified as the thrust areas of CSR & Sustainability activities of POWEFICIEID - Education, Health Care & Sanitation, **Fural Development, Capacity Building** & Elvelhood Generation, Ecological and Environmental Sustainability and Relief/ Rehabilitation/Restoration work at the times of National Calamities/Disasters.



66