



**KALPA-TARU<sup>®</sup>**

**POWER TRANSMISSION LIMITED**

[www.kalpatarupower.com](http://www.kalpatarupower.com)





**KALPA-TARU<sup>®</sup>**

**POWER TRANSMISSION LIMITED**

# Integrating



Environment



Social



Governance

# for a purpose-driven tomorrow

**ESG REPORT**

FY 2020-21





At KPTL, we place great emphasis on a purpose-led growth. We understand that organizations like us have the opportunity to significantly impact the planet, people and societies as a whole.

**THIS BELIEF HAS CONSTANTLY MOTIVATED US TO CREATE A VALUE THAT GOES BEYOND PROFITABILITY AND POSITIVELY INFLUENCES ALL OUR STAKEHOLDERS.**

Therefore, sustainability remains at the core of everything we do, and everyday at KPTL, we strive to strengthen our focus on bringing a lasting change in and around the organization.

#### Forward-looking statements

Some information in this report may contain forward-looking statements which include statements regarding Company's expected financial position and results of operations, business plans and prospects etc. and are generally identified by forward-looking words such as "believe," "plan," "anticipate," "continue," "estimate," "expect," "may," "will" or other similar words. Forward-looking statements are dependent on assumptions or basis underlying such statements. We have chosen these assumptions or basis in good faith, and we believe that they are reasonable in all material respects. However, we caution that actual results, performances or achievements could differ materially from those expressed or implied in such forward-looking statements. We undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise.



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Or you can scan the QR code to visit our website



# About the REPORT

At Kalpataru Power Transmissions Limited (KPTL), we understand the need and importance of sustainability. Our intent is reflected in the choice of our businesses which while contributing to the nation's growth, also help in creating a positive impact on the environment and society. Across our business practices and processes, it is our constant endeavor to achieve highest standards of sustainable benchmarks and emerge as an organization that focuses on a purpose-driven growth. We believe in generating a value that goes beyond profitability and our aspiration is to create a meaningful impact on each of our stakeholders. The industry we operate in is not very technologically advanced and the concept of sustainability is very new to the sector. However, as an organization that places a great emphasis on a purpose-led business, KPTL consistently strives to integrate sustainability through responsible business practices. Our business strategies are developed by placing high importance on sustainability and consistently strive to measure and manage the impact created by our business on our stakeholders.

To communicate and share our efforts and performance, we present to you our maiden ESG report for the period FY 2020-21. The report encapsulates our aim and strategy to make long-term sustained impact and achieve our ESG aspirations.

## Our Approach

We place great emphasis on communicating with our stakeholders to understand their expectations and identify the areas of growth and improvement. We continuously engage with all our stakeholders with a purpose to improve our sustainability efforts and derive true value for everyone associated with us.

## Disclaimer

This is the Company's maiden ESG report prepared for the period FY 2020-21. This is a management report, prepared voluntarily, and accordingly, this Report is not considered by the Board of Directors or any of its Committees thereof.

## Reporting Scope and Boundary

The report has been developed in accordance with the 'GRI Standards–Core Option' on sustainability reporting and disclosures and the principles of National Voluntary Guidelines (NVG) on Social, Environmental and Economic Responsibilities of Business. In this Report, we have also mapped our performance to the UN's Sustainable Development Goals (SDGs).

Since this is our maiden effort setting up systems and processes for effective tracking of all the impact created by the company will need some time. For environment specific parameters, we have restricted this report to our plant operations while for social and governance parameters, we have covered overall company operations.

## Reporting Period

This report presents KPTL's sustainability performance and activities during financial period of 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021.

## Feedback

We would be pleased to hear your feedback and concerns/suggestions on the sustainability report. We thank you for your valuable time and interest.

Write us on:

[investors@kalpatarupower.com](mailto:investors@kalpatarupower.com)

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# Company OVERVIEW

**Kalpataru Power Transmission Limited (KPTL) is part of the Kalpataru Group established in 1969. Kalpataru Group is a diversified conglomerate with interest in Real Estate, Power Generation, Agri Logistics and EPC of major infrastructure segments like Power Transmission and Distribution, Buildings & Factories, Roads & Highways, Water & Irrigation, Railways and Oil & Gas.**

KPTL is amongst the leading Engineering, Procurement, and Construction (EPC) companies with proven experience and expertise spanning over four decades. KPTL is executing marquee projects with comprehensive capabilities that deliver complete solutions covering design, testing, fabrication, erection and construction of transmission lines, oil and gas infrastructure and railways projects on a turnkey basis. KPTL has established its footprints in 63 countries spread across five continents. KPTL has extended its reach in the European market through its subsidiary LinjemontageiGrastorp AB in Sweden and Latin America through its subsidiary Fasttel Engenharia Ltda in Brazil. The wide reach and presence of KPTL's T&D business includes places like Africa, CIS countries, the Middle East, SAARC, Asia-Pacific, Europe and America.

Quality, Environment and Occupational Health & Safety are at the core and fore of every KPTL project. The unwavering focus on global quality standards has enabled us to secure ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 37001:2016 certifications.

## Our Vision

To be the foremost Global player in all the business verticals we operate in and we will achieve this by adhering to our values.

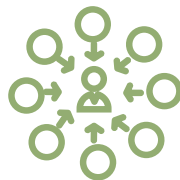




## Core Values



Business Ethics



Customer Centricity



Pride



Quality



Respect



Teamwork



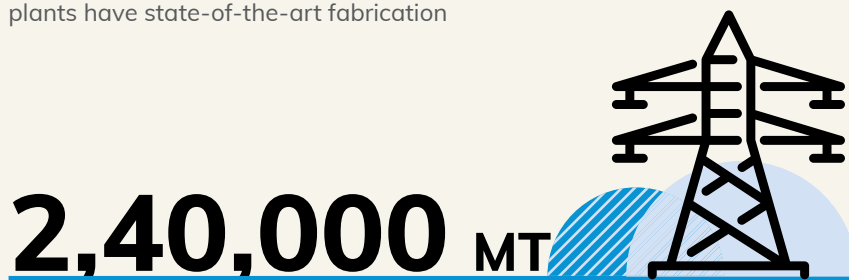
# Power Transmission and Distribution



KPTL has expertise in designing, testing, procurement, tower fabrication, construction, installing, commissioning and operation and maintenance (O&M) of power transmission lines and offer end-to-end and integrated EPC solutions in the power transmission space. The Company focuses on innovation, safety and cost effective design solutions aligned to ensuring ease of manufacture and construction. KPTL's manufacturing plants have state-of-the-art fabrication

equipment such as CNC machines, drilling machines and EOT cranes.

KPTL's powerful in-house R&D is backed by a multi-disciplinary team of specialized engineers, sophisticated software and hardware facilities that provide value-added integrated engineering services for clients, as part of its comprehensive EPC services.



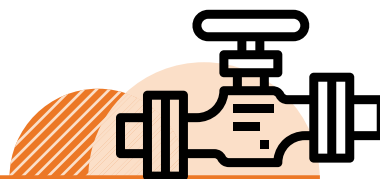
Tower Fabrication Capacity Per Year

# Oil & Gas



KPTL is one of the leading EPC companies in the Oil & Gas pipeline business in India with end-to-end capabilities in designing, engineering, procurement, construction, testing and commissioning of cross-country Oil & Gas pipelines, processing facilities, refineries, and fertilizer plants. This division has laid around 6,650 kms of pipelines along with associated works of more than 385 stations till date.

**900+** kms



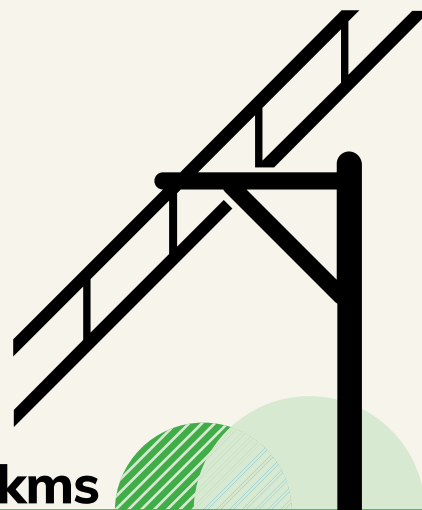
Pipelines laid in  
2020-21



# Railway



KPTL is amongst the leading players in overhead electrification, railway track laying, signalling & telecommunication (S&T), power systems and civil works associated with railway networks. Our in-house team possesses design and engineering capabilities to cater to the needs of Metro Rail and Dedicated Freight Corridors (DFC).



**6,000+** Route kms

Railway Electrification work  
executed till date in India

# Civil Infrastructure and Agricultural Logistics



Our subsidiary, **JMC Projects (India) Ltd. (JMC)** is among the leading listed companies offering EPC services for the design and construction of residential, commercial, and institutional buildings, factories, and industrial EPC projects. We have capabilities to undertake MEP, HVAC, facade, finishing and interior projects on EPC basis. Our established pan-India presence, with robust, performance driven customer relationship management helps us to bag repeat orders from most of our clients.

JMC offers EPC services for the design and construction of highways, bridges and flyovers, metro rail corridors, stations, transit terminals, and hubs. We possess capability to undertake metro rail underground structures and high speed rail structures on EPC basis. We have established pan India presence, with the core asset base providing competitive advantage. JMC is working towards publishing its first Sustainability Report encapsulating its ESG initiatives and performance.

**Shree Shubham Logistics Ltd.** provides agri-storage infrastructure along with

a wide range of value-added services like storage, warehousing, testing and certification, collateral management, funding, and procurement. It manages and operates warehouses (owned, hired, third parties and Public Private Partnership (PPP) model) across seven Indian states including Rajasthan, Gujarat, Madhya Pradesh, Maharashtra, Bihar, Haryana, Delhi, Uttar Pradesh, and Karnataka.

**350+**

warehouses managed



**75+**

Ongoing projects in India with leading real estate developers and government clients



# Digital Transformation at KPTL

The EPC and Manufacturing sector has multiple internal as well as external business challenges due to the complex nature of our projects that are spread across different geographies. At KPTL, we have identified certain difficulties such as:

Capital and Labour intensive projects in different business verticals – Transmission & Distribution, Oil and Gas, Railways – that are located in difficult and remote locations across 60+ geographies makes it necessary to have an integrated and Centralized Project Management (CPM) system that covers engineering, procurement and construction.

## 1. Centralized Project Management (CPM)

The conventional planning tools such as MS Projects and Primavera are lack effectiveness while managing complexities of linear projects. Since most of our projects are linear and spread over long lengths, at times more than 1000+ km, it is challenging to centrally plan and monitor near real time progress of projects.

## 2. Connected Plant & Machinery (P&M)

Sub-optimal utilization of P&M resources due to lack of robust tools for planning and monitoring of deployment of resources along with fuel consumption.

## 3. Connected Workers

Challenges in monitoring workforce and improving productivity across linear projects using conventional methods.

## 4. Material Tracking

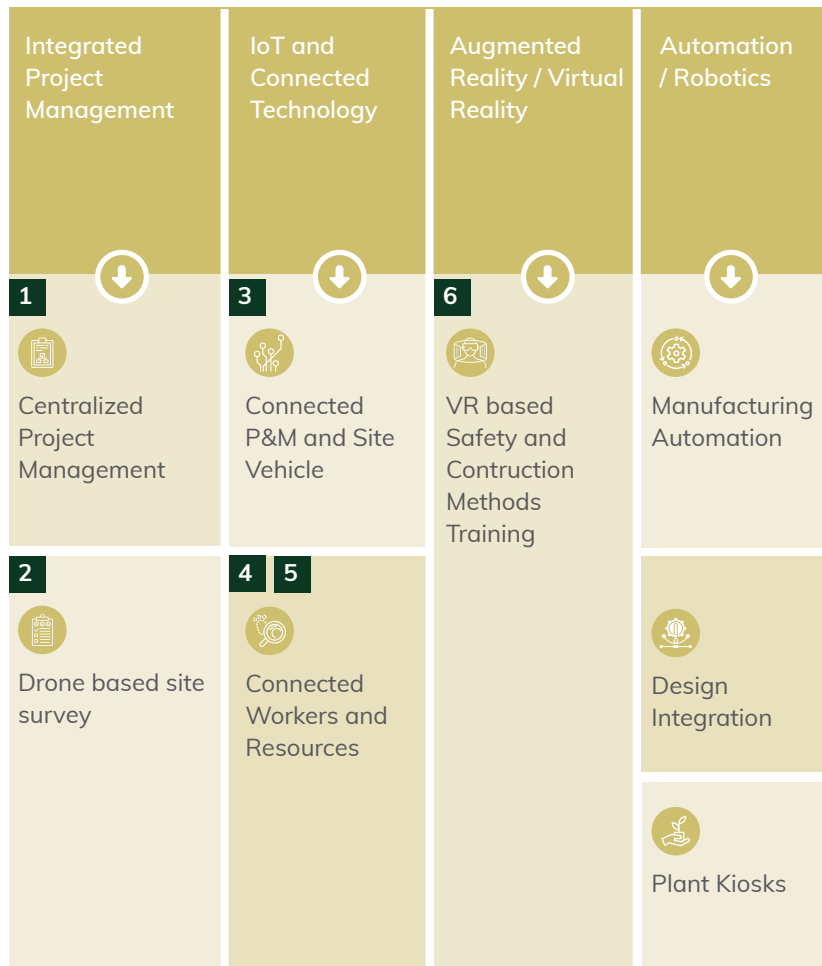
Lack of robust tools to improve material traceability and reconciliation at project locations.

As a growing and ambitious organization, we at KPTL recognized the critical need for us to embark on digital transformation journey to streamline our processes and reduce the costs. With increasing numbers of projects across the globe, it was necessary for us to institutionalize a robust CPM mechanism.

In line with our philosophy of continual improvement, KPTL decided to implement relevant digital transformation initiatives across the business units.

The purpose was to improve the ease of operation through technology intervention and process automation including mechanization at sites and manufacturing locations, which can enhance our business performance. In collaboration with a leading agency, we undertook detailed mapping of our internal business processes and benchmarking with the external industrial best practices and identified six initiatives to work upon.

**Currently, each of these six initiatives are under implementation on pilot basis across all the business units.**







## 1 Centralized Project Management

### Objective

- Establish system and process for integrated project management, including project planning, engineering design, procurement, and project execution.
- Develop management dashboard, to enable informed decision making based on near real time information, to ensure adherence to planned schedule and budget.

### Key Activities

- Initiate planning on dimensions of time and location for linear projects, using a new planning tool.
- Initiate monitoring of design and procurement progress, through newly developed modules in ERP.
- Introduce mobility solution to monitor near real time progress, against project plan.
- Analytics based management dashboards to monitor business performance across Engineering, Procurement, Construction Progress and Overall Financials, from Project to Company level.

### Benefits

- Improved Schedule Adherence.
- Worker Productivity Improvement.
- Reduction in Overhead costs.



## 2 Site Surveys & Stringing by Drone

### Objective

- Standardize process for drone operations for quicker site surveys, cut-fill estimation and faster & safer stringing in difficult terrains.

### Key Activities

- Develop standard operating procedures for drone operation for site survey and stringing work.

### Benefits

- Reduced emissions.
- Faster survey and stringing.
- Improved progress visibility.



## 3 Plant & Machinery and Site Vehicle Monitoring

### Objective

- Increase utilization and optimize fuel consumption for critical plants & machineries and site vehicles.
- Improve productivity and reduce downtime of critical plants and machineries.

### Key Activities

- Installation of IOT based sensors to track P&M utilization, productivity, fuel consumption and equipment health.
- Regular monitoring and analysis of the captured data for improved P&M uptime and optimized fuel consumption.

### Benefits

- P&M improved utilization.
- P&M Hiring cost reduction.
- Fuel pilferage reduction.

# Digital Transformation at KPTL

## 4 Workmen Tracking



### Objective

- Track worker's location to improve presence at site, leading to higher productivity.

### Key Activities

- Implementation of RFID based solution for workers at plants and substation project sites.
- Implementation of GPS/ mobile based facial recognition solution for linear projects.

### Benefits

- Labour availability improvement.
- Time and cost savings.

## 5 Material Tracking



### Objective

- Track critical materials at the site to improve inventory visibility, easier reconciliation of material leading to reduced material wastage.

### Key Activities

- Tracking of critical materials at project locations.

### Benefits

- Automated Material reconciliation.
- Improved planning and traceability.
- Enhanced inventory management.

## 6 Virtual Reality Driven Training



### Objective

- Leverage Virtual Reality to improve training experience for workers on safe work methods to have more effective training at site.

### Key Activities

- Create virtual reality based training modules on safe work methods in vernacular languages for site workers.

### Benefits

- Enhanced learning and development of employees by leveraging technology.
- Increase in training effectiveness.

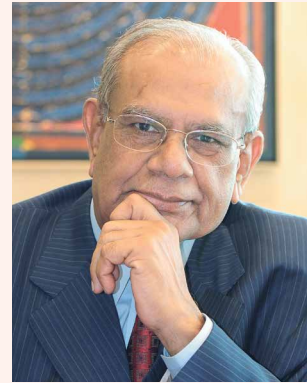
Going forward, KPTL has a very clearly defined digital transformation path that involves establishing a robust central project-monitoring unit, mechanization, leveraging data technologies and live interactive dashboards. We aim to develop a digital culture in KPTL to reap benefits of the digitization and to achieve efficiency at the operational level. We believe that our digital transformation initiative will enable us to perform effectively and efficiently, thereby allowing us to become a digitally-smart and technologically-advanced organization.





# Chairman's STATEMENT

The report is a reflection of our commitment towards building a sustainable future for the organization and our stakeholders. We believe that companies like us can create change that will last. Therefore, at KPTL, it is our endeavor to conduct business in a way that can impact the environment and our communities in a positive manner.



**Mofatraj P. Munot**  
Executive Chairman

It gives me immense pleasure to present to you our first ESG Report for the fiscal year 2020-21. The report is a reflection of our commitment towards building a sustainable future for the organization and our stakeholders. We believe that companies like us can create change that will last. Therefore, at KPTL, it is our endeavor to conduct business in a way that can impact the environment and our communities in a positive manner.

The outbreak of the COVID-19 pandemic in the early 2020 has put humanity to test and compelled economies across the globe to come together and combat one of the toughest challenges the world has ever seen. I am humbled by the determination of all our frontline warriors who stood right in the eye of this adversity to address the challenges and protect citizens.

The pandemic left economies struggling as the black swan event highlighted the lack of continuity plans. The disruptions caused have brought to the forefront the need to focus on strengthening a sustainable world. They have also shown us that resilience is one of the most essential traits that will not only allow us to keep moving forward but also safeguard us from uncertainties.

Despite the fact that the health crisis and social upheaval consumed much of our attention in 2020, at KPTL, we placed a great emphasis on the Environmental, Social, and Governance (ESG) related

issues, which are the key non-financial parameter that continue to influence how we conduct business. Our objective is to create true value for all our stakeholders by implementing the right business strategies that can enable us to minimize our environmental footprint and uplift our surrounding communities.

During the reporting year, to understand our impact and the areas of concern for our business, we conducted a detailed materiality assessment in collaboration with an independent consulting firm. To carry out this exercise, we proactively interacted with the organization's main external and internal stakeholders. As a result, we were able to identify the most important topics concerning our business and respond to them by developing and implementing essential measures. Furthermore, we went a step further and created a unified comprehensive ESG strategy framework for KPTL, keeping our purpose at the core. The framework comprises of strategic pillars that are backed by significant focus areas, which are critical for us. Finally, we also established a tiered governance structure with roles and duties for each layer to guide and implement the plan. This strategy demonstrates our unwavering commitment to giving back to society and building a trustworthy organization for all of our stakeholders.

At KPTL, it is our constant endeavor to adopt best practices in everything we do and create a lasting value for everyone associated with us. Our developments, performance and efforts outlined in this report demonstrate our commitment towards contributing to the United Nations Sustainable Development Goals (UN SDGs). By adopting these goals, we aim to address the most pressing challenges faced by the global community. In addition to this, we have aligned our report with the Global Reporting Initiative (GRI) standards to transparently communicate on our impact on the environment, economy, and people.

Our future as an EPC player is highly reliant on our ability to enhance our growth while also responding to the impact of our business activities on the environment and society. Therefore, we consistently strive to implement measures to manage our footprint and positively influence all our stakeholders. We are actively adopting renewable energy to minimize our dependence on fossil fuels. Similarly, we recognize the critical importance of contributing to environmental protection and climate change challenges. To monitor and decrease the emissions created by our activities, we have implemented initiatives such as adopting renewable alternatives, tree planting drives, and providing a bus service for staff, among other things. In addition to this, our environmental initiatives further extend towards efficient utilization of water resource and undertaking reliable waste management efforts.

At KPTL, we have always been in the forefront of reaching out to the communities we operate in through various initiatives focused on health, education and overall well-being. KARE is one of KPTL's key initiative through which the company has set up state-of-the-art dispensaries in Gandhinagar, Mumbai and an upcoming centre in Raipur. The dispensary houses testing facilities like X-Ray, Sonography and ECG with a latest addition of a fully digitalised 1.5 Tesla MRI Machine. We have set up a world class MRI centre in this dispensary to provide better services at significantly lower cost to the economically distressed people in and around Gandhinagar.

Additionally, the company also ran projects for combating and containing COVID-19 including setting up of hospital wards, free vaccination drives, contribution to PM Cares Fund, provision of Oxygen concentrators, Medicinal support, PPE kits etc.

Through all our social initiatives we strive towards empowering the communities and catalysing change

through innovative, sustainable and need based solutions. Our employee volunteers have constantly endeavoured to help the needy communities by way of clothes donation, books donation, blood donation, etc. By this way KPTL has always focused on creating an aggregated impact.

While we focus on strengthening our environmental and social measures, we also prioritize the need to make KPTL a safe, reliable and cordial workplace for all our employees. We have established company-wide practice of reinforcing and maintaining the highest level of Health and Safety standards with a strong demonstrative commitment. We have enhanced our EHS performance through adoption of ISO 45001 & ISO 14001 international systems with proactive monitoring, resulting in the prevention of injuries and reduction in Lost Time Incidents.

We constantly work towards investing in their growth, development, and well-being to keep them motivated and provide them with a sense of belonging. In addition to this, we understand that organizations like us have a crucial role to play in the development of the communities that surround us. In this regard, we take concerted efforts to uplift and develop the society and empower them to live a quality life.

I am proud of the continuous efforts that are being taken by the KPTL team to build a responsible organization by imbuing sustainability in the organization. Our industry is not particularly technologically advanced, and the concept of sustainability is quite new to it. However, being a company that lays a strong emphasis on purpose-driven business, KPTL is constantly working to integrate sustainability into its operations through responsible business practices. Going forward, we will continue to demonstrate our commitment and capacity to conduct our business in a manner that contributes to positive economic, social, and environmental outcomes for our customers, shareholders, employees, and the communities we serve.

Finally, I extend my sincere gratitude to all our stakeholders, for their uninterrupted faith and trust in our sustainability journey. We are confident that with the resilience, commitment, and your support, we will together chart the way for achieving our goal of becoming a truly sustainable organization.

Warm Regards,

**Mofatraj P. Munot**  
Executive Chairman

# FY 2020-21 FOR KPTL



## Financial Highlights

**12,949**

FY21 Consolidated Revenue (₹ in crore)

**~ 5,600**

Market Capitalization (₹ in crore) (as on 31<sup>st</sup> March, 2021)

## Environmental Highlights

**103**

Renewable electricity generated (Million Units)

**2**

Biomass based power generation plants with capacity of ~16 MW



## Social Highlights

**98%**

Permanent employees attended training

**663**

Skill-upgradation programs conducted

## Governance Highlights

**ISO 37001:2016**

Certified Management System

**4 tier**

Cross-functional ESG governance mechanism





# Awards and ACCREDITATIONS

## Awards and Accolades (For FY 2020-21)



<p><b>1</b></p> <p>KPTL wins <b>Bronze Trophy for its Gandhinagar manufacturing plant and 765 KV D/C Vindhyachal – Varanasi Transmission Line project</b> at the NSC India Award, by the National Safety Council, set up by the Ministry of Labour, Govt. of India</p>	<p><b>2</b></p> <p>KPTL's Raipur manufacturing plant was awarded the <b>“Greentech Safety Excellence Award, 2020”</b> from Greentech Foundation</p>	<p><b>3</b></p> <p><b>KPTL was bestowed with Merit Certificate by National Safety Council of India</b> for best EHS Practices during execution of 765 KV DC Bikaner – Khetri Transmission Line Project</p>
<p><b>4</b></p> <p><b>KPTL wins Gold Trophy &amp; National Award for HR Best Practices</b> and received Certificate of Merit from National Institute of Personnel Management (NIPM)</p>	<p><b>5</b></p> <p><b>KPTL's Raipur Manufacturing Unit was conferred with “Gold Award”</b> by Grow Care India for exemplary performance in Safety, Operations and Environment Protection</p>	<p><b>6</b></p> <p>The World HRD Congress has recognized KPTL under the category <b>Best Leadership Development Program along with the Talent Development and Review Council (TDRC)</b></p>
<p><b>7</b></p> <p><b>Power Grid Corporation of India Limited granted certificate of Appreciation to KPTL for 765 kV Ajmer – Bikaner Transmission line Project</b> in recognition of significant achievement of “Zero Accident” without any Loss time accident and maintaining improved EHS Standards</p>	<p><b>8</b></p> <p><b>Bharat Petroleum Corporation Limited granted certificate of Appreciation to KPTL</b> in appreciation of achievement of 12 million LTA free man hours</p>	<p><b>9</b></p> <p><b>KPTL's Raipur Plant was conferred with Runners Up position for excellence in Safety, Health &amp; Environment (SHE) practices</b> at the CII Chhattisgarh SHE Awards 2020-21.</p>

## Accreditations



**ISO 9001:2015**  
(Quality Management System)



**ISO 14001:2015**  
(Environmental Management System)



**ISO 45001:2018**  
(Occupational Health & Safety Management System)



**ISO 37001:2016**  
(Anti-Bribery Management System)

# Geographical PRESENCE



## Countries wise break-up

### Africa

- |                |                  |
|----------------|------------------|
| 01 Algeria     | 14 Mozambique    |
| 02 Bostwana    | 15 Nigeria       |
| 03 Burundi     | 16 Rwanda        |
| 04 Cameroon    | 17 S. Africa     |
| 05 Congo       | 18 Senegal       |
| 06 Djibouti    | 19 Sierra- Leone |
| 07 Egypt       | 20 Tanzania      |
| 08 Ethiopia    | 21 Tunisia       |
| 09 Ivory Coast | 22 Uganda        |
| 10 Kenya       | 23 Zambia        |
| 11 Malawi      |                  |
| 12 Mali        |                  |
| 13 Mauritania  |                  |

### America

- 24 USA
- 25 Bolivia
- 26 Brazil
- 27 Canada
- 28 Chile
- 29 Colombia
- 30 Mexico
- 31 Peru
- 32 Panama

### Asia Pacific

- |                |                |
|----------------|----------------|
| 33 Afghanistan | 46 Nepal       |
| 34 Armenia     | 47 Phillipines |
| 35 Australia   | 48 Srilanka    |
| 36 Bangladesh  | 49 Thailand    |
| 37 Bhutan      | 50 Vietnam     |
| 38 Cambodia    |                |
| 39 India       |                |
| 40 Indonesia   |                |
| 41 Laos        |                |
| 42 Malaysia    |                |
| 43 Maldives    |                |
| 44 Mongolia    |                |
| 45 Myanmar     |                |

### Europe

- 51 Norway
- 52 Poland
- 53 Sweden
- 54 Ukraine

### Middle East

- 55 Iraq
- 56 Kuwait
- 57 Qatar
- 58 Saudi Arabia
- 59 Syria
- 60 Tajikistan
- 61 Turkey
- 62 Turkmenistan
- 63 UAE



**46%**

Revenue from overseas market

Local Presence in

**Sweden and Brazil**

Footprint in

**63**

Countries

Ongoing projects in

**40+**

Countries



# Engaging with our STAKEHOLDERS

At KPTL, we conduct our business in a manner that integrates the best interest of all our stakeholders in our decisions. We believe that in order to create consistent value, it is critical for us to hear from our stakeholders to understand their expectations and remain on track with our priorities. Therefore, we regularly conduct meaningful interactions with our stakeholders to identify their concerns and address them in a systematic way. Through this exercise, we aim to achieve economic and ecological sustainability and a future, which is safeguarded against all conceivable risks.

## Key Stakeholder Groups:



### Investors and Shareholders

#### Engagement Methods

- Quarterly Earnings Calls, Investor Conferences, Company Website, Investor Presentations, Press Releases and Annual Reports
- Communication of financial results via prominent newspapers
- Information pertaining to Dividends, Notices and AGM communicated via e-mail

#### Material matters

- Risk modelling
- Financial performance
- Ethical practices, anti-bribery, and anti-corruption
- Protection of rights
- Robust strategy for business growth
- Long-term business value



### Customers

#### Engagement Methods

- Client Meetings
- Periodic Project Review Meetings
- Performance Reports

#### Material matters

- Product pricing
- Innovation and IT deployment
- Customer privacy and data protection
- Customer service and claim settlement
- Anti-Bribery and Anti-Corruption practices
- Customized solutions
- Value-added services



### Employees

#### Engagement Methods

- Employee Engagement Surveys
- Employee-centric newsletters, notices, and policies
- Training and Development initiatives
- Annual Get-Togethers, Family Engagement Programs, Town Hall Meetings

#### Material matters

- Employee engagement
- Training & Learning
- Career progression
- Growth opportunities
- Recognition
- Job security
- Fair remuneration
- Effective performance management and recognition
- Diverse, inclusive, and enabling work culture
- Work-life balance



## Suppliers

### Engagement Methods

- Site visits and inspection
- Supplier's visits
- Regular interactions

### Material matters

- Ethical practices, anti-bribery, and anti-corruption
- Transparency
- On-time settlement of invoices
- Fair registration and procurement process
- Sustained business opportunities



## Communities

### Engagement Methods

- Community projects
- Employee volunteerism
- Awareness workshops
- Interaction through branch network

### Material matters

- Transparency
- Advancing sustainability
- Ethical practices & Anti-bribery and Anti-corruption
- Proactive engagement to solve social and environmental issues
- Contribution to community welfare
- Healthier and safer societies



## Government and Regulatory Authorities

### Engagement Methods

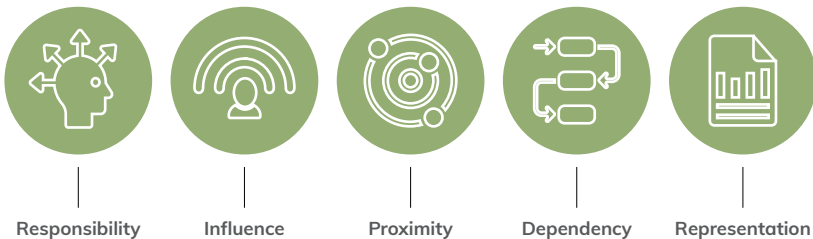
- Industry Association presentations
- Responding to Government circulated whitepapers
- Forums
- Statutory Filings & Disclosures

### Material matters

- Disclosures
- Corporate governance
- Adequacy of solvency
- Fair and transparent reporting
- Timely compliances
- Statutory and legal compliance
- Support for government policy

# Material issues & OUR RESPONSE

To remain resilient in today’s rapidly evolving world, it is important for organisations to identify and respond to issues that are critical to their business. Similarly, at KPTL, we understand the need to address pressing by undertaking meaningful initiatives. In this regard, we conducted a materiality assessment in FY 2020-21 where we proactively engaged with the key external and internal stakeholders of the organisation. The exercise allowed us to identify the most material topics and enabled us to respond to them. In accordance with the Global Reporting Initiative (GRI) guidelines, our selection of stakeholders was based on five criteria pertaining to their relationship with KPTL:



The external stakeholders involved in this exercise were customers, supply chain partners, industry groups, non-governmental organisations (NGOs), local community organisations, investors, regulators, media, and research institutes. With the support of an independent consulting firm, we engaged with these stakeholders via interviews and surveys, augmented by secondary research on our suppliers and distributors as well as our peer companies and competitors. Internally, we received feedback at various levels, including from leaders of strategic business units.

## Materiality Assessment Process

### Inventory of Topics

- Peer analysis
- Internal consultations
- ESG Standards
- ESG Ratings

### Stakeholder Inclusiveness

- Data review
- Interviews with Leadership
- Materiality survey

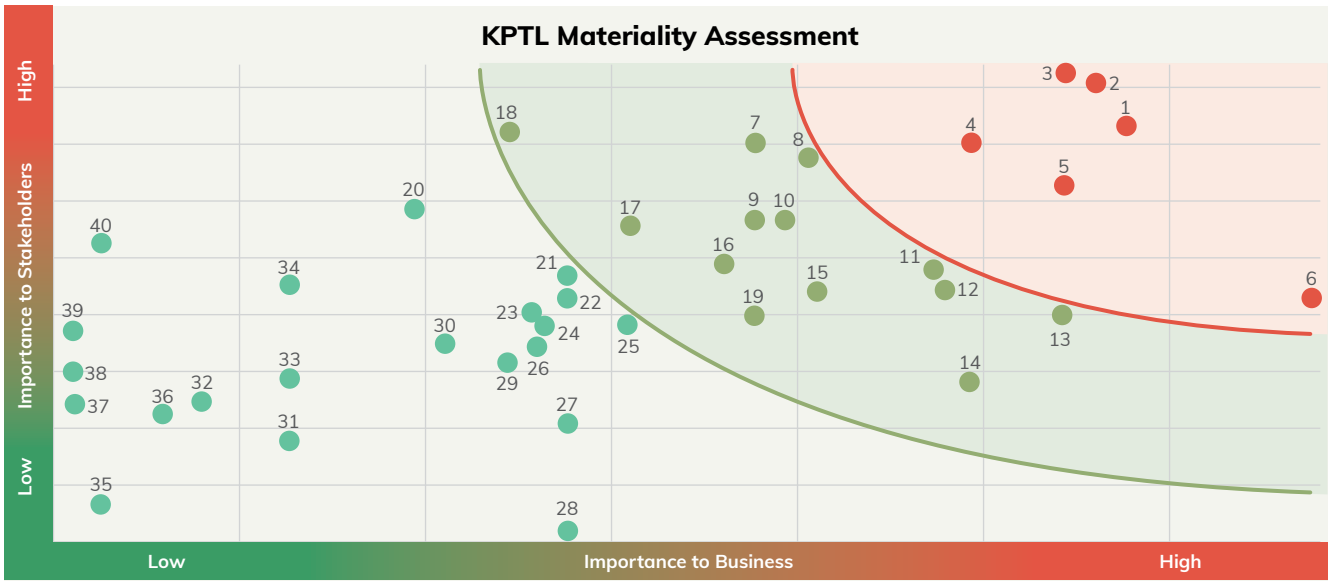
### Prioritization

- Data aggregation and analysis
- Prioritization of topics
- Development of Materiality matrix

Also, these materiality indicators mirror the feedback and insights we gather through ongoing external and internal stakeholder interactions at every level and at all of our locations.

## Understanding the Matrix

KPTL’s materiality matrix has three categories – low, medium, and high material issues. The illustration here reflects our medium and high material issues. The issues mentioned above the red curve are on high priority and the ones mentioned between red and green curve hold medium priority, when mapped against increasing importance to the business and increasing importance to stakeholders.



Our material issues are aligned with the suitable Sustainable Development Goals (SDGs), established by the United Nations to achieve long-term growth and development.

Material Topics	Linkage with UN SDGs	Material Topics
1 Economic Performance		20 Corporate Citizenship and spend with SMEs
2 Energy and Emission Management		21 Greater stakeholder engagement
3 Employee Health and Safety		22 The group's social, environmental and economic footprint & impact in regions
4 Human Rights		23 Product stewardship
5 Regulatory Compliance and Fair Business Practices		24 Opportunities in green building
6 Climate Change and Related Financial Risk		25 Material sourcing and green procurement
7 Water Stewardship		26 Technology, digitalisation, product and process innovation
8 Corporate Governance, Transparency and Disclosures		27 Syneries with other group companies
9 Diversity, Inclusion and Non-discrimination		28 Cost competitiveness
10 Waste Generation and Recycling		29 New growth opportunities
11 Market Presence and Customer Focus		30 Circular economy
12 Vendor management and development		31 Pollution Incidents
13 Resilient Business and Long Term Profitability		32 Brand Management
14 Labour Relations		33 Diversified product portfolio
15 Supply Chain Sustainability and Traceability		34 Talent Recruitment and retention
16 Environmental Risk Management		35 Noise
17 Business Ethics and Anti-corruption		36 Investment in clean technology and operational efficiency
18 Employee Wellbeing and Development		37 R&D and intellectual property management
19 Reliability of production process and Quality Control		38 Data privacy and security
		39 Land Rehabilitation
		40 Biodiversity

● Top Priority ● Medium Priority ● Low Priority



# Our approach towards **RESPONSIBLE BUSINESS**

**Kalpataru Power Transmission Limited (KPTL) is part of the Kalpataru Group established in 1969. It is a diversified conglomerate with interest in Real Estate, Power Generation, Agri Warehousing and Logistics and EPC of major infrastructure segments like Power Transmission and Distribution, Buildings & Factories, Roads & Highways, Water & Irrigation, Railways and Oil & Gas.**





We have developed a unified ESG Purpose and Vision for the KPTL Group, which will provide strategic direction to the group companies. To imbibe the same, we have developed a unified comprehensive ESG strategy framework for the KPTL Group, keeping the purpose at its core. The strategic framework encompasses strategic pillars that are supported by various focus areas for the group. And lastly, to steer and implement the strategy, we have implemented a three-tier governance structure along with roles and responsibilities for each tier. This strategy is a testament to our undeterred commitment to give back to the society and become a reliable organisation for all our stakeholders.

### Vision



To be world's leading EPCM organization delivering sustainable solutions through continuous innovation

### Mission

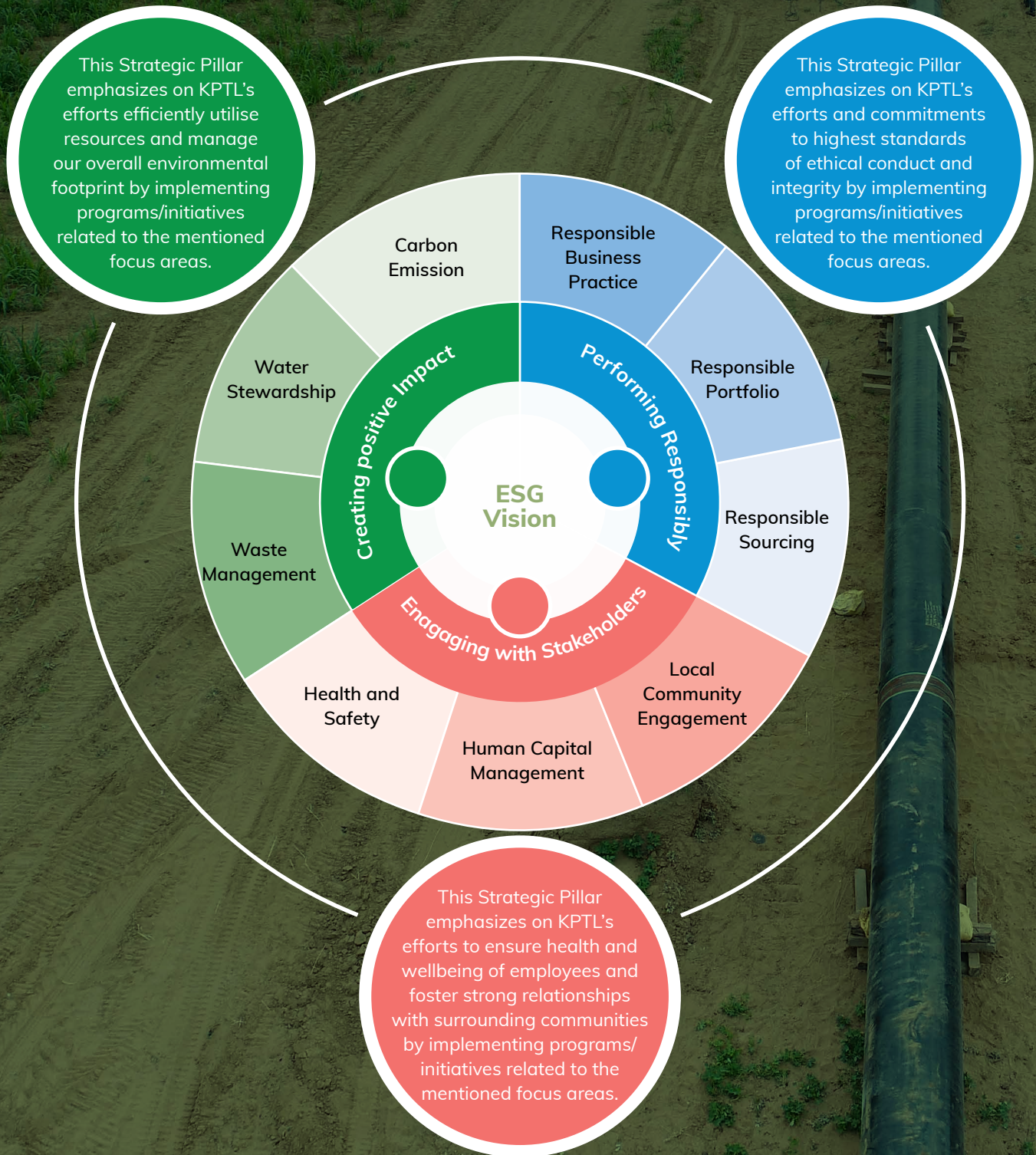


Integrating Ethical Sustainability today for a brighter tomorrow



## Our ESG Framework

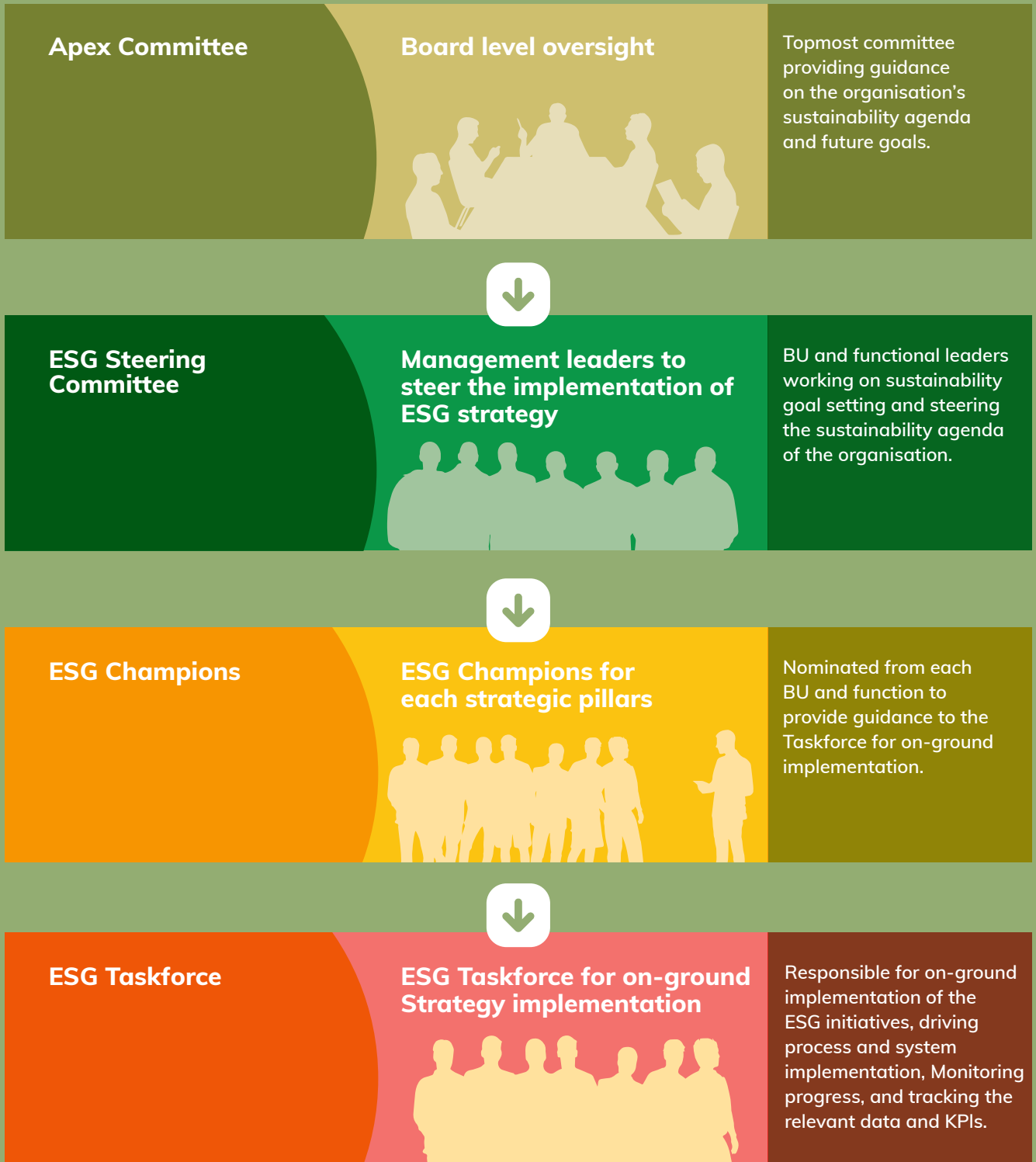
In the process of developing the framework, we have identified the key strategic pillars that encompass the aspects of ESG pertaining to the nature of our business. These pillars form the bedrock of our ESG strategy that enable us to focus on and respond to the issue that are material to our business. Through our strategic pillars, we have outlined the key focus areas that are critical to our business. These focus areas help us develop and implement significant measures that can create holistic value for us and our stakeholders.





## Our Robust ESG Framework

To ensure that our initiatives are directed in the right area, implemented correctly, and create maximum impact, we have developed a three-tier cross-functional ESG governance mechanism that will guide us in our interventions and monitor the activities. This framework will assist the internal stakeholders to steer and implement the proposed ESG Strategy. The governance structure has been designed with defined responsibilities for individuals within the organisation and enables collective efforts to ensure effective implementation of the programs.





# Environment

## Supporting Policies

- Environmental Occupational Health & Safety Policy





Alignment with  
the UN SDGs:

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION





# Our performance & INITIATIVES

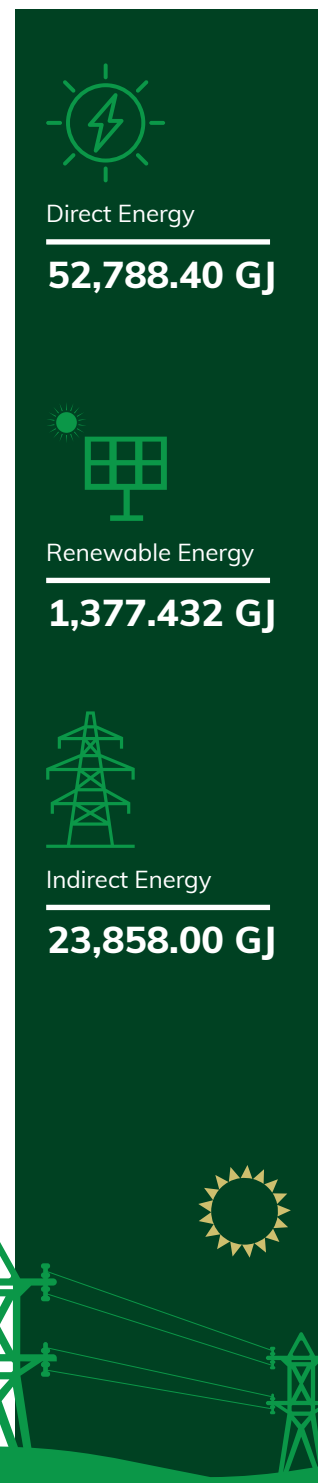
## Energy and Emission Management

At KPTL, we understand the importance of protecting the environment. We believe, it is important for us to implement meaningful measures to ensure that none of our business activities impact the environment. Also, we take relevant steps to mitigate any adverse effect caused by our activities on our surroundings. As a company operating in the EPC space, energy is a critical resource for us. Therefore, we undertake measures to ensure that we utilise the energy resources efficiently and implement

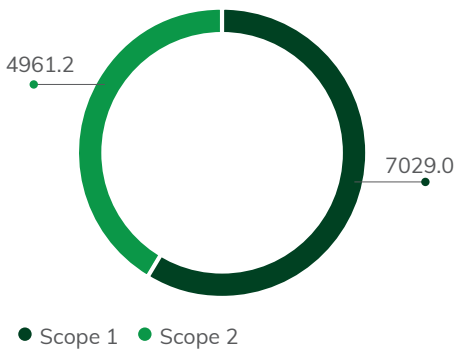
initiatives that allow us to consume energy optimally. Similarly, we also focus on minimising and mitigating emissions caused by our activities. All our business units promote reduction of GHG emissions. The transmission line enables us to reduce the need for fuel burning. Additionally, we are installing new networks for the transmission of power from renewable sources. Also, the oil and gas pipelines reduce the need to ply trucks to carry fuel.

Some of the initiatives taken by the Company to manage energy consumption and emission reduction are:

- 1** Installation of solar panels across the manufacturing facilities to minimise our dependence on fossil fuel and adopt renewable alternatives
- 2** Setting-up of motion sensors across the offices to ensure zero wastage of energy
- 3** Installation of fuel meters across various sites to measure and control consumption and wastage
- 4** Arrangement of bus facility for the employees to eliminate their dependence on individual transport to drive to office
- 5** Conducting tree plantation drives and gifting plants to employees to promote environment-friendly and green practices



**GHG Emissions (TCO2 eq)**



**Air Emissions in FY 2020-21**

**264.10**

SPM (in KG)

**66.70**

SOx (in KG)

**240.33**

NOx (in KG)

\*These data covers only manufacturing units of KPTL

**Environment Management System**

At KPTL, we have a well-established Environment Management System that strives to manage and control our operation in an effective way, so as to minimise waste and the environmental impacts of our operations. In our endeavour to mitigate the adverse impacts on the environment, we actively seek the support of all our workers to ensure a proper

management of waste including water, energy, oil, and solid waste. This system enables us to minimise environmental risks and helps in the continual improvement of our OHS&E performance. In addition to this, we regularly strive to consume raw materials in an efficient manner to ensure responsible consumption and minimal waste.

**Metal**

**1,61,122.0**

Structural Steel (in MT)

**86,394.9**

Mild Steel (in MT)

**2,980.0**

Zinc (in MT)

**Non-Metal**

**6.7**

Oil (in KL)

**1,15,133.0**

Cement (in MT)

\*This data only covers manufacturing units of KPTL



## Water Stewardship

Due to the nature of our operations, water is a critical resource for us. We strive to manage efficient utilisation of water in the following ways:

### A. Conservation of water:

- Implement techniques for water reduction across the organisation
- Implement measures to harvest rainwater and save it for future use
- Ensure compliance with water-related legislations
- Perform regular water risk assessments of our operations and value chains
- Increase the efficiency of the existing distribution system through leakage and loss reduction

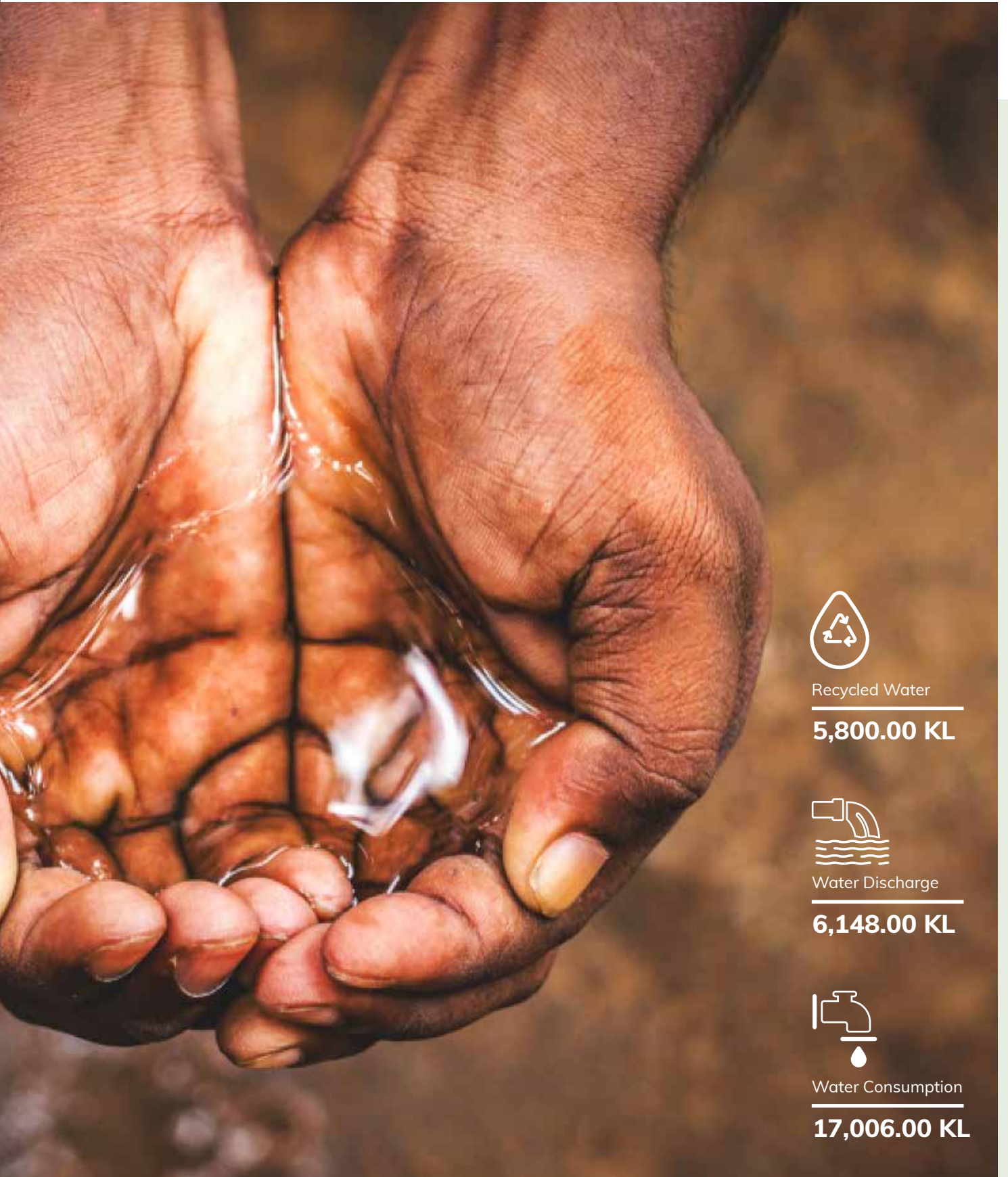
### B. Educate our stakeholders:

- Distribute water conservation literature
- Initiate drives for voluntary conservation
- Sensitize home users on effective water consumption and encourage them to install household water conservation devices
- Raise awareness among our customers, suppliers, and other interest groups about the critical importance of water for sustainable development and company success

We regularly monitor, conduct analysis, and focus on the sustainable management of water quality to ensure effective utilisation and consumption of the resource. This exercise allows us to implement necessary measures to track its usage and avoid wastage.

### Water Discharge

KPTL has pre-defined the standard for quality of discharge water as per the Environment Protection Rules 1986 (Amendment on 2021). Also, we have developed internal guidelines on water discharge.



Recycled Water

**5,800.00 KL**



Water Discharge

**6,148.00 KL**



Water Consumption

**17,006.00 KL**

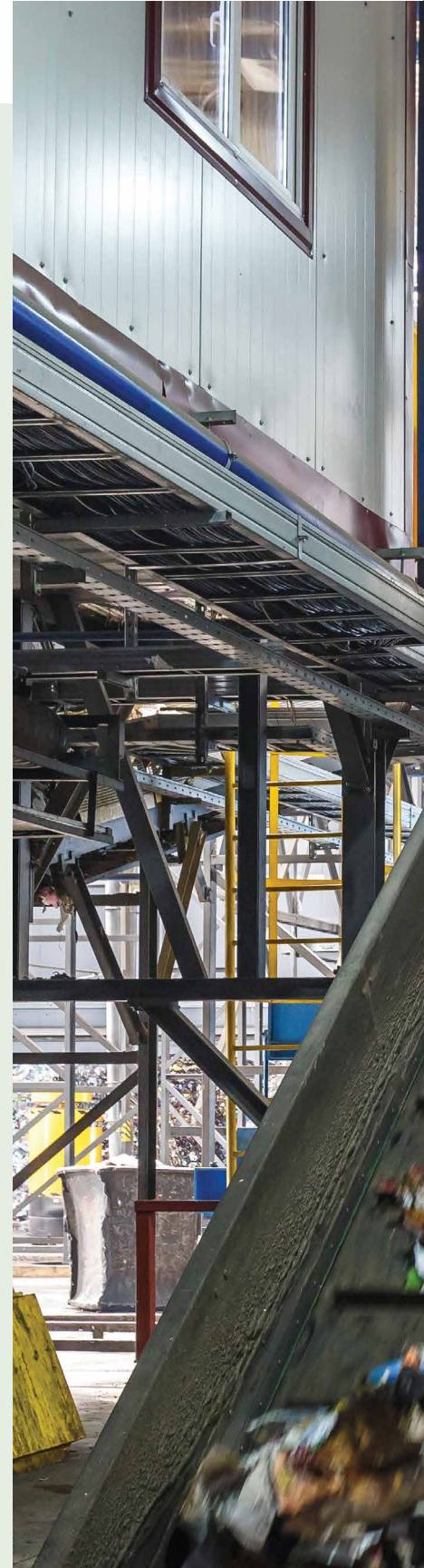


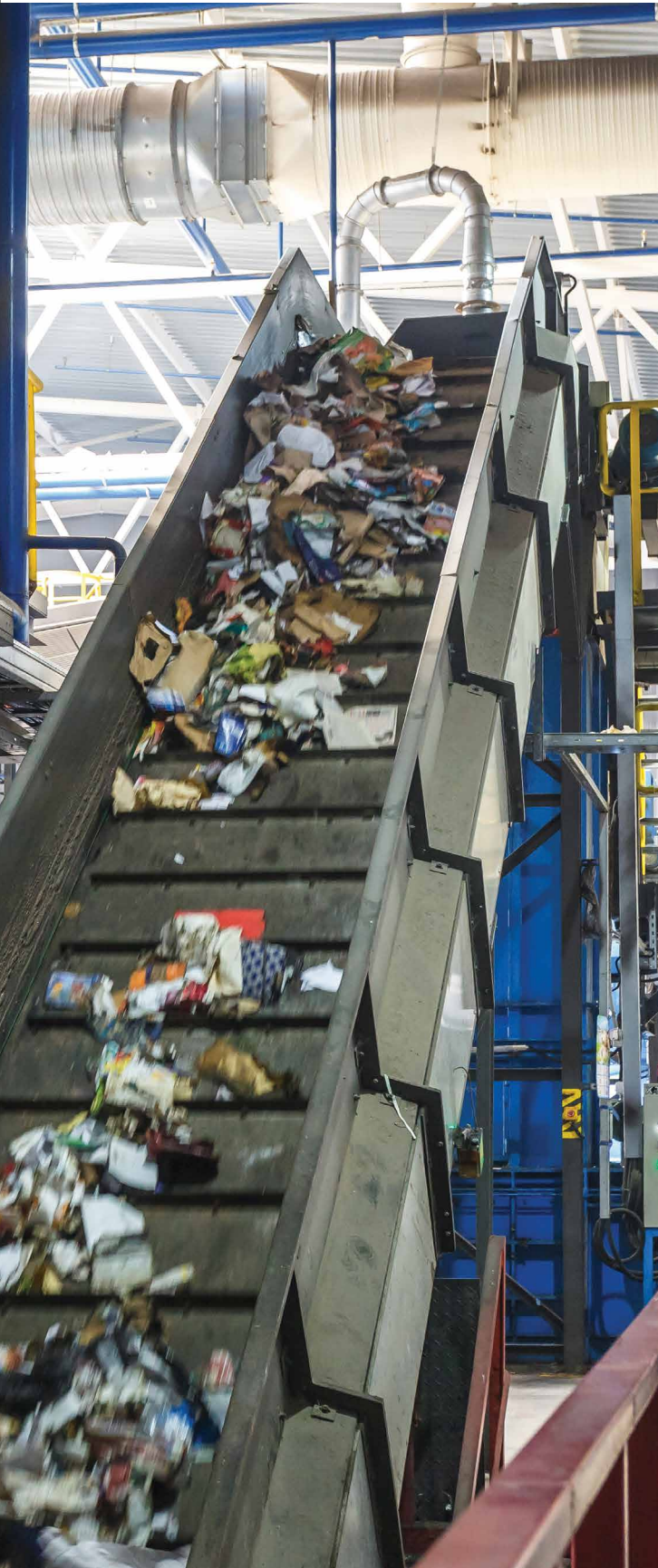
## Waste Management

At KPTL, the nature of our business makes it very crucial for us to manage waste effectively. We take consistent strides to ensure that our business activities generate minimal waste. In the construction sector, majority of the waste is generated from civil activity.

In this regard, we have developed a detailed guideline on the 3-R principle for effectively managing waste. This guideline provides a process for waste management for both hazardous and non-hazardous waste. Reduce, Reuse and Recycle is the way forward for driving optimal resource utilisation. We have a "Focus" strategy for continual reduction of natural resource usage, recycling the waste and embedding sustainability across the value chain. In this regard, we have implemented various initiatives such as:

- a)** Setting up of a Sewage Treatment Plant (STP) for treating sewage water and using it in gardening.
- b)** Establishment of Effluent Treatment Plant (ETP) with neutralizing process to treat diluted acid and use it for gardening.
- c)** The Biomass plants at KPTL recycle 100% of the water used, either in operational processes or use it for rainwater harvesting, thereby completely eliminating water discharges. Furthermore, wastewater generated at Biomass plants is treated in the ETP and then re-used in ash quenching and dust suppression.
- d)** Molten Zinc recovery plant is used for recovering the zinc from hazardous waste as Zinc Oxide, resulting in improvement of zinc yield and reduction of the quantity of hazardous waste.
- e)** The metal scrap from the manufacturing plants are sold to the authorized vendor to recycle the waste and use it again as raw material.
- f)** Bed Ash and Fly Ash generated from burning agriculture waste at Biomass power plant is used for manure additives in the fields, for land filling and in the cement industry, respectively.
- g)** All types of waste is properly disposed to reduce major impact on the environment.
- h)** All the emissions and waste generated are within the permissible limits prescribed by the Central Pollution Control Board (CPCB) and State Pollution Control Board (SPCB).





## Biodiversity

Protecting the biodiversity and ecosystems is an important part of KPTL's business activity. We undertake consistent efforts to ensure minimal impact of our operations on the biodiversity. Furthermore, we take measures to mitigate the impact created by our activities. Therefore, we work to ensure that all our projects are carried out in a sustainable manner and integrate conservation and promotion of natural heritage in the company strategy.

### Waste Disposal in FY 2020-21

**29.3**

Landfilling (in MT)

**1.2**

Incineration (in MT)

**1,694.0\***

Other disposal options (in MT)

### Waste Generated in FY 2020-21

#### Hazardous

**13.3**

Oil soaked Cotton waste (in MT)

**0.8**

Oil (in MT)

#### Non-Hazardous

**317.9**

Zinc (in MT)

(\*Note: The above data does not include the spent acid waste)



## Climate Change and Related Financial Risk

Climate change remains one of the pressing concerns of our time. The issues concerning climate change are taking a centrestage across the world with studies indicating that if these issues are not addressed quickly, it might eventually impact businesses adversely. Countries are taking significant efforts and establishing ambitious targets to mitigate the impacts caused by climate change. Even though India has not yet signed up for the Net Zero target, but the country is charting its own plan for GHG reduction and is calling corporates to contribute to the cause.

At KPTL, we understand the urgent need to contribute towards environment protection and climate change issues. We have taken steps such as adopting renewable alternatives, tree plantation drives, and bus facility for employees, amongst others to manage and mitigate the emissions caused by our business activities. In the upcoming years, KPTL may decide to follow and disclose various standards such as recommendations of the Task-Force on Climate-Related Financial Disclosures (TCFD). The TCFD's recommendations provide guidance to companies on integrating climate risks and opportunities into financial and non-financial reports and eventually, align climate risks with the enterprise risk management procedure. Climate change is one of our material focus areas and we aspire to take meaningful measures to address the issues arising from the rapidly changing climatic conditions.

## Green Procurement Practices

Green procurement practices enable companies to source their materials in a sustainable manner. The concept allows us to integrate sustainability and responsible business practices into our value chain to create true value. As KPTL has embarked on its ESG journey, the Company has identified green procurement as a material topic and aims to include its value chain into the gamut of its ESG initiatives, thereby enabling our vendors to implement sustainable practices in their businesses as well. We aim to adopt ecologically responsible practices that allow us to sustainably source all our raw materials, screen our suppliers and vendors through the ESG lens, and choose products based on their impacts on the environment and people.

# “Zero Paper” Transactions for Finance & Accounts

Location: T&D, India and SAARC

## Approach:

Across businesses, finance is a paper-heavy function, which requires significant paperwork and documentation. At KPTL, all transactions of cash vouchers, MIS preparation and reports, travel bills and other expenses required large quantities of paper and other stationery, apart from significant manhours and processing time. Understanding the impact of consuming paper on the environment, we decided to develop a mechanism to eliminate our dependence on paper and adopted a more environment-friendly practice. As our response to this issue, we implemented digitization across the organisation, thereby digitizing

all the cash voucher payments. Along with this, we also ensured that all the claims submitted by our employees are uploaded to the system to reduce paper consumption. Furthermore, the MIS is also processed through the system and all approval requests are initiated through the SAP platform. Additionally, application for all travel requests and processing of travel bills is executed on the digital platform. Also, we encourage our employees to take approvals via e-mails instead of using paper. Moreover, we have also made digital signing effective for approvals.

## Impact:

The benefits derived from the initiative are as follows:

Cost of paper and stationery saved per month –

**Rs. 4,53,614**

Manhours (including approvers) saved per month –

**512 Hours**

**Zero cash**

transaction at HO

**Less time**

for all transactions

**Real time availability**

of status, data, and reports

# Power Generation using Biomass as Fuel

Location: Rajasthan

## Approach

At KPTL, before the biomass plants were set-up, the primary mode of electricity generation in the region was through the thermal (coal) power plants. Also, Mustard Crop Residue (MCR), which is the key input for the biomass plants, was earlier burnt and disposed-off by the farmers, thereby leading to loss of opportunity and high emission footprint. Also, the percentage of farmers involved in mustard farming was low as they were only dependent on the income generated by sale of the crop. As a Company that focuses on environment-friendly practices, we understood the need to implement measures to cut down the emissions caused by the use of coal and burning of MCR.

Understanding this need, KPTL set up two Biomass power plants in the state of Rajasthan with a combined capacity of 15.8 MW (7.8 MW and 8.0 MW) using the Direct Combustion Boiler technology. These plants comprise of Boiler, Electrostatic Precipitator, Turbine, Water Treatment Plant and Fuel Handling System. The projects

were installed to utilise Biomass as a fuel in a medium pressure steam boiler (Modified Rankine cycle with regenerative feed water heating and water-cooled condensation), thereby reducing the GHG emissions. These plants utilise MCR as a primary biomass source due to the high calorific nature of the crop. Also, Rajasthan already had a good percentage of farmers involved in mustard farming. However, this percentage has increased significantly since we installed the Biomass plants as the farmers can now sell the MCR and generate additional income. Through this infrastructure, KPTL can procure, process, and use 1,50,000 MT of Biomass in a year. The company has also installed the required transmission lines to transmit power to the power grid in Rajasthan. Furthermore, these plants generate zero waste, and the ash (fly ash and boiler bed ash) generated as by-products are utilised by cement plants, in construction activities, as fertilizers or for landfilling work. Both the plants have been awarded Gold Standard.

**Impact:**

**Technological Benefit** - Renewable Power Generation: (PPP+UPP) = 103.1 Million Units Export of Power from both the projects in the year 2020-21. In absence of above projects, 103.1 million units of power will be generated and supplied by conventional sources like coal. It is assessed on the basis of Net Power Export from the Power Projects to the State Grid.

The two plants put together work with a network of over 2,800 farmers who supply the MCR supply. Since the setting up of these plants, the value of every MT of MCR has gone up by over 450%. This has enabled farmers to establish an alternate source of income from farm waste.

**Environmental Benefits** – Reduction in Carbon Emissions: The Projects results in the reduction of Carbon Emission under the Clean Development Mechanism.

PPP (2003-2013) =

**3,39,756 tCo2**

UPP (2006-2019) =

**4,66,695 tCo2**



**7.8 MW**

Biomass Power Plant, Padampur



**8.0 MW**

Biomass Power Plant, Uniara



# Social

## Supporting Policies

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- CSR Policy
- Environmental Occupational Health & Safety Policy







Alignment with  
the UN SDGs:

**3** GOOD HEALTH  
AND WELL-BEING

**5** GENDER  
EQUALITY

**8** DECENT WORK AND  
ECONOMIC GROWTH

**10** REDUCED  
INEQUALITIES

# Human Capital DEVELOPMENT

## Our Employees

We recognize our human capital as our most valued asset. It is their uninterrupted commitment and dedication that is paving the path for our progress. Therefore, we continuously look for ways to provide our employees with a work environment that supports them, motivates them, and contributes towards their holistic development. We have a talented workforce with people possessing diverse skill-sets.

### Total number of Employees (Number)

Female

**88**

FY 2020



**86**

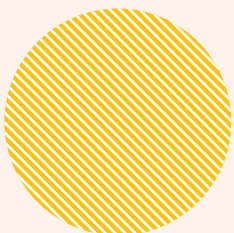
FY 2021



Male

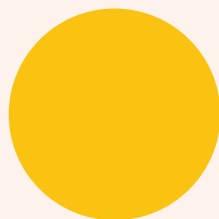
**3,445**

FY 2020

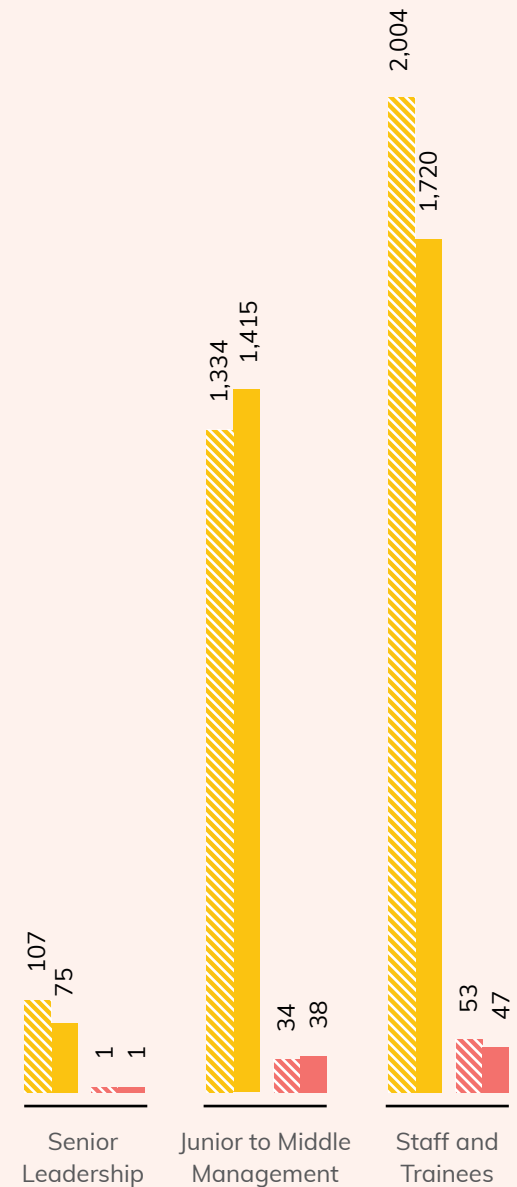


**3,210**

FY 2021



● Male ● Female  
 ●●●●●●●●●● FY 2020 ●●●●●●●●●● FY 2021

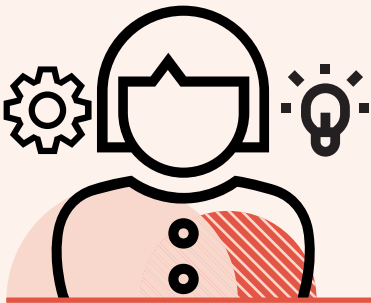




## Skill Enhancement

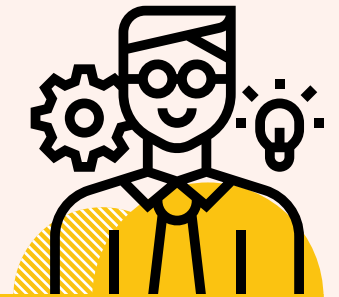
At KPTL, we place a great emphasis on ensuring that our employees are regularly provided learning and development opportunities that allow them to grow in their professional as well as personal capacities. We believe that learning is a continuous process, and we strive to provide our employees with opportunities that help them excel professionally. In our endeavour to create a learning-led environment, we focus on three key aspects of skill building, which cover business wise technical competency, soft skills competency, and organisational need-based skill building.

Employees identify their training needs through Performance Review and Development (PRD), which is further validated by their Managers. The L&D team drives these Training Needs Identification (TNI) through the implementation of programs that are facilitated by the in house team as well as external faculties. Furthermore, the Executive Education Programs are conducted for senior leaders and in many cases, employees are nominated for attending specific programs through relevant institutes for critical technical skill development. In addition to this, we also organize various organisational need based programs, which can be instrumental in enhancing the skills of employees. These programs may include Project Management Certification, and SCM Certification, amongst others. Moreover, at KPTL, we also provide assistance to individuals who wish to pursue higher education.



**10.30 hours**

Average training hours for female

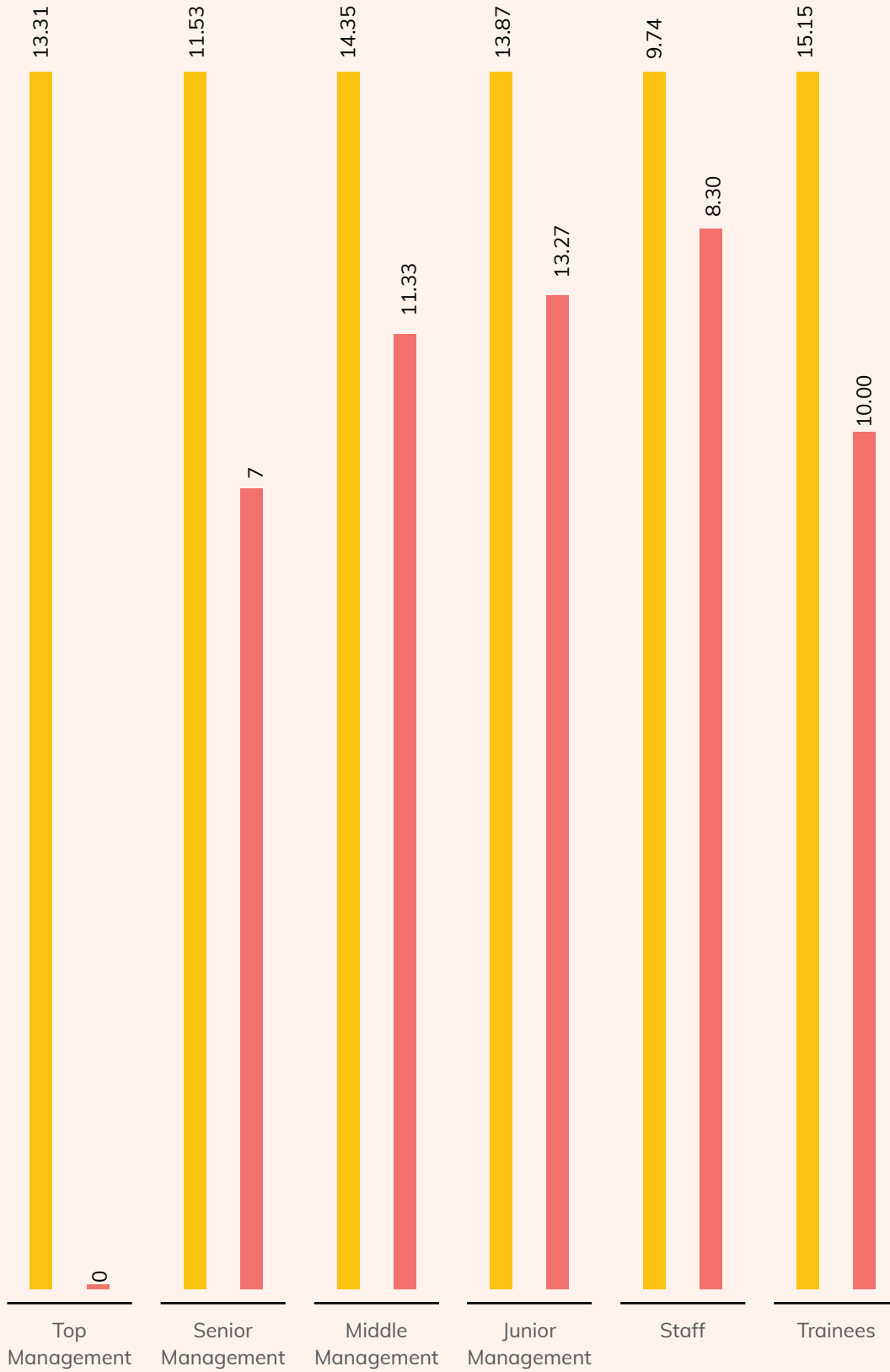


**11.69 hours**

Average training hours for male

## Average Training Hours (FY 20-21)

● Male ● Female



**Leadership Excellence and Development (LEAD):**

We understand that there is a constant need to nurture the leadership skills and encourage them to become good leaders in time. "LEAD" was designed for employees having hidden leadership potentials within them. The LEAD program is a 3-day workshop, which is divided into two phases of two days and one day respectively. With a gap of 2-3 months between the two phases, the employee gets time to nurture the learnings from the classroom session and tries to implement the same in their day-to-day work. Till date, we have conducted two batches and covered 39 young leaders.



**Monsoon Training Programs:**

Our project teams are the backbone of our operations. Therefore, it is important for us to constantly motivate and upskill them. Our Monsoon Training Program focuses on two aspects – first is to enhance the understanding of key technical aspects, quality and EHS and the second is to build camaraderie, facilitate better communication, teamwork, and motivation, amongst our teams. To ensure this, we have been conducting the Monsoon Training Drive and have facilitated over 100 programs across all the BUs of the Company, at sites, through our internal faculties. These programs serve as a good break from the daily routine and gives our teams an opportunity to learn.



**Project Management:**

The Project Management Program was launched in collaboration with SP Jain Institute of Project Management (SPJIMR) for our Site Managers/Country Managers. The objective of the program is to create a transition from "Construction Management" to "Project Management" with effective decision-making skills. The program helps employees to analyse and manage various facets of a project, including execution, budgeting, and contract management and oversee a project from inception to completion.

This program is divided into 5 phases from kick off to dissertation submission. There are 3 days of classroom session, each in 5 different phases. On successful completion of the program, participants are awarded with a certificate. We have conducted 3 batches for T&D, TLI and O&G BUs covering 92 employees.

**Technical Training Programs:**

Continual reskilling and upskilling is important to ensure that relevant knowledge and skills are available to our teams, to improve their efficiency and innovation, and reduce chances of error. Furthermore, in-house technical Subject Matter Experts (SMEs) regularly facilitate training at domestic and international project sites across various BUs. Additionally, pre-test and post training test are conducted to measure training effectiveness and further improve inputs provided to the teams.





**Annual Conclaves:**

At KPTL, conclaves are large departmental gatherings, wherein teams from all over the world come at one place, discuss and deliberate current functional practices, new initiatives, troubleshoot and brainstorm to bring in change and innovation.

While the conclaves are more of a problem solving and ideation platform, we have incorporated quiz and tests at initiation and conclusion to understand effectiveness.



**Following conclaves have been organized:**

**Store – 10 batches covering 328 Store In-charges/Storekeepers**

**MSQA (QuEST) – 3 batches covering around 140 Quality In-charges/Engineers**

**F&A – 1 batch covering 15 commercial in-charges**

**P&M – 2 batches covering around 50 participants**

**EHS – 4 batches covering around 60 employees**

**Motivational Programs:**

Integrity and honesty are amongst the values on which KPTL has built its work culture. Conventional Learning and Development initiatives might bring about a professional change but in order to elevate personal thought processes, motivational workshops are facilitated through Spiritual Speakers and Motivational leaders of the society. These workshops aim to develop a positive mindset while focusing on ground realities faced by our team every day. Programs have been organized with key personalities such as Swami Nityanand Charan Dasji of ISCKON, Mr. Jay Vasavada, Mr. Chinmay Joshi, Mr. Lakshya Choure, Sh. KV Mani and Mr. Bhagyesh Jha at Mumbai, Noida and Gandhinagar.



**Railway Training Facility:**

The Railways BU is expected to grow leaps and bounds in the next few years. To build training capability, we developed state-of-the-art Railways Technical Training facility at our Kalpavriksha Learning Centre. Mr. Narayan Parvatikar (Signal Engineer & Trainer, IRISSET - Indian Railways) was taken on-board to design and conduct Technical Induction training for Railways.





A Railway Training Park consisting of P-way, OHE, Signalling and Telecommunication has been setup at KLC, Gandhinagar. In addition, there are three demo rooms, one each for P-way, OHE and S&T, wherein various parts and equipment are on display for training.

L&D team, along with Mr. Parvatikar, has designed training modules for various segments of workforce, including the following:

**12 WEEKS**

S&T induction course for fresh DETs/GETs

**4 WEEKS**

Signal Designers (Freshers)

**2 WEEKS**

Signalling Design course for working Engineers

**1 WEEKS**

each for Non-Signalling Engineers, Non OHE Engineers and Non P. Way engineers

**5 WEEKS**

Wireman induction for Freshers

**2 WEEKS**

Refresher course for Signal Engineers (Please check the duration)

**3 DAYS**

Railways overview course for Non-Technical personals

**Up-skilling courses for existing employees**

**Refresher courses for OHE and P. Way engineers**

**Six Sigma Green Belt:**

With an aim to enable continuous process improvement and standardization, the production team from the Gandhinagar manufacturing facility has taken many Industrial Engineering initiatives under KAIZEN, which was implemented across all levels of employees, including workers. To ensure sustainability of these initiatives, a certification program on ‘Six Sigma Green Belt’ was organized for select employees of manufacturing division.

The program was facilitated through Indian Statistics Institute (ISI), Mumbai. It was a 12-month long intervention with 2 days of training and 1-day of project review in every alternate month. The team has taken up two Six Sigma projects, which were reviewed by the faculty, and on successful completion of both the projects, certificate of “Six Sigma Green Belt” was issued to 18 participants.

**Procurement and Supply Chain Management:**

As an EPC player, procurement and supply chain plays a vital role in completion of projects. To strengthen the Procurement & SCM team and provide them a holistic understanding on various concepts of procurement, we have tied up with Symbiosis Centre of Management & Human Resource Development (SCMHRD), Pune to design and deliver the project at our Learning Centre. The 3 days program is followed by an assignment covering concepts such as Procurement Planning, Logistics Management, Procurement Strategy, Cost Management, Contract Management, and Procurement Risk Management, amongst others. Two such batches were organized and 35 employees from all BUs of KPTL have been certified.



### Finance for Non-Finance Executive:

The “Finance for Non Finance Executives” course was launched with the perspective of providing key team members with a deeper understanding of how finance works and to help them enhance their knowledge. Project Managers, Section In charges, Procurement In charges and Planning In charges were some of the key participants. Over the course of 2 days, the program covered a concise version of various financial terminologies including Balance Sheet, Profit & Loss Account, Cash Flow Statement, Interpreting various financial statements, Marginal Costing, and BEP, amongst others. The program was delivered in partnership with Tata Management Development Centre (TMDC), Jamshedpur. Three batches have been completed covering 83 employees across KPTL.

### Our LMS course library:



Transmission Lines  
7 courses



Railways  
4 courses



Oil & Gas  
16 courses



Civil  
4 courses



In addition to this, to enhance financial understanding of our teams, we have also made a course available on our LMS. The course gives a detailed insight into the critical aspects of finance that can help non-finance professionals in understanding business.

### Learning Management System (LMS):

KPTL has an ever-expanding global footprint, which is why it is critical for us to take the L&D opportunities to the doorsteps of our teams across the world. Five years ago, we launched the KPTL LMS, that is, E-Learning Management System. Since its inception, we have continuously upgraded the LMS platform with a variety of e-learning courses.



Functional  
6 courses



Soft Skills  
12 courses



English Communication  
5 courses

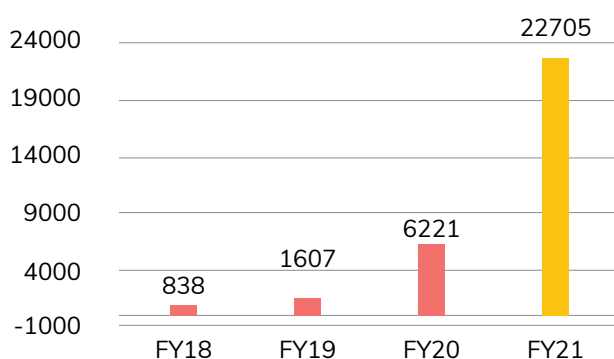
**Mandatory** 3 courses



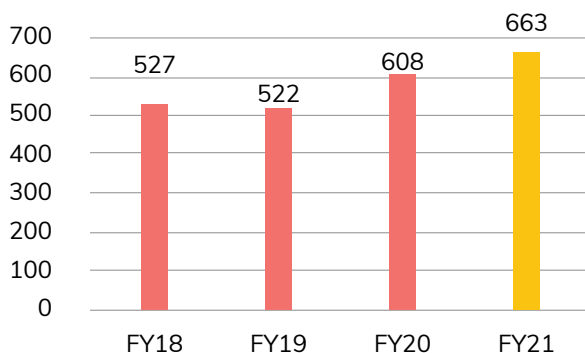
All these courses are audio-visual, and animation based to enable our employees to understand the content easily. After successful completion of the course, employees can also generate their completion certificate through LMS. In addition to the courses, you can also read “Kalpa-Sutra” and “Monday Motivation” articles by visiting library section of LMS.

We have also launched Android enabled mobile application to help employees continue their learning journey. As of now, LMS have received more than 36000+ hits and 30000+ courses have been completed.

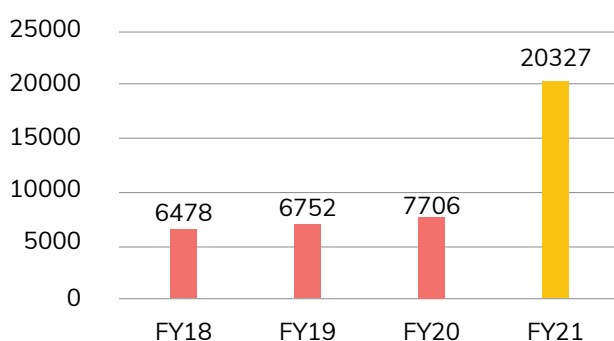
### Course Completion



### Training Program



### Participant



## Diversity, Inclusion and Non-Discrimination

At KPTL, we emphasize on creating a work culture that provides equal opportunities to all. We aspire to promote diversity within our organisation by onboarding individuals irrespective of their gender, caste, creed, and religion. Also, we believe that having a diverse workforce allows us to welcome new and unique ideas that can play a contributory role in the organisation's success.

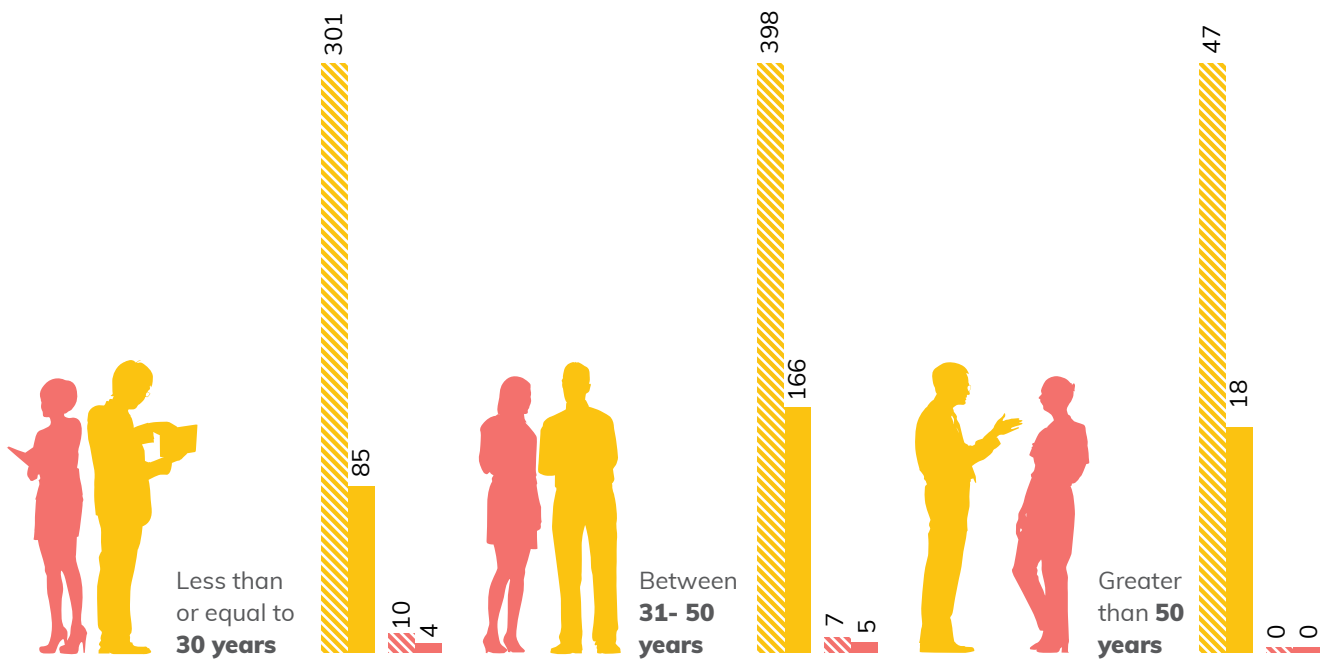
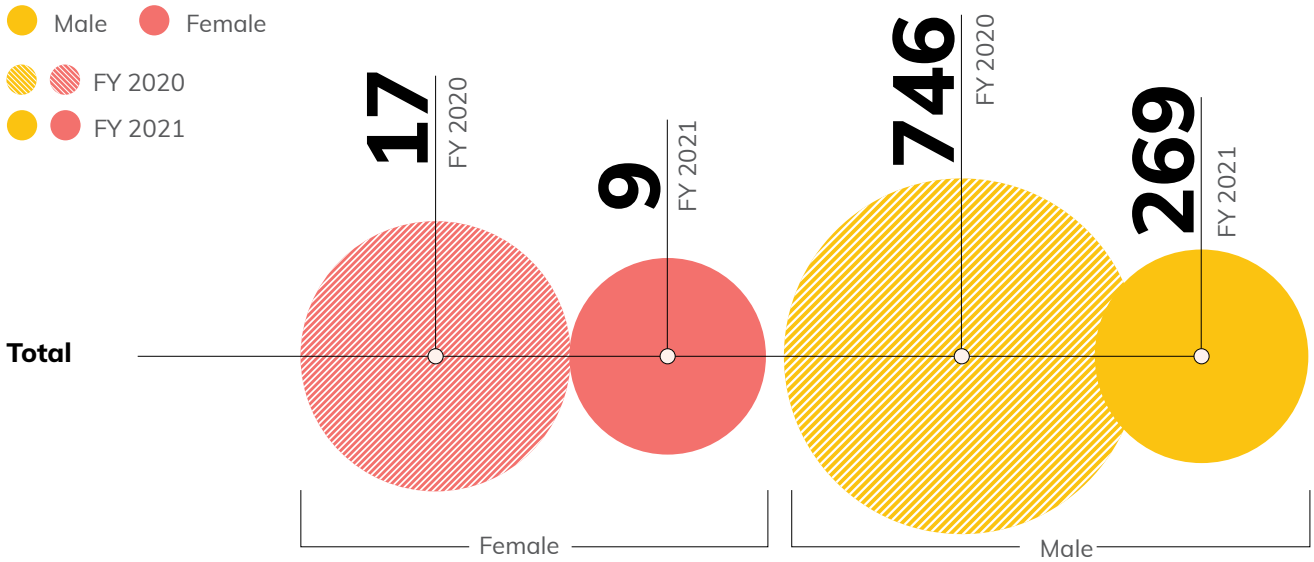
In addition to this, KPTL continually works towards strengthening equality in the workplace. We have implemented stringent measures to ensure that there is zero discrimination. We do not discriminate in matters of employment or remuneration. It follows the laws prevailing in the areas of operation. The ratio of remuneration of senior management to employee is 1:1.16.

We have a certified employee, a retired defence personnel, to train the security staff at Gandhinagar on human rights practices. No specific programs or policies with respect to human rights assessment is carried out in the organisation. We follow the prevailing laws with respect to child labour and forced labour.

## New Hires and Turnover

We are consistently striving to onboard new employees to our team. Also, we take significant measures to retain our employees by providing them with a cordial workplace environment.

### Total number of New Hire (Number)




### Attrition Rate



## Employee Health and Safety (EHS)

At KPTL, safety is a core value. We uninterruptedly strive to improve our processes, work methodology and demonstrate high levels of leadership to build and nurture EHS skills within our organisation. We consistently encourage our employees to abide by the EHS management system across all levels. Furthermore, we work towards incorporating safe working practices and motivate our employees to follow the same to achieve the organisational goal of zero harm. Our EHS management system outlines a structured approach, which makes it essential for all the operations to manage EHS-related risks and drive necessary improvements in a consistent and systematic manner.

We have established an Environment, Occupational Health & Safety (EOHS) Policy that sets the framework for the protection of environment, occupational health, and prevention of injury for all our employees and associates.



**KALPATARU POWER TRANSMISSION LIMITED**

### *Environmental, Occupational Health & Safety Policy*

*KPTL is a global EPC player in power transmission & distribution and infrastructure, and committed to protect our Environment and Prevention of Injury & ill occupational health of all our employees and associates through:*

- *Setting a frame work for reviewing the EOHS objectives & Management process, with an effective EOHS organization.*
- *Regularly communicating, educating & imparting training on safety, health, hygiene and environment to all employees, contractors, contractor's staff and interested parties.*
- *Specifying and ensuring high standards of Environment & Occupational health, Safety at our manufacturing facilities and project sites during development & Implementation stages of Project Construction etc.*
- *Evaluating the EOHS performance of our employees & contractors against the EOHS requirements.*
- *Foster continual improvement, benchmark our EOHS performance through adopting best practices with commitment to compliance of all applicable EHS legal & other requirements.*
- *Committed to conserve our natural resources & minimizing potentially harmful effects resulting from our manufacturing & construction activities and to implementing improvements associated with the prevention of pollution, injury and illness*
- *Conducting Periodic Audit & Risk assessment by competent team.*
- *Ensuring that workers & their representatives are consulted & encouraged to participate in all elements of the management systems*
- *Making the EOHS Policy widely known to all employees & stakeholders and periodically reviewing the same for improvement.*

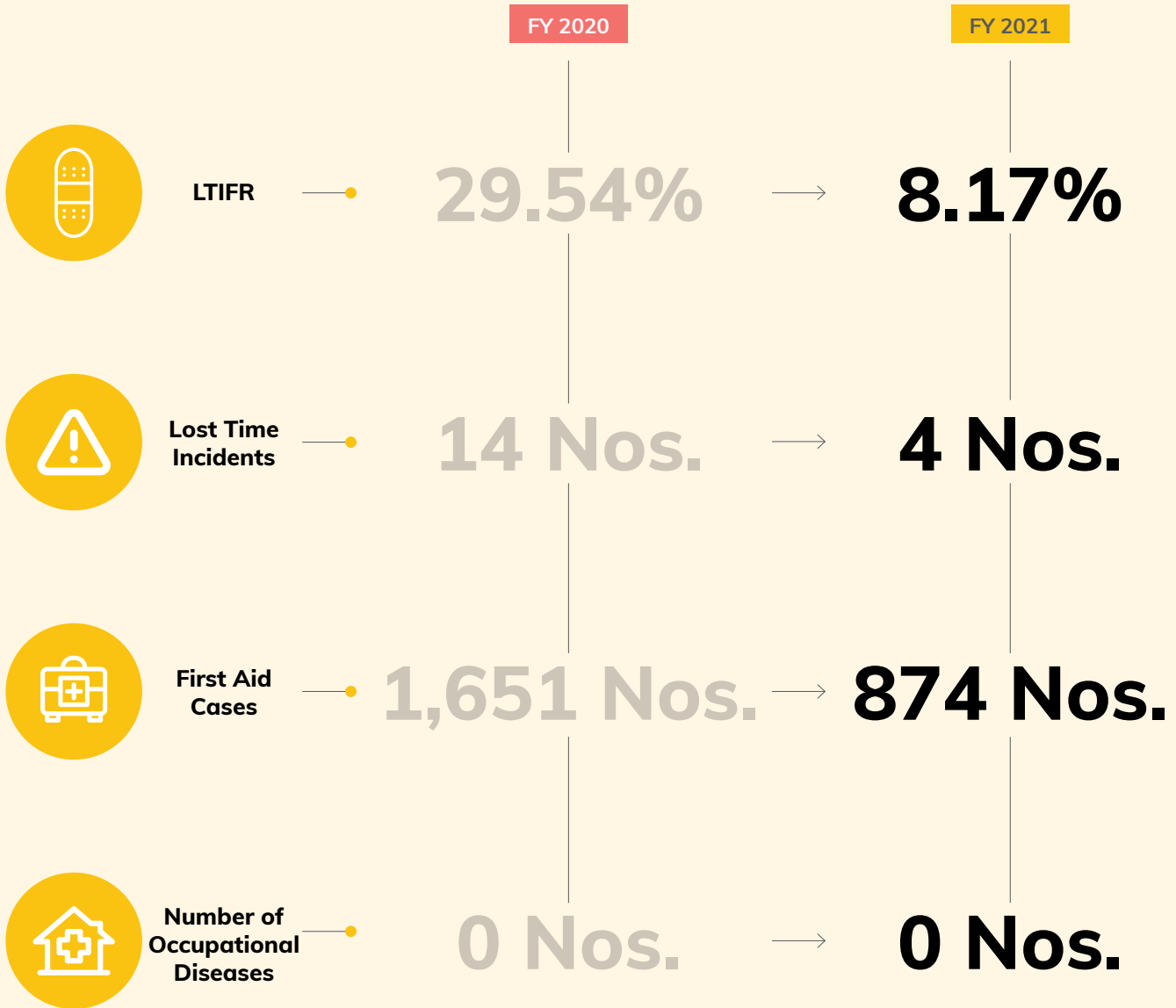
*We dedicate ourselves to the continual improvement in the EOHS performance and adherence to this policy during in all activities, undertaken by the company and make it an integral part of our work culture*

**Date: 01.04.2017**

*Manish Mohnot*  
**Managing Director**



We are committed to promote and foster a safe working environment by incorporating relevant EHS initiatives in our daily operations, which can further enable us to protect our employees, contractors, and visitors by implementing necessary precautions. Also, we are committed to the promotion of best practices as well as compliance with the corporate, state, and local regulations and governing laws.



### Identification of risks

KPTL recognises the importance of identifying and assessing the health and safety related risks. Therefore, we diligently identify and monitor all existing and potential hazards at our workplace and project sites. Moreover, we involve representatives from all the departments in the risk assessment process. Following is the process which helps to identify work-related risks on a routine and non-routine basis:

- 1** Conducting Group Risk Assessment
- 2** Identification of hazards that possess significant risk
- 3** Evaluation of the risk level for all identified risks
- 4** Implementation of suitable control measures

In addition to the above, we train our workers to report any hazardous situation through the following channels:

Dedicated Toll-Free number to contact and report any incident pertaining to health and safety

Installation of a Drop Box at prominent places to report hazardous situations

Verbally reporting to other employees

During the evaluation process of the risks associated with specific hazards, we use certain risk management techniques that include elimination, substitution, engineering controls, administrative controls, and personal protective equipment.

### Investigation of risks

In case of any incident with respect to EHS, we have established a procedure that allows us to handle and investigate such situations. The procedure describes the necessary actions to be taken to mitigate the consequences of these incidents. The main purpose of the procedure is to identify the root or primary cause(s) and eliminate it to prevent further occurrences of the event.

Following is the step by step process that we initiate in order to investigate the incidents:

- Collection of complete information pertaining to the incident
- Identification and analysis of the root cause(s) through various methods
- Determination and implementation of corrective or preventive actions
- Monitoring the implementation to ensure non-occurrence in future

### Safety Committee

We have a well-placed Safety Committee that conducts a monthly meeting across all the project sites of the organisation to monitor the safety related aspects and implement essential strategies for ensuring a safe and healthy environment. The committee facilitates productive discussions between the management and workers on safe workplace practices. It identifies and implements new safety outreach and develops strategic approaches to enhance occupational safety. Furthermore, the committee collects feedback and suggestions on safety procedures to understand the areas of improvement. It also explores new opportunities to minimise workplace injuries, accidents, and health problems. To raise awareness on safe practices, the committee facilitates employee training on applicable safety standards. It periodically reviews safety training and recommends revisions, improvements, and updates. Moreover, it conducts safety inspections and audits, and performs other related duties as assigned.

### Health & Safety Training

It is part of KPTL's policy to ensure that every employee and worker, including contractor's personnel, is provided with the opportunity to obtain the knowledge and skill required to perform their work in a safe manner. The training calendar is designed on the basis of work related hazards. The training is conducted either in classrooms or virtually and the content is created as per the needs of the targeted participants. Furthermore, these trainings are available in preferred languages of employees.

### Healthcare & Well-being Initiatives

KPTL owns health centres in two major cities of the country. The purpose of these centres is to provide specialized healthcare services such as non-surgical consultation and check-up camps. Furthermore, all our project sites are associated with the nearest multi-specialty hospital to fulfil medical requirements at sites.

We also provide different types of health promotion services to workers. We ensure round the clock availability of trained first-aiders at work sites, organise health education on different topics through specialized doctors, arrange medical check-up camps, Yoga sessions, blood donation camps, 5-star hygiene facilities, vaccination camps and fumigation of working places and worker camps, and regular health audits.

## Mitigation efforts

At KPTL, we ensure world class and safe operating procedures to assure safe operations and also to strengthen the working processes.

We have never compromised on the safety aspect. Our efforts have been recognized and we have received EHS awards and accolades. Our EHS disciplinary processes play a vital role in introducing a positive safety culture in the organisation. Also, the reward and recognition policy is designed to encourage employees to abide by the highest levels of safety and employees whose EHS performance is outstanding are recognized by the R&R policy. The EHS disciplinary policy has been designed to maintain discipline across the organisation and manage behavioural issues to increase productivity.

## Supply Chain Sustainability and Traceability

We operate in various business verticals such as Power Transmission & Distribution, Railways and Oil & Gas Infrastructure. Also, we operate two production plants for fabrication of galvanized steel required in the transmission towers and railway structures. These businesses are divided into different Business Units (BUs) and each BU has an established procurement policy and Standard Operating Procedure (SOP) with proper emphasis on sustainable sourcing practices such as consolidation of requirement, coordination with planning team to reduce material wastage, optimise inventory, maximise equipment efficiency, and manage the life cycle cost of procured items. These steps are reinforced in the supply chain processes, right from requirement gathering, vendor development, RFQ management, value engineering, awarding of the order, successful order execution, and a periodic vendor evaluation mechanism. All sourcing is done from reputed and client approved suppliers who are evaluated periodically. Vendor development is an ongoing process and efforts are undertaken to build long term business relations with vendors. For transportation, E-Auction is conducted to ensure transparent and competitive bidding. This has promoted a culture of developing, maintaining, and sustaining long term partnerships with creditable and trustworthy vendors.





## Vendor Management and Development

We have a well-defined group level Kalpataru Supplier Code of Conduct, which covers various aspects that are expected from suppliers who are associated with the Company, consistent with the Kalpataru Group values. It covers all relevant anti-bribery regulations, security, health, safety, environmental regulations, and employment practices. All new suppliers are required to provide a signed declaration to abide by this Code of Conduct, as part of the onboarding process.

A number of items for projects and plant are sourced from local and small producers around the place of work. We encourage local and small suppliers to participate in the bidding process and execute orders for various projects. Execution of repeat orders, finalization of rate contracts, visits to supplier works, review meetings to discuss the product

details and timely payments help build capacity and capability of local and small vendors. Local labour, local contractors and their equipment is hired as per the requirement of the project to encourage development of the local community. We encourage MSME companies that are located near our manufacturing plants and a good percentage of business is allocated to them on merit basis. MSME vendors are supported with business volume and are assisted with quality and process improvements, as per the standards set by our QC team to minimise rejections. They are also encouraged and guided to upgrade technology and productivity for scope enhancement and are supported with timely payments, thereby making them real partners in our growth journey.

## Labour Relations

We understand the importance of maintaining good relationships with our employees and workers. We believe that labour relations can be handled in an effective manner by adopting meaningful measures and strategies that can be advantageous for the workers as well as the organisation.

At KPTL, we take various steps to maintain healthy relationships with our workers. We have recognized two unions and we carry out collective negotiations with them. The provisions of Industrial Disputed Act, 1947 are followed in letter and spirit. Settlements on wage increases and other matters are carried out within the provisions of the law. There is a works committee as per Factories Act, 1948 for permanent workers. In addition, we have a KPTL Welfare Trust, which was established in 2006. The objective of the Trust is to support our internal stakeholders that is, employees, workers and labourers in the areas of education and health. It also supports family members in case of demise of contractor workers. The Trust aims to provide healthcare facilities such as mobile clinics, outdoor dispensaries, preventive medical services and render assistance to poor patients by providing medicines. The trustees meet every quarter to discuss significant matters.



# Kalpa-Vriksha Learning Centre

Location: Gandhinagar

## Approach

Training and skill development has always been a part of KPTL's culture. However, the initiatives might not have been as far reaching as to meet the needs of an expanding business. We realized that skill development and training of employees required a structure. Furthermore, the growing operations of our business and our aspirations to become the foremost global player in the industry, have enabled us to establish a Learning and Development facility that enables our employees to build skills and develop future leaders for the Company. To meet the ever-increasing need for trained teams within various functions and processes of KPTL and its group companies, we founded the Kalpa-Vriksha Learning Centre (KLC).

KLC is set amidst sprawling lush green lawns, well maintained gardens and tall trees that provide an ideal environment for learning. It is equipped with world class facilities including three training halls (two halls that can accommodate 60 students each and the third hall can accommodate 40 students), meeting/discussion rooms, well-equipped library, computer centre and residential facilities, which can accommodate up to 100 participants. Other facilities include a recreation area with both, indoor and outdoor games facilities and broadband internet connection.

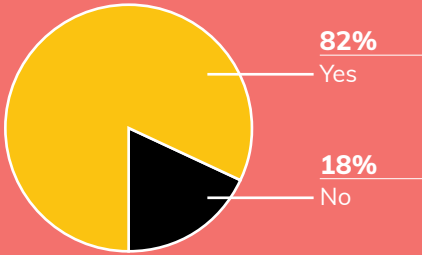
## Impact:

With a view to understand the effectiveness and feedback of L&OD initiatives, we conducted L&OD Dipstick Survey in mid-March 2019, which has been responded by 71% of employees. The survey was focused on learning requirements, implementation, and execution of the learning in daily working, Impact of the training, E-Learning Management System (LMS), Support required from L&D development. 82% of respondents have expressed that L&OD has delivered their training requirements and 84% of them are satisfied with the overall L&D program. Following include glimpses of the L&OD survey:

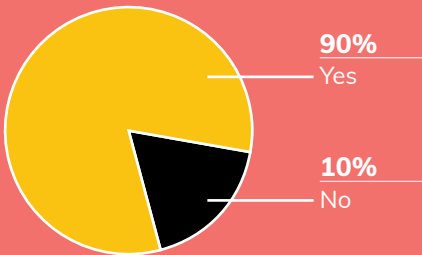
1190 Responses

71%

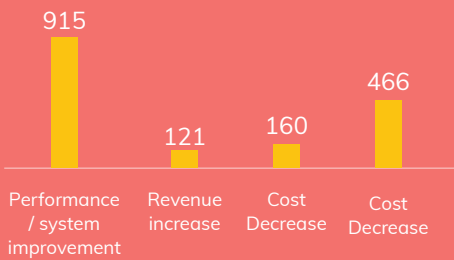
**1** Has Learning & OD department delivered your training requirement?



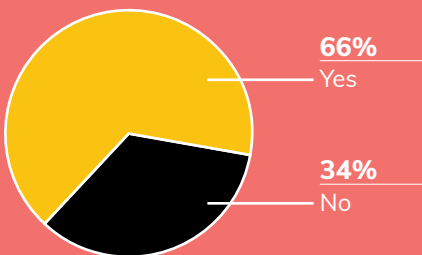
**2** Have you implemented learning in your daily working?



**3** Impact of training on individuals

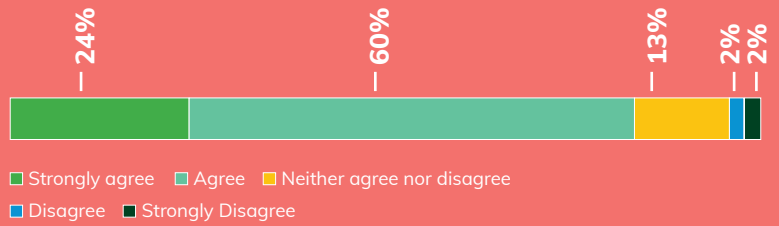


**4** LMS accessed



● Yes ● No

**5** Overall satisfaction level with L&D



**6** Has your supervisor discussed about the training you attended?



**7** Did you get post training support at the workplace?



**8** Did you receive feedback from your supervisor about your new skill or behavior ?



**Feedback about LMS**

Working well	Areas of improvement
Very interactive, easy to learn	Navigation tool can further improve for ease of use.
Great tool for self development	More training courses on soft skills and advanced data Analytics shall be created.
Examples used in the training material can easily be co-related are with day-to-day work	Sound system in VDI / desktops and proper and continuous band with
Best part one can complete at convenience	Hindi version of tech modules

**Key Take aways**

<b>Program quality</b>	<ul style="list-style-type: none"> <li>Technical faculties with EPC background</li> <li>Interactive workshops with case studies</li> <li>Short term education courses</li> </ul>
<b>Trainings Effectiveness</b>	<ul style="list-style-type: none"> <li>Organize programs with specific needs</li> <li>HOD / supervisor to discuss with subordinates - post training</li> <li>Seeking HODs feedback on program effectiveness</li> </ul>
<b>Trainings @ site</b>	<ul style="list-style-type: none"> <li>Enhanced focus on training at sites</li> <li>Monsoon period to be fully utilized in training coverage</li> </ul>
<b>LMS</b>	<ul style="list-style-type: none"> <li>Enhance reach by mobile accessibility</li> <li>Modules in Hinglish</li> <li>Enrich library</li> </ul>



# Our Role in SOCIETY

## Healthcare Initiatives

At KPTL, we focus on serving our communities by implementing meaningful initiatives in the areas of healthcare. We aim to improve healthcare facilities with the establishment of a general hospital, Jankikund Chikitsalaya near Satna, Madhya Pradesh, to serve deprived rural communities. The hospital is currently under construction. To support people suffering from Parkinson's disease, we have organized group multidisciplinary rehabilitative therapy, training activities, need based individual counselling services, awareness initiatives, distribution of resource material and information dissemination to People with Parkinson's (PwP's), caregivers and senior citizens at various locations in Mumbai.



**166**

Sessions conducted in FY 2020-21



**627**

People benefitted

Through Vision Foundation of India, we have provided free Eye Surgeries to people who cannot afford the fees for surgeries. The beneficiaries include people from weaker socio-economic families, especially from rural areas and urban slums.



**500**

Surgeries undertaken in FY 2020-21



**3,675**

People benefitted in FY 2020-21

## Kalpa Vidhya Kalpa Kaushal

At KPTL, we have undertaken the development of Smt. Sugni Devi Pukhraj Munot Government Senior Secondary School located in Pipar City, Jodhpur, Rajasthan, as an Adarsh school, to improve its infrastructural facilities. We have changed the entire landscape of the School and is on the way to develop it as an Adarsh School. Through our constant efforts, we not only develop and renovate schools but, also provide access to books and learning materials, make provision for digital learning through mini science centre, computers, and laptops, amongst others. Furthermore, Kalpataru Foundation runs the Kalpataru Skill Development Academy to provide residential practical skill development training. Trainings are provided in 3 Trades, namely Welder, Fitter and Grinder. We also provide scholarship to deserving students and have made arrangements for a school bus to carry deaf and mute students to school.



**600+**

Students benefitted



**30+**

Trainees

## Kalpa Gramodaya

We are executing a TL Project at Imphal West, Manipur. The local populace in the project area comprises of people from various ethnic backgrounds. Considering this, we are constructing a community hall for the promotion of local art and culture through the promotion of fairs, community programs, and cultural activities, amongst others. It will also act as a self-employment tool for the local population as this will serve as a marketplace where people can carry out businesses in the long term.

## Save Our Environment Save Our Animals (“SAVIOUR”)

We undertook various welfare programs for animals. In this regard, we run various CSR projects to prevent animal cruelty and secure the welfare of animals throughout India, alleviate animal suffering, and instil a feeling of compassion in people to make them realize their responsibility towards animals. Also, we work towards the establishment of pinjrapoles that offer shelter to animals in sickness and old age, and constantly upgrade veterinary skills and services.

## Special Efforts

During the fiscal, on the birthday of our Group Chairman, we took meaningful efforts to contribute towards the environment and society, thereby creating a positive impact. We organized a blood donation camp and donated 637 units of blood to the Indian Red cross and Government hospitals during the COVID-19 pandemic. At the same time, we received Governor award for highest

blood donation from Karnataka, Telangana, and Tamil Nadu for the year 2019 on 1<sup>st</sup> October 2020.



In addition to the above, we conducted a plantation drive across our Southern India Operations. Through this initiative, 760 saplings were planted in various sites, Viswakarma Awas, public parks, roadsides, lake sides, and other locations.



We furthered our social efforts by undertaking the supply of essential goods. Through this initiative, we distributed food and snacks to nearly 5,000 people, clothes to 232 people, masks to 3,500 people, sanitizers to 1,200 people, blankets to 403 people, and toys and stationery to 450 children.



Moreover, to promote our sanitation efforts, we organized Swatchseva campaign across our projects and involved around 2,500 staff and workers to clean worker housing facilities and neighbouring public places.

# Kalpa-Arogya Seva Kendras

## Medical Dispensaries under Project KARE (Kalpa ARogya sEva)

Location: Gandhinagar, Mumbai, Raipur

### Approach

We observed that the people near Company office/plants and neighbouring rural areas and villages had to either visit government or private hospitals for treatment, which can be quite expensive and unaffordable for marginalized people. It also hampered their chances of availing quality healthcare. To alleviate the problem, we established KSAK in Gandhinagar, Gujarat to provide a range of diagnostic services at nominal costs. Replicating the model, Phase 2 of KSAK was launched in Mumbai, Maharashtra in the year 2018. Since the Company has its Corporate office in Mumbai, the need to arrange a medical dispensary for providing subsidized treatment was considered.

In addition to this, in FY 2020-2021, we planned to further expand KSAK, Gandhinagar. The centre came up with an advanced Magnetom Sempra MRI – 1.5 T facility. Magnetic resonance imaging (MRI) scanners, use strong magnetic fields and radio waves to generate images of the organs in the body. MRI is widely used in hospitals and clinics for medical diagnosis, staging of disease and follow-up without exposing the body to ionizing radiation. With advanced features, Magnetom Sempra system delivers exceptional image quality, enhanced patient comfort, and also helps improve workflow and simplify operations. At these MRI centres,

we provide subsidized services to the underprivileged. We believe, the MRI centre will delevverage the shortage of MRI facilities in Gandhinagar district and will be helpful to the communities in the nearby region.

Furthermore, KSAK Mumbai collaborates with NGOs and individuals to provide specialized healthcare (consultation and treatment) at subsidized rates. Periodic Osteopathy Camps and Health awareness programs are organized at the centre. During these camps, treatment for arthritis, back pain, joints, muscles, frozen shoulder, spine, and postural problems are offered. Doctors also teach stretching exercises, lifting techniques, posture, and breathing to prevent injuries in future.

After the success of the KSAK centres in Gandhinagar and Mumbai, we have established the third centre at Raipur, Chhattisgarh in 2021. We noted that other than the government Primary Health Centre, there was no medical dispensary in the vicinity of about 10 kms of the manufacturing plant, covering about 12-15 villages, to provide medical treatment to the underprivileged at a nominal cost. Hence, the Company conceived the idea of starting a medical dispensary near the plant and the centre is being currently developed.



**Specialists Engaged**



Skin Specialist



Dentist



Radiologist



Homeopath



ENT Specialist



Pediatrician



Gynecologist



Orthopedic



Ayurveda



Pathology



Pulmonologist

**Impact:**

At KSAK Gandhinagar, nearly 140 patients visit the dispensary daily to avail medical facilities. Since 2009, over 3,13,000 beneficiaries have availed services from this dispensary. The beneficiaries from marginalized sections of society were provided excellent healthcare facilities and treatment by prominent doctors from Gandhinagar and Ahmedabad, Gujarat. At KSAK Mumbai, about 13000 beneficiaries have availed the benefit of health camps and were provided preventive as well as consultative treatment at subsidized rates.



# Addressing the COVID-19 PANDEMIC

During the pandemic, we geared up our efforts to ascertain the well-being and ensure comprehensive care for our employees and workmen. We provided a safe work place for all by implementing safety norms across our offices and sites such as social distancing, regular sanitization and mandatory thermal screening. During the reverse migration and return-to-work period, we made all necessary arrangements for our workmen, which included provision of healthcare equipment, medicines, free food, and transportation facilities. We conducted awareness sessions for workmen across sites to emphasize on the importance of sanitization and regular screening. The medical expenses of the employees infected with the COVID-19 were taken care by the organization. We also organized vaccination drives, to ensure that all our employees and workmen are vaccinated and protected from the infectious disease.

Ensuring sound mental well-being was a key need during these trying times. We organized yoga and meditation sessions to boost physical as well as mental well-being of our human capital. Regular interventions done to connect with employees and keep their morale high.

To assess employee satisfaction, we conduct employee engagement surveys every year to understand their viewpoint and record their feedback, which further helps us in identifying the areas of improvement. During FY 2020-21, we conducted two employee engagement surveys and have captured their feedback. We intend to develop relevant action plans to address the same.

One of the key aspects of sustainable development is an empowered society. We believe that it is our crucial responsibility

to develop and uplift the communities that surround us. Therefore, year after year, we implement meaningful initiatives that are directed towards the improvement and empowerment of society. We also have a well-established CSR Policy that sets the guiding principles to attain sustainable development of the society around the area of operations of the Company. Our efforts extend in the areas of healthcare, education, community development, and combatting the COVID-19 pandemic, amongst others.

## COVID-19 Precaution Drive:

Designed and rolled out detailed pictorial guidelines for work resumption after the lockdown.

Consistent follow-up & monitoring on daily basis for effective implementation of COVID-19 preventive measures.

Weekly circulation of COVID-19 dashboard to top management of Kalpataru Group.

Daily Training /Awareness session /Encouragement program/ Yoga for worker engagement during the lockdown.

Design of COVID-19 tracker for reporting, tracking, and maintaining a checklist, as per Corporate EHS guidelines. It helped to implement measures that curbed the spread of COVID 19, in compliance with guidelines issued by local authorities, Ministry of Health & Family Welfare, Government of India and countries where we operate.

Periodic health check-ups of workers and staff for health monitoring and protection from COVID-19.

Weekly video conference with business units, project sites and country heads to examine the COVID-19 prevention drive.

## KPTL's Employee Assistance Program during COVID-19



## Kalpa Aapda Seva

At KPTL, we understand the unfortunate impact of the COVID-19 pandemic and its effect on the underprivileged. Therefore, we provided support for combating and containing the virus through various relief activities including construction of a 1,000 bed COVID Hospital in Thane, Mumbai, engaged with NGOs to provide food to vulnerable communities, workers and supported the local administration for relief efforts. Furthermore, we arranged food for workers at Railway Stations.

Also, we have made contributions to Relief Funds including PM Cares Fund to support the government machinery to fight the pandemic. We collaborated with the Akshay Patra Foundation that works along with its partners, donors, volunteers, and well-wishers to aid the government's disaster relief work across the country. During the nationwide lockdown, the Foundation aided the government's efforts by providing food relief to vulnerable communities such as migrant labourers and homeless people. Our partnership with the Foundation has enabled us to support communities during tough times.



# Governance

## Supporting Policies

- Related Party Transactions Policy
- Policy for material subsidiaries
- Anti-Bribery Anti-Corruption Policy
- Third Party Due Diligence Policy
- Preservation of Documents & Archival Policy
- Policy on disclosure of material events
- Remuneration Policy
- Whistle Blower Policy
- Dividend Distribution Policy
- Data Protection Policy
- IT Security Policies
- Policy for Performance Evaluation, Board Diversity and Succession Planning
- Criteria for determining qualifications, positive attributes and independence of a Director
- Kalpataru Code of Conduct
- Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
- Code of Internal Procedures and Conduct for Regulating Monitoring and Reporting of Trading by Insiders
- Anti-Sexual Harassment Policy
- Interest Rate Policy
- Investment Policy
- Corporate Quality Policy
- Policy on Public Policy Advocacy



Alignment with  
the UN SDGs:

**5** GENDER  
EQUALITY



**8** DECENT WORK AND  
ECONOMIC GROWTH



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



# Corporate governance AT KPTL

## Corporate Governance, Transparency and Disclosures

At KPTL, our philosophy on Corporate Governance is built on strong foundations of transparency, compliance, ethics, accountability, responsibility, values, and trust. We believe that our corporate governance system oversees business strategies and ensures fiscal accountability, ethical corporate behaviour and fairness to all stakeholders comprising regulators, employees, customers, vendors, investors, and the society at large.

At KPTL, the Board of Directors ('the Board') is at the core of our corporate governance practice and oversees how the Management serves and protects the long-term interests of all our stakeholders. Our Board is a balanced mix of executive, non-executive and independent directors who possess deep industry understanding with unique capabilities to evaluate and question different aspects of the Company's business strategy. We have a decentralized business units (BUs) structure that empower BU leaders to manage and execute day-to-day activities.

### The Board:

As on 31<sup>st</sup> March 2021, the Board of Directors of the Company had 9 Directors, comprising of 6 Non-Executive Directors, 2 Executive Directors (including Executive Chairman) and 1 Managing Director & CEO. Out of 6 Non-Executive Directors, 4 are Independent Directors including 1 Woman Director. As on the date of this Report, the Board of Directors of the Company had 8 Directors comprising of 5 Non-Executive Directors, 2 Executive Directors (including Executive Chairman) and 1 Managing Director & CEO. Out of 5 Non-Executive Directors, 4 are Independent Directors including 1 Woman Director.



**Mr. Mofatraj P. Munot**  
Executive Chairman



**Ms. Anjali Seth**  
Independent Director



**Mr. Manish Mohnot**  
Managing Director & CEO



**Mr. Narayan K. Seshadri**  
Independent Director



**Mr. Parag Munot**  
Promoter Director



**Mr. Sajjanraj Mehta**  
Independent Director



**Mr. Sanjay Dalmia**  
Executive Director



**Mr. Vimal Bhandari**  
Independent Director



**Meetings and Interactions of the Board:**

During the year ended 31<sup>st</sup> March 2021, the Board met 6 times on May 20, 2020, August 12, 2020, August 24, 2020, November 4, 2020, December 8, 2020 and February 13, 2021. The maximum time gap between any two meetings was 84 days. All Information as required under Regulation 17 (7) of the SEBI (Listing Obligations and Disclosure

Requirements) Regulations, 2015 was placed before the Board of Directors. The Company has complied the provisions of Secretarial Standards on Board Meetings (SS-1), issued by the Institute of Company Secretaries of India, with respect to convening of Board Meetings during the year.

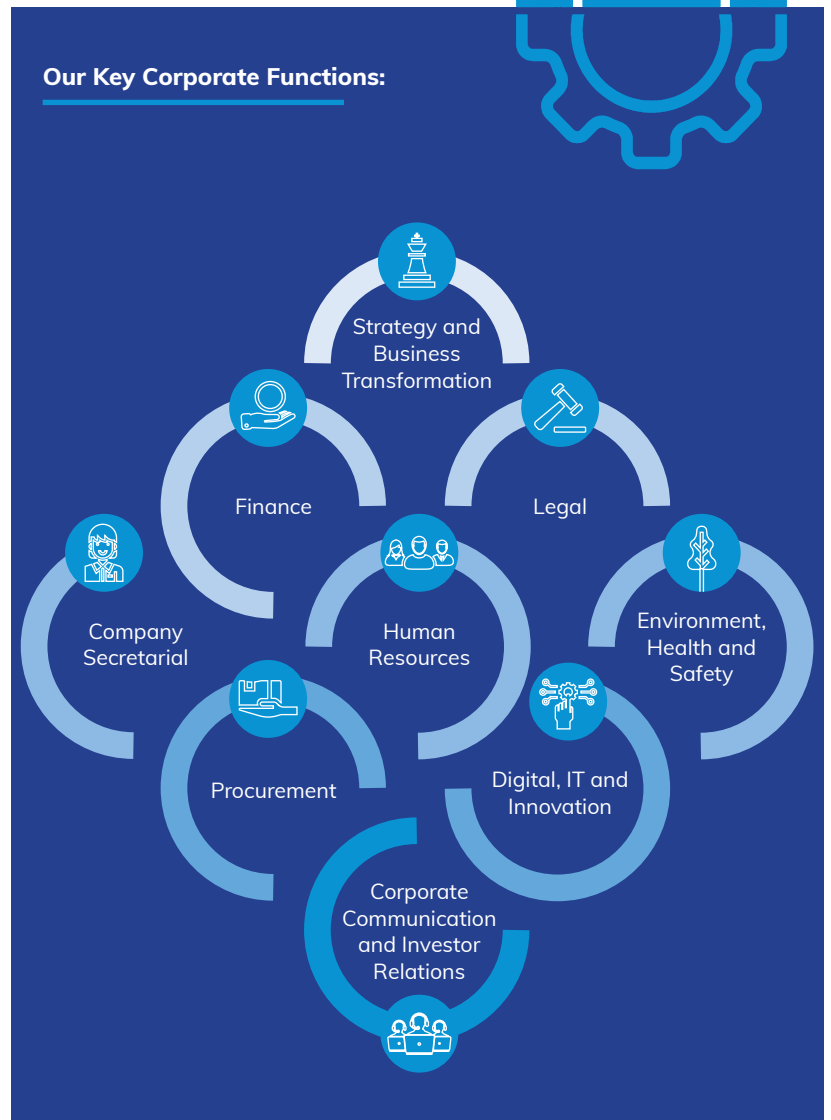
**Committees:**

KPTL has the following Board Committees to ensure rightful business conduct and oversee business activities as per defined guidelines. In order to adhere to the best corporate governance practices, to effectively discharge its functions and responsibilities and in compliance with the requirements of applicable laws, your Board has constituted several Committees including the following:

- 1 Audit Committee
- 2 Nomination and Remuneration Committee
- 3 Stakeholders' Relationship Committee
- 4 Corporate Social Responsibility Committee
- 5 Risk Management Committee
- 6 Share Transfer Committee
- 7 Executive Committee



**Our Key Corporate Functions:**



## Business Ethics and Anti-Corruption

KPTL's business rests on a strong set of core values, centred around Business Ethics, Customer Centricity and Quality. We see Corporate Governance as a voluntary self-discipline code that goes beyond ensuring compliance with regulatory requirements and being responsive to the expectations of our stakeholders.

We are committed to the prevention, deterrence and detection of bribery and all other corrupt business practices. It is our policy to conduct all our business activities with honesty, integrity and the highest possible ethical standards and vigorously enforce our business practice across our operations around the world.

The Company is in compliance, in letter and spirit, with the requirements stipulated under provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as applicable, with regards to corporate governance. We have established an Anti-Bribery Management System (ABMS) Committee for implementing the anti-bribery framework. The role of the Committee is to ensure a controlled environment in the organisation with the purpose of instilling the culture of ethical conduct. Towards achievement of this philosophy, our management systems are certified with ISO 37001:2016 World Bank Integrity Compliance Guidelines to

help it avoid or mitigate the costs, risks, damage to brand with respect to bribery, promote trust and confidence in business dealings and enhance its reputation. The ISO 37001:2016 certification is a benchmark for corporate compliance with a focus on anti-bribery and anti-corruption practices and is the new international standard designed to help organisations implement an anti-bribery management system.

For effective implementation of the Anti-Bribery Management System, we have set up three oversight bodies – the Governing Body, Top Management and ABMS Committee. Our ABMS Manual clearly defines the roles and responsibilities of each of the tier. In brief, ABMS Committee is responsible for the implementation of ABMS in the Company and drive the main pillars of ABMS. The Governing Body demonstrates leadership commitment with respect to the ABMS and has the ultimate responsibility and authority of all our ABMS related activities, governance and policies. The Top management is responsible for ensuring the integration of the ABMS requirements into the organisation's processes, deploying adequate and appropriate resources for the effective operation of the ABMS and promoting an appropriate anti-bribery culture within the organisation.

**Training on Ethical Issues:**

All internal stakeholders and high risk third parties are required to participate in the Anti-Bribery and Anti-Corruption training mandatorily.

**The composition of three structures are as under:**

**1**

**Governing Body** - The Governing Body comprises of Managing Director and Head- Internal Audit & Assurance

**2**

**Top Management** – The Top management comprises of Chief Financial Officer and the Legal head and Executive Director

**3**

**ABMS Committee** – The ABMS Committee is referred to as the Anti-Bribery compliance function. The ABMS Committee shall include person(s) of character, integrity, talent and experience. The ABMS Committee is headed by the Chief Ethics Officer and includes representatives of each BU (Business Unit Head/ senior employee of BU not below the level of Deputy president)

Our Code of Conduct Policy outlines the importance of ethical behaviour within the organisation to strengthen the workplace environment. The policy also incorporates guidelines in the areas of Confidentiality and Discretion, Insider Trading, and Sexual Harassment.

## Regulatory Compliance and Fair Business Practices

At KPTL, we continually strive to ensure that all our activities are in line with our strong value system that is built around Business Ethics, Customer Centricity, Pride, Quality, Respect, and Teamwork. For us, upholding and abiding by our company value is of critical importance. In this regard, our senior leaders ensure that they adhere to the values in the day-to-day activities and while taking decisions. Additionally, they promote and inspire all the employees to emulate similar behaviour and demonstrate highest levels of work ethics in everything they do. To ensure this, all our employees have to undergo a mandatory Anti-Bribery and Anti-Corruption (ABAC) training and appear for re-certification every year. During FY 2020-21, our employees underwent over 4,700 hours of ABAC training both through management conducted webinars and company's internal training portal.

We take significant efforts to ensure that we are compliant to all the relevant laws and regulations applicable to our business. Moreover, we have onboarded the services of country specific legal advisors and subject matter experts to offer advice on legal matters and compliances.

The corporate policies form an important bedrock of our long-term success and business sustainability. Our policies have been meticulously developed and designed to create maximum value for our stakeholders by ensuring that our operations remain compliant and transparent in every aspect. Our Whistle-blower Policy allows our stakeholders to raise red flags regarding any improvements, unacceptable practice and any event of misconduct in the Company. The grievance can be raised through the medium of an official letter to the Chief Ethics Officer, or a complaint letter addressed to the Chairman of the Audit Committee. Furthermore, the complaint can also be raised by sending an e-mail to our dedicated grievance communication facility.

## Reliability of Production Process and Quality Control

At KPTL, we are harnessing the power of technology to deliver business excellence. Various state-of-the-art technologies, such as AI, automation and other digital processes, platforms, and applications, are enabling us to enhance our business processes, drive efficiency and deliver superior quality work in a highly dynamic business environment. We are certified with ISO 9001:2015, which reflects on our quality management system.

Furthermore, we have received excellent client support due to our commitment for ensuring timely delivery and sustaining superior quality standards.



# Economic value CREATION

Year after year, we strive to achieve a strong balance sheet, healthy cash flow and sustainable returns for our shareholders. As a result, we are continuously undertaking initiatives to strengthen our balance sheet and improve our return ratio. We also remain

committed to become a low or zero debt company on a net cash position. Our goal is to create value for every stakeholder associated with us. We aspire to do this by strategically improving our business, enhancing our profitability, and generating returns.



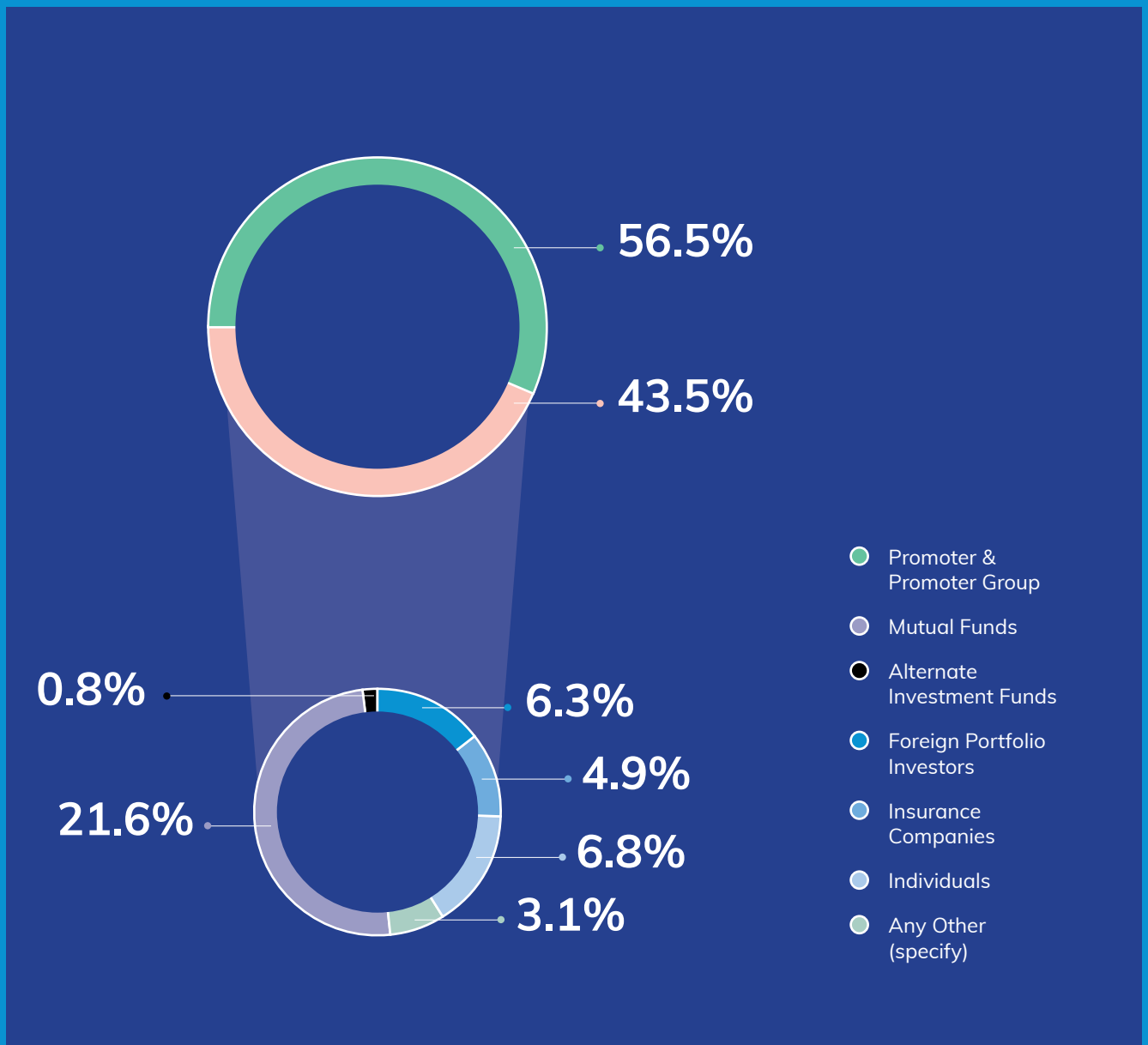
In FY 2020-21, Our consolidated revenue grew by 2% to reach Rs. 12,949 crores in 2020-21, with EBITDA and PAT of Rs. 1,477 crores and Rs. 662 crores, respectively. We also continued to maintain healthy margins with EBITDA margin at 11.4% and PAT margin at 5.1% during the year under review. Our heightened focus on timely closure of projects and optimizing capital employed along with cash flow focused working

capital management has helped us to reach a position of financial strength. We approach 2021-22 with a robust balance sheet, as our consolidated net debt has declined by 33% to Rs. 2,304 crores as on 31<sup>st</sup> March 2021 with a debt to equity ratio of 0.62 times. We have maintained a healthy and well-diversified consolidated order book of Rs. 27,900 crores at the end of 31<sup>st</sup> March 2021.

**At a standalone level, we have delivered revenue of Rs. 7,671 crores with PBT growth of 25% and PAT growth of 33%. We have maintained EBITDA margin of 10.5% in 2020-21.**

## Shareholding Pattern

Shareholding pattern reveals the distribution pattern of the company's equity shares among the public and promoters. Our shares are listed and actively traded on the Bombay Stock Exchange and National Stock Exchange. As on 31<sup>st</sup> March 2021, KPTL's market capitalization was Rs. 5,600 crores with 56.49% of the equity owned by promoters.



## Key Growth Opportunities for KPTL

**KPTL aspires to grow and generate long-term value for all its stakeholders. The Company constantly focuses on exploring and leveraging new growth opportunities that can enable the organisation to scale up its efforts and become a successful and value-generating organisation. Our teams consistently work towards exploring lucrative opportunities that can be leveraged to fuel our growth.**

At KPTL, we have a strong track record and expertise across the entire project cycle, from manufacturing and construction to funding, operating and monetising transmission assets. We are positioned to seize the massive potential of the burgeoning power transmission and distribution sector.

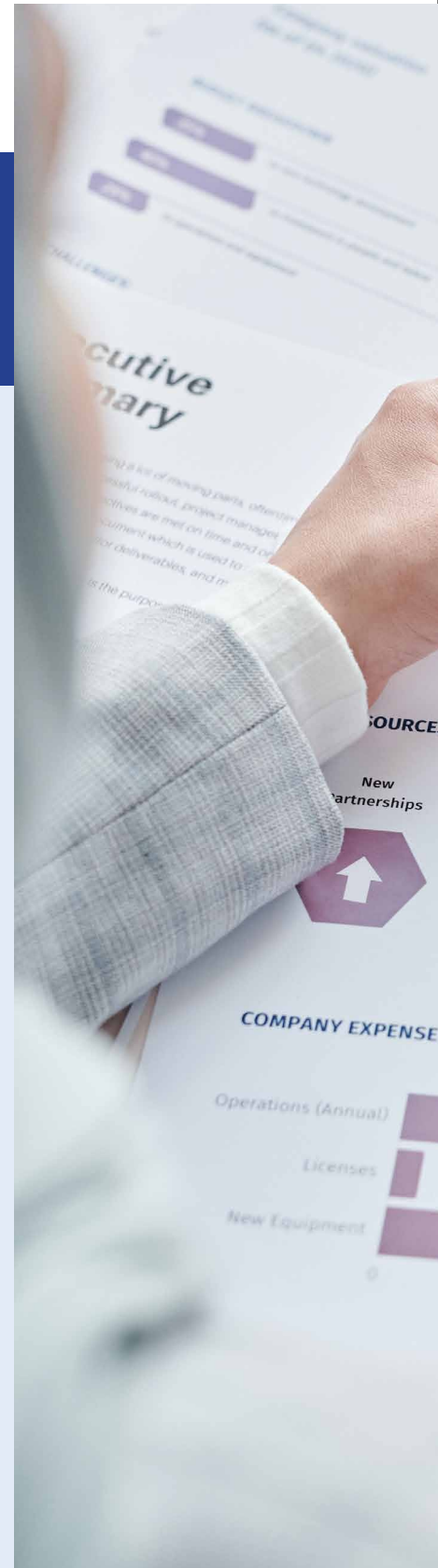
Furthermore, we hold a positive outlook for the Railway sector, as the Government has set out a clear plan for 100% railway electrification by end of 2023, upgradation of existing tracks to reduce travel time, enhancement of signalling and telecom infrastructure, station redevelopment and many other projects. Moreover, projects such as High-Speed Rail (HSR), Regional Rapid Transport System and Metro Rail projects in various cities are top priorities for the Government. The overall Rail business landscape offers a huge opportunity for KPTL as we are amongst the leading players in overhead electrification, railway track laying, signalling & telecommunication (S&T), power systems and civil works associated with railway networks.

The government is expected to invest around USD 60 billion, till 2024, to establish infrastructure for natural gas consumption in the country and increase its share in the energy mix by up to 15%, by 2030. The National Gas Grid has been envisioned to ensure adequate

availability and equitable distribution of LNG. India, at present, has over 16,000 km of pipeline and significant extension is required to build the 33,000 km 'National Gas Grid' pipeline. KPTL, with its proven project management capabilities, experienced team, and credentials for successful execution of cross-country pipeline projects, is best placed to leverage the opportunities arising in the Indian Oil & Gas sector.

KPTL has one of the largest installed transmission tower fabrication capacities of around 2.4 lakh MT spread across two plants in India. Our plants have state-of-the-art technology with fully integrated planning systems. Apart from transmission towers, we are also catering to the needs of overhead electrical structures for Railways. Our plants have global certifications and cater to the needs of domestic as well as international clients. We will continue to leverage our low cost base and efficient procurement capabilities to acquire new clients across the globe.

Moreover, we are uninterruptedly working towards de-risking our business through diversification, both through expanding into newer businesses as well as newer territories. Our recent acquisitions in Sweden and Brazil were to drive this strategic tenet. This positions us to leverage the growth momentum of domestic as well as international markets.







Looking ahead, we are focused on strengthening our core EPC business in targeted verticals with a clear goal to be amongst the top EPC companies globally. Our performance is built on a solid foundation of excellent execution capabilities, a strong balance sheet and a trusted brand. While we remain focused on our core EPC business, we are adapting organic and inorganic growth strategies to take our major business verticals to emerging and high potential markets across the world. We are innovating more than ever and are investing in our people, technology, and operations to develop solutions that take advantage of emerging trends in the industry. Our diversified and consolidated order book provides good visibility for growth in the years ahead.

# Risk MANAGEMENT

To ensure the organisation’s continuous success, it is critical for us to implement reliable risk management practices, which can safeguard the business from unpredictable risks and uncertainties. At KPTL, we have established an effective Risk Management Framework that allows us to monitor, analyse and respond to the challenges in an effective and timely manner. The framework has been designed to enable risks to be identified, assessed, and mitigated appropriately. Our SOPs, organisational structure, management systems, code of conduct, policies and values together govern how we conduct the business and manage the associated risks. Furthermore, we have a separate Bribery Risk Assessment Framework, which also defines the key mitigation actions.

Also, we have a well-placed Risk Management Committee that identifies and assesses the risks in the areas concerning business, environment and legal, and develops tactful strategies to address them. In the wake of the COVID-19 pandemic, the Risk Management Committee diligently worked towards mitigating the impact of the pandemic-led crisis and ensured business continuity by taking immediate actions to combat the disruptions caused by it.

The Risk Management Framework enables the management to understand the risk environment and assess the specific risks and potential exposure to the Company, determine how to deal best with these risks to manage overall potential exposure, monitor and seek assurance of the effectiveness of the management of these risks and intervene where necessary and report throughout the management chain up to the Risk Management Committee on a periodic basis about how risks are being monitored, managed.

## The Role and Responsibilities

of Risk Management Committee are as under:

Review the existing Risk Management Policy, framework, processes, Risk Management Structure and Risk Mitigation Systems and re-frame and modify the same as required from time to time.




To review strategic risks and operational risks and other aspects which impacts the Company and in specific Risk related to Cyber Security.

Overseeing implementation/monitoring of Risk Management Plan, Framework, Processes and Policy.




Continually obtaining reasonable assurance from management that all known and emerging risks have been identified and mitigated or managed.

To carry out any other function as is mandated by the Board from time to time and /or enforced by any statutory notification, amendment or modification as may be applicable.

## Our risks and how we mitigate them

Risks	What they mean to us?	How do we mitigate them?
<p><b>Macroeconomic risks</b></p> 	<p>The latter part of the year saw the risk of the pandemic affecting operations across the globe. We were not immune to the same.</p>	<p>We are broad basing our business and exploring niche opportunities across geographies to diversify the risk. We continue to maintain a strong governance framework and internal and financial controls to mitigate any possible economic slowdown.</p>
<p><b>Cybersecurity risks</b></p> 	<p>Threats of cyber-attacks and hacking are well-known and poses a significant threat to a company's operations. In addition to external threats, there are risks of information being leaked or changed by individuals within the Company.</p>	<p>Online cyber-security awareness campaign on phishing and e-mail security are conducted on a regular basis. Network devices, server operating systems and hardware are upgraded periodically. We also actively monitor security logs to detect any malicious attempt and take necessary steps to mitigate the risk. Adequate data safety is ensured during its creation, storage, transit, and retrieval.</p>
<p><b>Legal and compliance risks</b></p> 	<p>With operations in multiple geographies, we are exposed to risks related to various statutes, laws and regulations.</p>	<p>We take steps to adhere to all laws in true spirit. Teams within the Company monitor changes in laws and regulations and proactively takes steps to ensure compliance to regulatory standards. We also employ the services of country specific legal advisors and subject matter experts to offer advice on legal matters and compliances.</p>



Risks	What they mean to us?	How do we mitigate them?
<p><b>Financial risk</b></p> 	<p>Interest Rate Risk, Exchange Rate Risk and Liquidity Risk are the major Financial Risks. Exchange rates and Interest rate fluctuations impact the Company's finances as changes in interest rate affects the variable interest on the Company's debt.</p>	<p>We dynamically manage interest rate risks through a mix of fund-raising products across maturity profiles. For mitigating currency risk, we have a strategy of mixing our domestic and foreign order books spread across various geographies. We also use currency forward contracts to mitigate foreign exchange related risk exposure. We constantly monitor our liquidity levels, economic and capital market conditions and maintain access to sources of liquidity through banking lines, trade finance and capital markets.</p>
<p><b>People risk</b></p> 	<p>Risk of maintaining employee relations, attracting, and retaining talent, and creating an engaged set of employees have become important in an environment where talent is becoming scarce.</p>	<p>We take active steps to constantly engage with our employees and understand their aspirations, needs and any issues they may have. Policies, practices, compensation, and developmental conversations are modified based on constant feedback from employees. We have a systematic employee hiring policy and for attracting the best talents in the industry. We conduct periodic training and mentoring to develop future leaders within the organisation.</p>
<p><b>Operating risk</b></p> 	<p>We are involved in the EPC business and exposed to various operational risks that may lead to unplanned interruptions of operational processes, delays in execution of projects, affecting the company's top-line and bottom-line.</p>	<p>We have set policies and procedures to minimise the risk associated with projects. Projects are analysed within the operational risk spectrum, adopting best practices to ensure timely execution and maximum value creation for all stakeholders.</p>

Risks	What they mean to us?	How do we mitigate them?
<p><b>Safety risk</b></p> 	<p>We operate across multiple locations and are subject to stringent safety laws and regulations. Non-adherence to process and employee safety requirements, provisions of safety laws and regulations may impact business continuity and reputation.</p>	<p>We have built a strong safety management system that encompasses its operational ecosystem. Safety trainings are conducted to meet the requirements of employees, contractors, and other relevant stakeholders as a part of the safety competency and capability enhancement initiative. We follow strict policies to ensure safety of employees and contractors and abide by environmental regulations to preserve natural resources.</p>
<p><b>Input Price Risk/ Commodity Price Risk</b></p> 	<p>Our business is significantly dependent on availability, cost and quality of raw materials and fuel for the construction and development of projects undertaken. The principal raw materials include steel, zinc, aluminum conductors, copper, cement, and insulators. Prices and supply of may vary due to global economic conditions, supply demand mismatch, competition, production levels, and taxes.</p>	<p>We currently manage such risk through a mix of back-to-back sourcing of materials and hedging through commodity futures. This moderates the risks posed by volatile raw material prices. In the domestic market, most of the T&amp;D orders have a price variation clause linked to applicable industry indices protecting the profitability from volatility in major input prices</p>
<p><b>Environmental Risk</b></p> 	<p>Due to the nature of our business, we recognize the risks associated with climate change and understand the need to stabilize atmospheric greenhouse gas levels and limit the growing impact of global warming. We place high emphasis on environmental protection. We strongly believe that this is not only important from the economic perspective but is necessary for creating long-term value.</p>	<p>We manage the environmental risks surrounding our business by actively tracking and implementing control measures to mitigate the impact on our business. We have taken meaningful steps such as effective energy and emission management, water conservation, waste management along with investment in environment-friendly practices. We acknowledge the positive impact that our operations can make in protecting and enriching the environment by preserving natural resources like water, air, fossil fuels and raw materials.</p>

# Alignment with STANDARDS

GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
<b>General Disclosures</b>							
GRI102-1	Name of the organisation	About the Report					
GRI102-2	Activities, brands, products, and services.	KPTL's Business Streams			Principle 2		
GRI102-3	Location of the organisation's headquarters	About the Report					
GRI102-4	Location of operations	Geographical Presence					
GRI102-5	Ownership and legal form						
GRI102-6	Markets served	Geographical Presence					
GRI102-7	Scale of the organisation	Geographical Presence; Human Capital Development			Principle 3		
GRI102-8	Information on employees and other workers	Human Capital Development (Our Employees)			Principle 3	SDG 8, 10	UNGC 6
GRI102-9	Supply chain	Human Capital Development (Supply Chain Sustainability & Traceability)					UNGC 3,4,5,6,8,10
GRI102-10	Significant changes to the organisation and its supply chain	Human Capital Development (Supply Chain Sustainability & Traceability)					
GRI102-11	Precautionary approach or principle						
GRI102-12	External initiatives	Our Role in Society				SDG 17	
GRI102-13	Memberships of associations						
GRI102-14	Statement from senior decision-maker	Chairman's Statement			Principle 6		
GRI102-15	Key impacts, risks, and opportunities	Risk Management; Material Issues & Our Response			Principle 6		
GRI102-16	Values, principles, standards, and norms of behavior	Company Overview			Principle 1	SDG 16	UNGC 1,2,3,4,5,6,8,10

GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
GRI102-17	Mechanisms for advice and concerns about ethics	Corporate Governance at KPTL (Business Ethics & Anti-Corruption)			Principle 1		UNGC 10
GRI102-18	Governance structure	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)			Principle 1		
GRI102-19	Delegating authority	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)			Principle 1		
GRI102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)					
GRI102 - 21	Consulting stakeholders on economic, environmental, and social topics	Engaging with Our Stakeholders			Principle 1	SDG 16	
GRI102-22	Composition of the highest governance body and its committees	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)				SDG 5, 16	
GRI102-23	Chair of the highest governance body	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)				SDG 16	
GRI102-24	Nominating and selecting the highest governance body	-					
GRI102-25	Conflicts of interest	-					
GRI102-26	Role of highest governance body in setting purpose, values, and strategy	Our Approach Towards Responsible Business					
GRI-102-27	Collective knowledge of highest governance body	-					



GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
GRI-102-28	Evaluating the highest governance body's performance	-					
GRI-102-29	Identifying and managing economic, environmental, and social impacts	Material Issues & Our Response				SDG 16	
GRI-102-30	Effectiveness of risk management processes	Risk Management					
GRI-102-31	Review of economic, environmental, and social topics	Material Issues & Our Response					
GRI-102-32	Highest governance body's role in sustainability reporting	Our Approach Towards Responsible Business					
GRI-102-33	Communicating critical concerns	Engaging with Our Stakeholders					
GRI-102-34	Nature and total number of critical concerns						
GRI-102-35	Remuneration policies						
GRI-102-36	Process for determining remuneration						
GRI-102-37	Stakeholders' involvement in remuneration						
GRI-102-38	Annual total compensation ratio						
GRI-102-39	Percentage increase in annual total compensation ratio						
GRI-102-40	List of stakeholder Groups	Engaging with Our Stakeholders			Principle 4		
GRI-102-41	Collective Bargaining Agreements					SDG 8	UNGC 1,3
GRI-102-42	Identifying and selecting stakeholders	Engaging with Our Stakeholders			Principle 4		
GRI-102-43	Approach to stakeholder engagement	Engaging with Our Stakeholders			Principle 4		UNGC 1-10
GRI-102-44	Key topics and concerns raised	Engaging with Our Stakeholders			Principle 1		
GRI-102-45	Entities included in the consolidated financial statements						
GRI-102-46	Defining report content and topic Boundaries	About the Report					
GRI-102-47	List of material topics	Material Issues & Our Response					

GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
GRI-102-48	Restatements of information						
GRI-102-49	Changes in reporting						
GRI-102-50	Reporting period	About the Report					
GRI-102-51	Date of most recent report	About the Report					
GRI-102-52	Reporting cycle	About the Report					
GRI-102-53	Contact point for questions regarding the report	About the Report					
GRI-102-54	Claims of reporting in accordance with the GRI Standards	About the Report					
GRI-102-55	GRI content index	Alignment with Standards					
GRI-102-56	External assurance						
<b>Economic</b>							
GRI-103-1	Explanation of the material topic and its Boundary	Material Issues & Our Response					
GRI-103-2	The management approach and its components	Corporate Governance at KPTL					
GRI-103-3	Evaluation of the management approach						
GRI-201-1	Direct economic value generated and distributed	Corporate Governance at KPTL (Economic Value Creation)					
GRI201-2	Financial implications and other risks and opportunities due to climate change						
GRI203-1	Infrastructure investments and services supported						
GRI203-2	Indirect economic impacts of the organisation						
GRI-204-1	Proportion of spending on local suppliers						
GRI-205	Anti-corruption	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)		IF-EN-510a.3	Principle 1		
GRI-205-1	Operations assesses for Risk related to Correction	Risk Management				SDG 16	UNCG 10

GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
GRI-205-2	Communication and training about anti-corruption policies Procedures	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)		IF-EN-510a.3			
GRI-205-3	Confirmed incidents of correction and action taken						
GRI-206-1	Legal actions for anti competitive behavior, anti trust, and monopoly practices	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)					
<b>Environment</b>							
GRI-103-1	Explanation of the material topic and its Boundary	Material Issues & Our Response					
GRI-103-2	The management approach and its components	Corporate Governance at KPTL			Principle 6		
GRI-103-3	Evaluation of the management approach	Corporate Governance at KPTL					
GRI-302-1	Energy consumption within the organisation	Our Performance & Initiatives (Energy & Emissions Management)		IF-EN-410a.2	Principle 6	SDG 7,12,13	UNGC 7,8,9
GRI302-2	Energy consumption outside of the organisation						
GRI-302-3	Energy intensity						
GRI-302-4	Reduction of energy consumption						
GRI-302-5	Reductions in energy requirements of products and services						
GRI-303-1	Interactions with water as a shared resource	Our Performance & Initiatives (Water Stewardship)				SDG 6	UNGC 7,8
GRI-303-2	Management of water discharge-related impacts						
GRI-303-3	Water withdrawal						
GRI 303-4	Water discharge	Our Performance & Initiatives (Water Stewardship)		IF-EN-410a.2			UNGC 7,8,9
GRI 303-5	Water consumption	Our Performance & Initiatives (Water Stewardship)		IF-EN-410a.2			UNGC 7,8,9

GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
GRI-304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas						
GRI-304-2	Significant impacts of activities, products, and services on biodiversity						
GRI-305-1	Direct (Scope 1) GHG emission	Our Performance & Initiatives (Energy & Emissions Management)			Principle 6	SDG 3,12,13	UNGC 7,8
GRI-305-2	Indirect (Scope 2) GHG emissions	Our Performance & Initiatives (Energy & Emissions Management)			Principle 6	SDG 3,12,13	UNGC 7,8
GRI-305-4	GHG emissions intensity						
GRI 305-5	Reduction of GHG emissions						
GRI-305-6	Emissions of ozone depleting substances (ODS)						
GRI-305-7	Nitrogen Oxides and Sulfur Oxides and other significant air emissions	Our Performance & Initiatives (Energy & Emissions Management)			Principle 6		
GRI306-1	Water discharge by quality and destination						
GRI-306-2	Waste by type and disposal method	Our Performance & Initiatives (Waste Management)			Principle 2, 6	SDG 3,12,13	UNGC 7,8,9
GRI-306-5	Water bodies that are significantly affected by water discharges						
GRI-307-1	Non-compliance with environmental laws and regulation						
GRI-308-1	Percentage of new suppliers that were screened using environmental criteria.						
GRI-308-2	Suppliers assessed for environmental impacts						
<b>Social</b>							
GRI-103-1	Explanation of the material topic and its Boundary	Material Issues & Our Response		-			
GRI-103-2	The management approach and its components	Corporate Governance at KPTL		-	Principle 4, 5, 9		
GRI-103-3	Evaluation of the management approach						



GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
GRI-401-1	New employee hires and employee turnover	Human Capital Development (New Hires and Turnover)					
GRI-401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee	Human Capital Development (Our Employees)				SDG 3,5,8	
GRI-401-3	Parental leave						
GRI-403-1	Occupational health and safety management system	Human Capital Development (Employee Health & Safety)					
GRI-403-2	Hazard identification, risk assessment, and incident investigation	Human Capital Development (Employee Health & Safety)					
GRI-403-3	Occupational health services	Human Capital Development (Employee Health & Safety)					
GRI-403-4	Worker participation, consultation, and communication on occupational health and safety	Human Capital Development (Employee Health & Safety)					
GRI-403-5	Worker training on occupational health and safety	Human Capital Development (Employee Health & Safety)				SDG 8	
GRI-403-6	Promotion of worker health	Human Capital Development (Employee Health & Safety)					
GRI-403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital Development (Employee Health & Safety)					
GRI-403-8	Workers covered by an occupational health and safety						
GRI-403-9	Work-related injuries	Human Capital Development (Employee Health & Safety)		IF-EN-320a.1			
GRI-403-10	Work-related ill health	Human Capital Development (Employee Health & Safety)		IF-EN-320a.1			
GRI-404-1	Average hours of training per year per employee	Human Capital Development (Skill Enhancement)				SDG 4,5,8,10	UNGC 6
GRI-404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital Development (Skill Enhancement)			Principle 3	SDG 8	

GRI Reference	Indicator detail	Chapter/ Section	Page No.	SASB*	NVGs	UN SDG	UNGC
GRI-404-3	Percentage of employees receiving regular performance and career development reviews				Principle 3		
GRI-405-1	Diversity of governance bodies and employees	Corporate Governance at KPTL (Corporate Governance, Transparency and Disclosures)			Principle 3		
GRI-406-1	Incidents of discrimination during the reporting period						
GRI-407-1	Workers' rights to exercise freedom of association	Human Capital Development (Diversity, Inclusion and Non-Discrimination)			Principle 3, 5		
GRI-408-1	Operations and suppliers considered to have significant risk for incidents	Human Capital Development (Supply Chain Sustainability & Traceability)			Principle 3, 5		
GRI-409-1	Operations and suppliers considered to have significant risk						
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments						
GRI-412-2	Employee training on human rights policies or procedures	Human Capital Development (Diversity, Inclusion and Non-Discrimination)				SDG 8	UNGC 1
GRI-413-1	Operations with local community engagement, impact assessments, and develop	Our Role in Society			Principle 4, 8	SDG 10	UNGC 8
GRI-413-2	Operations with significant actual and potential negative impacts on local communities	Our Role in Society				SDG 1,2	UNGC 7,8
GRI-419-1	Non compliance with laws and regulations in the social and economic area						

# Glossary

ESG	Environment Social and Governance	LTA	Loss Time Accident
KPTL	Kalpataru Power Transmission Limited	SHE	Safety, Health & Environment
NVG	National Voluntary Guidelines	CII	Confederation of Indian Industry
SDG	UN's Sustainable Development Goals	AGM	Annual general meeting
GRI	Global Reporting Initiative	IT	Information Technology
EPC	Engineering, Procurement and Construction	NGOs	Non-Governmental Organisations
CIS Countries	Commonwealth of Independent State Countries	GJ	Gigajoule
SAARC	South Asian Association for Regional Cooperation	GHG	Greenhouse Gas
ISO	International Organisation for Standardization	TCO2 eq	Tonnes of Carbon Dioxide equivalent
O&M	Operation and Maintenance	SPM	Suspended Particulate Matter
CNC Machine	Computerized Numerical Control Machine	SOx	Sulphur Oxides
EOT Cranes	Electric Overhead Travelling Crane	NOx	Nitrogen Oxides
R&D	Research and Development	KG	Kilogram
MT	Metric Tonne	KL	Kiloliter
Kms	Kilometers	OHS&E	Occupational Health, Safety, and Environment
S&T	Signaling & Telecommunication	STP	Sewage Treatment Plant
DFC	Dedicated Freight Corridor	ETP	Effluent Treatment Plant
MEP	Mechanical, electrical, and plumbing	CPCB	Central Pollution Control Board
HVAC	Heating Ventilation and Air Conditioning	SPCB	State Pollution Control Board
MW	Megawatt	TLD HO	Transmission Line Domestic Head Office
KV	Kilovolt	MIS	Management Information System
DC	Direct current	SAP	Systems Applications and Products
NSC	National Safety Council	MCR	Mustard Crop Residue
Govt.	Government	PPP	Pipar Power Plant
EHS	Environment, Health and Safety	UPP	Uniara Power Plant
NIPM	National Institute of Personnel Management	CSR	Corporate Social Responsibility
HRD	Human Resource Development	PRD	Performance Review and Development
TRDC	Talent Development and Review Council	L&D	Learning and Development
		TNI	Training Needs Identification
		SCM	Supply Chain Management
		LEAD	Leadership Excellence and Development

SPJIMR	SP Jain Institute of Project Management	TMDC	Tata Management Development Center
T&D	Transmission and Distribution	LMS	Learning Management System
TLI	Transmission Line International	LTIFR	Lost Time Injuries Frequency Rate
O&G	Oil and Gas	Nos.	Numbers
BUs	Business Units	SOP	Standard Operating Procedure
SMEs	Subject Matter Experts	RFQ	Request for Quote
P&M	Plant and Machinery	MSME	Micro, Small and Medium Enterprises
MSQA	Management System and Quality Assurance	QC	Quality Control
F&A	Finance and Accounting	L&OD	Leadership & Organisation Development
IRISET	Indian Railways Institute of Signal Engineering and Telecommunication	PwP's	People with Parkinson's
OHE	Overhead Electrification	TL	Transmission Line
KLC	Kalpa-Vriksha Learning Centre	KARE	Kalpa ARogya sEva
DETs	Diploma Engineer Trainees	KSAK	Kalp Seva Aarogya Kendra
GETs	Graduate Engineer Trainees	MRI	Magnetic resonance imaging
ISI	Indian Statistics Institute	ENT Specialist	Ear, Nose, And Throat Specialist
SCMHRD	Symbiosis Center of Management & Human Resource Development	CEO	Chief Executive Officer
BEP	Break Even Point	SEBI	Securities and Exchange Board of India
		EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
		PAT	Profit After Tax



# Closing STATEMENT

**As we move ahead, it is our endeavor to generate long-term positive value for everyone associated with us. In this regard, we are gearing ourselves every day to implement mindful strategies that can help us bring a lasting change in the environment and society.**

All our initiatives are built on our vision of **'To be world's leading EPCM organization delivering sustainable solutions through continuous innovation'** and through these measures, we aim to grow as a responsible organization that places a prominent focus on generating an unending impact on each of our stakeholder.

We are looking forward to building on this first report and continuing to improve responsible business practices across the board. We are convinced that our ESG Strategy will lead us in the right direction and assist us in integrating sustainability into our decision-making processes, business model, and operations. We are happy to share our projects and plans through our disclosures, demonstrating our dedication to transparency across ESG aspects, which we acknowledge as a critical component of our route.

In this sustainability-driven journey, we are confident that with your constant support, we will be able to scale new heights and meet our goals, while creating a true value for everyone.