

Empowering Change with Clean Energy



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Empowering Change with Clean Energy

Aligning with the world's commitments and actions on climate change, India announced its goal of achieving Net-Zero emissions by 2070. With the global emphasis on accelerating the adoption of renewable energy, India has in its Nationally determined contribution (NDC) declared to achieve about 50 percent cumulative electric power installed capacity from non-fossil fuel-based energy resources by 2030. At Enerparc, we are committed to improving the energy landscape across

the country and contributing to the national vision, by adopting a climate-friendly and cleaner path for us and our clients are aiming to create a sustainable and greener economy. Our strategic priorities are reinforced by an unwavering dedication to utilizing cutting-edge technologies that catalyze exponential growth. By diligently incorporating sustainable practices into our operations, we are resolutely dedicated to **'Empowering change with clean energy'**.



About this Report

At Enerparc, we are proud to present our first sustainability report which exemplifies our dedication to sustainability and transparency. It serves as an account of our performance across various dimensions, encompassing environmental, social, governance, and economic aspects. This report outlines our strategic approach to managing our Environmental, Social and

Governance (ESG) performance and the impact generated by our business activities and is firmly rooted in principles such as stakeholder inclusiveness, respecting environmental concerns, creating a diverse workforce, all of which guide our efforts towards responsible and meaningful corporate practices.

Reporting Framework and Boundary

The report has been prepared in alignment with GRI 2021 Universal Standards, as far as possible. This report portrays the non-financial performance of Enerparc Energy Private Limited's operations from April 1, 2022 to March 31, 2023. For all the standard disclosures referenced to GRI standards, the boundary of the report includes all operations under the direct purview of the company, which encompasses both the Indian office and project sites in India.

Reporting Cycle

The Report covers annual disclosures for the reporting period from 1 April 2022 to 31 March 2023 (FY 2022-23). We will be reporting on our ESG performance every year.

Restatement of Information

Since this is the first year of reporting, the aspect of restatements or corrections does not apply to the report.

Assurance

This is the first sustainability report for Enerparc and has not undergone independent verification by any third party. However, we have taken precautions and measures to present as accurate information as possible. We would in the coming years also undertake third-party assurance of the reported data.

Feedback

We wholeheartedly welcome feedback from our stakeholders as it plays a pivotal role in enhancing our disclosure and reporting processes. If you have any comments or suggestions, please write to us at esg@enerparc.in.



Leadership Message



Kalyanram Udathu
Chief Executive Officer



Anoop Gannerkote
Chief Operating Officer

“Beyond transparency, it reflects our dedication to helping customers reduce their carbon footprint.”

We are pleased to present EEPL’s sustainability report for the fiscal year 2022-23. As EEPL embarks on a new era of expansion and increased scale, this report underscores our dedication to establishing a conscientious and sustainable organization. We extend our gratitude to our investors, partners, and employees who have placed their trust in us for over a decade in India, propelling EEPL to become one of the leading names in the solar energy industry.

At EEPL (Enerparc Energy Private Limited), our ESG report is a beacon of our commitment to sustainability. Beyond transparency, it reflects our dedication to helping customers reduce their carbon footprint. By sharing our initiatives in the public domain, we build trust with stakeholders, attract socially conscious investors, and distinguish ourselves in an industry where sustainability is a key differentiator. Our ESG report is more than a document; it’s a testament to our values and a strategic move toward long-term success in a dynamic market. It is our mission statement towards sustainability.

To date, EPPL has installed a renewable energy portfolio exceeding 215 MWp, demonstrating a remarkable 100% growth year-on-year. With the escalating commitment to Net Zero and increasing climate consciousness, we anticipate substantial growth in this sector. We are currently positioned among the top three Solar rooftop companies in India, we are poised to take a leading role.

An instrumental factor in our growth is the unwavering trust and support of our investors, partners, and lenders. In the current fiscal year alone, EEPL secured substantial grants from USICEF* which chose us to partner with in India to carry out various socio-environmental impact projects, and GCF** which lent to our rooftop projects through Tata Cleantech. These investments not only foster sustainable growth but also significantly lower our capital costs. Our in-house team continually innovates to introduce new business models, contributing to our dynamic and progressive approach.

EEPL is excited to announce forthcoming initiatives in our commitment to sustainability. We are establishing a dedicated ESG (Environmental, Social, and Governance) and CSR (Corporate Social Responsibility) committee to guide and oversee our efforts in integrating ESG considerations into our business strategies and operations.

Although CSR is not currently mandated for us, we take pride in voluntarily dedicating some of our earnings towards impactful social and environmental initiatives. This proactive measure underscores our strong belief in corporate responsibility and our commitment to making a positive impact on society and the environment.

These initiatives align seamlessly with our broader goals, including achieving Net Zero commitments and fostering climate consciousness. As we continue to grow, we recognize the importance of a structured approach to ESG and CSR.

The committee will be instrumental in steering our efforts in the right direction, ensuring that sustainability remains at the forefront of our business practices.

Looking forward, EEPL anticipates significant future opportunities for stakeholders amid the impressive ~35% CAGR of the solar industry by the year 2028. This upward trajectory not only reflects the industry's potential but also positions EEPL strategically to tap into this burgeoning market.

Investors have a unique chance to participate in the growth of a sector that is not only financially rewarding but also environmentally conscious. As the solar industry continues to outpace traditional energy sources, EEPL provides an avenue for investors to align their portfolios with sustainable and forward-thinking initiatives.

Clients partnering with EEPL are poised to benefit from the increasing market demand for solar solutions. With our commitment to innovative and reliable energy solutions, clients can position themselves as sustainability leaders, aligning with the global trend toward clean and renewable energy sources.

Employees at EEPL are part of an organization that recognizes the immense growth potential in the renewable energy sector. As the solar industry witnesses year-over-year growth, our employees contribute to shaping a sustainable future and benefit from being part of a dynamic and forward-looking workplace.

Communities surrounding EEPL projects can actively participate in the positive impacts of the solar industry's growth. Job creation, community development initiatives, and environmental conservation efforts contribute to building stronger and healthier communities.

*USICEF is a keystone of the commitment made between the Indian and US governments to mobilize finance for Indian-distributed clean energy projects.

**The Green Climate Fund (GCF) is a fund established of the United Nations Framework Convention on Climate

In our ongoing commitment to environmental sustainability, EEPL is rigorously addressing its carbon footprint and actively adopting sustainable practices. Notably, we are transitioning from water-based solar panel cleaning to automated robotic dry cleaning to conserve water resources significantly. Additionally, we are strategically incorporating electric vehicles (EVs) into our business operations, aligning with our goal to reduce carbon emissions and contribute to a cleaner environment.

Gender diversity is a key focus in EEPL's ESG reporting, with a growing percentage of our workforce comprised of talented women across all the functions in the company. Recognizing the value

of diverse perspectives, we actively promote equal opportunities and work towards addressing gender biases. At EEPL, fostering an inclusive and an equitable is not just an ESG goal; it's integral for our culture and resilience in the dynamic renewable energy sector.

We trust that this report has provided valuable insights into the comprehensive initiatives at EEPL and their meaningful impact. We appreciate your engagement and hope that the information shared has enhanced your understanding of our holistic approach to sustainability.

Thank you for being an integral part of our journey.

Key ESG Highlights



Environment

>70000 tCO₂e

emissions avoided

180

Scope 1 emissions from operations tCO₂e

1300+ Mn Units

Renewable power energy generated

0

Significant Environmental Accidents



Social

1000

Jobs created majorly in local communities

800

Hours of training given to employees

0

Fatality

Lost Time Injury (LTI)

91%*

Spend on Local Suppliers



Governance

0

Incidents of Bribery and Corruption

Discrimination or Harassment Cases

Incidents on Breach of Customer privacy

Incidents of Conflicts of interest

Cases of Money laundering

*Excluding the purchase of modules



Strategic ESG goals

- Globally scale renewable energy access with diversified portfolios
- Expanding opportunities in green jobs
- Undertake strategic interventions to enhance green power availability through open-access
- Formalize ESG governance system by FY 2023-24
- Develop ESG framework, goals, and targets in FY 2023-24
- Implement digital solutions for better performance
- Achieve de-carbonized energy generation





About Enerparc

Founded in 2012 as solar project development and EPC company, in less than a decade Enerparc has emerged as a leading solar energy provider owing to our in-house expertise across energy analysis, design, financing, procurement, construction, operation and maintenance of renewables infrastructure and allied services. We have leveraged technology and innovation to become the top choice for companies looking to embark on a journey to accelerate their sustainability journey.

Vision



Enerparc's vision is to be the foremost in delivering economically viable solar energy solutions by collaborating with our partners and customers.

Mission



At Enerparc, we take steps towards a solar-powered future.

Focusing on absolute reliability, top quality, and the enduring success of renewable energies, we, along with our project managers, engineers, and designers, aspire to establish new benchmarks in the solar industry. Collaborating with a community of partners, we contribute our global engineering and construction expertise, strive for cost leadership in the value chain, and emphasize enhancing end customer value. Our dedicated team consists of seasoned professionals with longstanding experience

in grid-connected PV project development, design, engineering, procurement, construction, and operations in India and across the globe.

This expansive portfolio has not only solidified Enerparc Energy Pvt. Ltd's position, but has also facilitated the creation of an estimated 2,000 jobs in FY 22-23, aligning with our commitment to sustainable growth and environmental responsibility.

Our Portfolio



220 MWp

Installation of Solar Systems



140+

Solar Projects Completed



1300+ Mn.

No of Units Generated

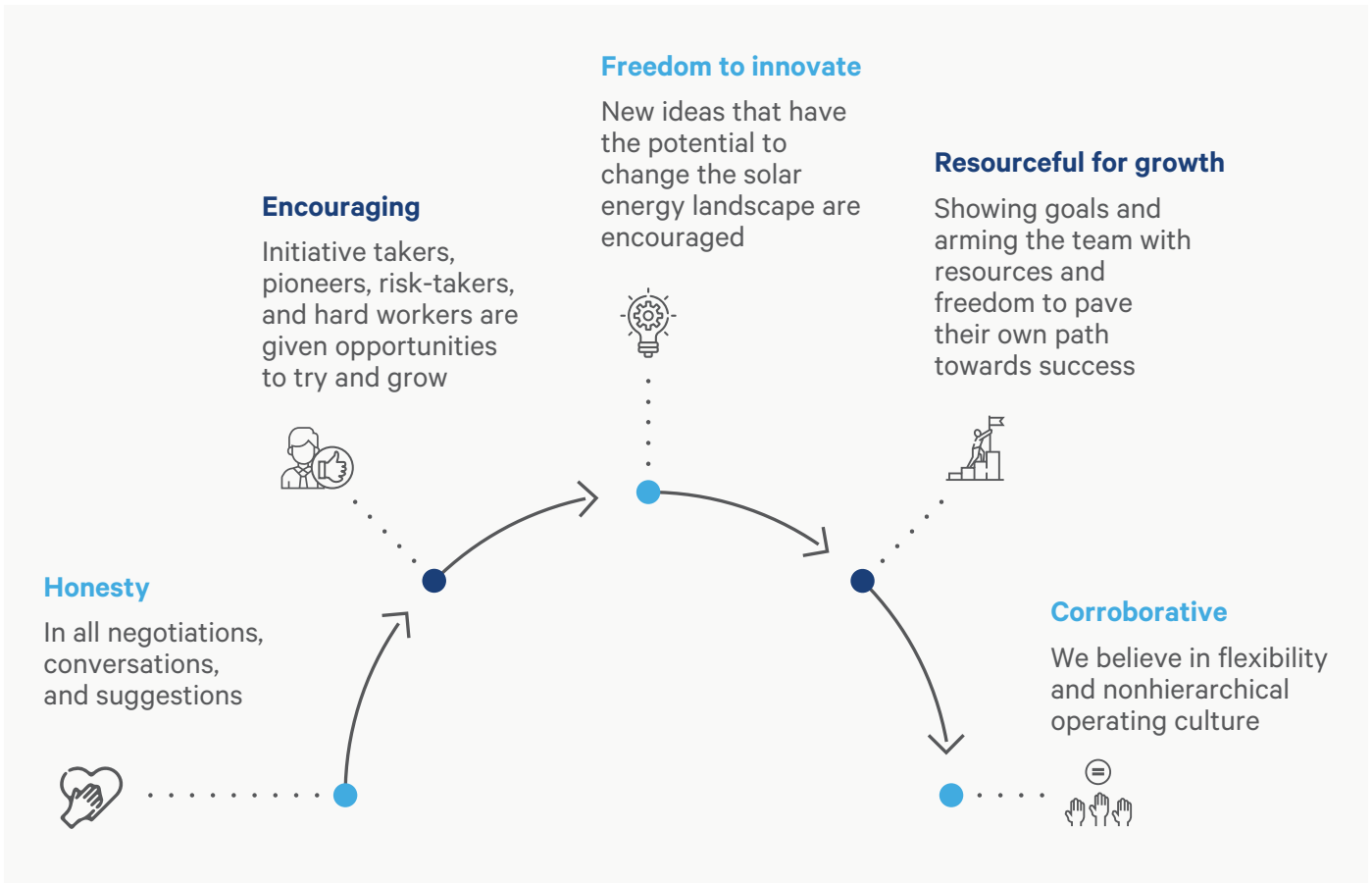


Leading the way
275+ projects in 20+ states

Customer Centricity
Tailor-made solar solutions

End-To-End Operational Expertise
In-house teams across Design, Finance & EPC

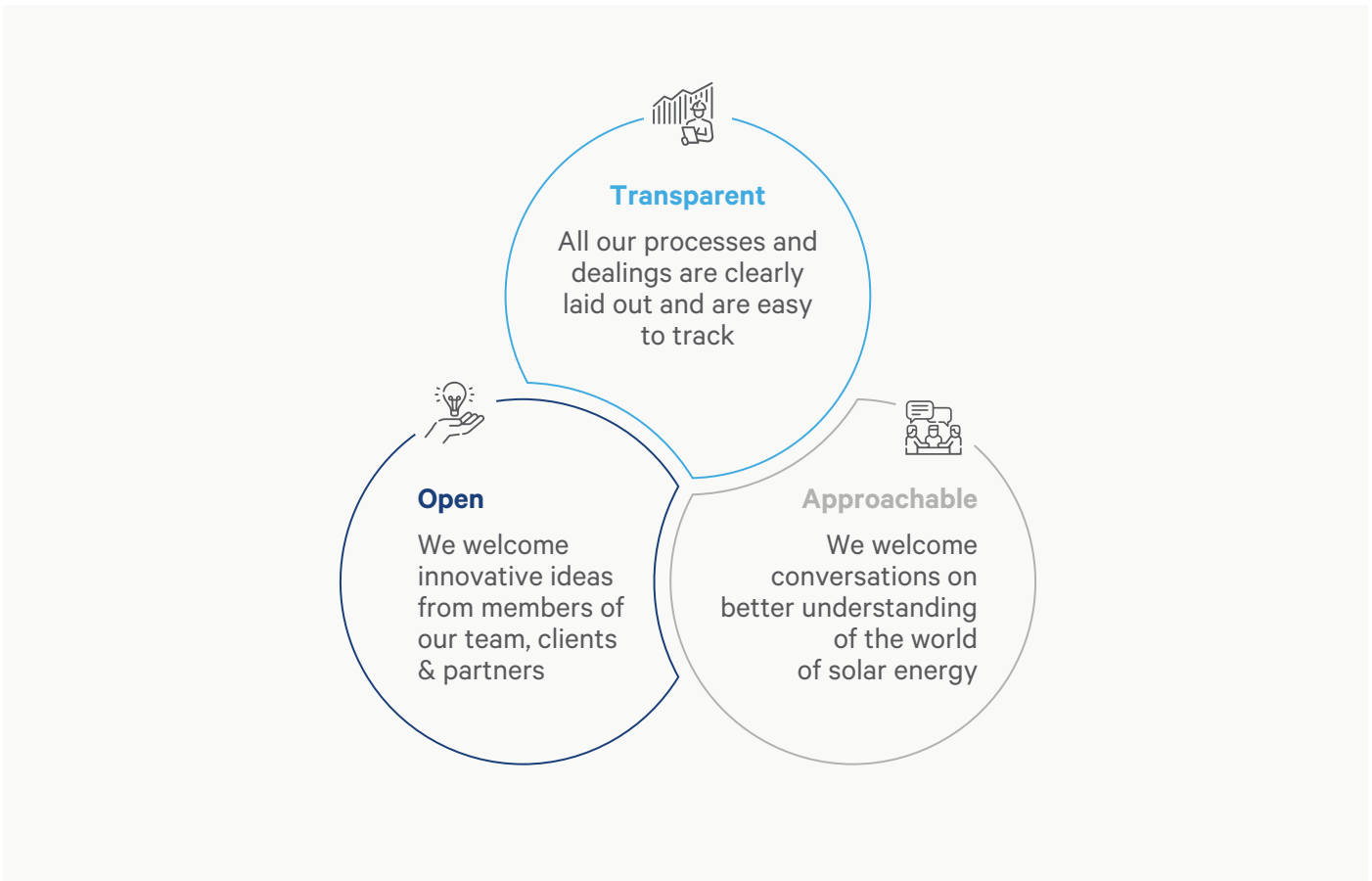
Our Values



Enerparc’s vision, mission and values give the organization a steadfast purpose that intertwines clean energy accessibility with sustainable communities and industries, while being a responsible, sustainable and ethical business. We ambitiously strive to bring innovative, tech-enabled solutions to industrial and commercial segments across geographies. Our aim is to empower them to thrive and achieve sustainable growth through responsible energy usage, thereby advancing solar energy adoption and environmental sustainability.



Our Culture



Our comprehensive suite of services reflects our dedication to providing unmatched solutions. This commitment is rooted in our values. Renowned for world-class quality, execution capabilities, and technical expertise, Enerparc is unwavering in its dedication to delivering the optimal solution for every customer. Beyond our recognized prowess, we continually evolve by embracing state-of-the-art technologies, empowering organizations with a clean, sustainable, and cost-effective energy alternative.

Our role as a global leader extends beyond services; it is a strategic move toward shaping a solar-powered future. As we navigate the realms of project development and operations & maintenance, each initiative becomes a deliberate step in advancing our commitment to sustainability and contributing to a cleaner, more energy-efficient world.



Sustainability at Enerparc

Sustainability and making a significant impact have always been integral to Enerparc's core values. As we celebrate a decade of existence, our commitment extends far beyond achieving sustainability; it's an opportunity to empower change.

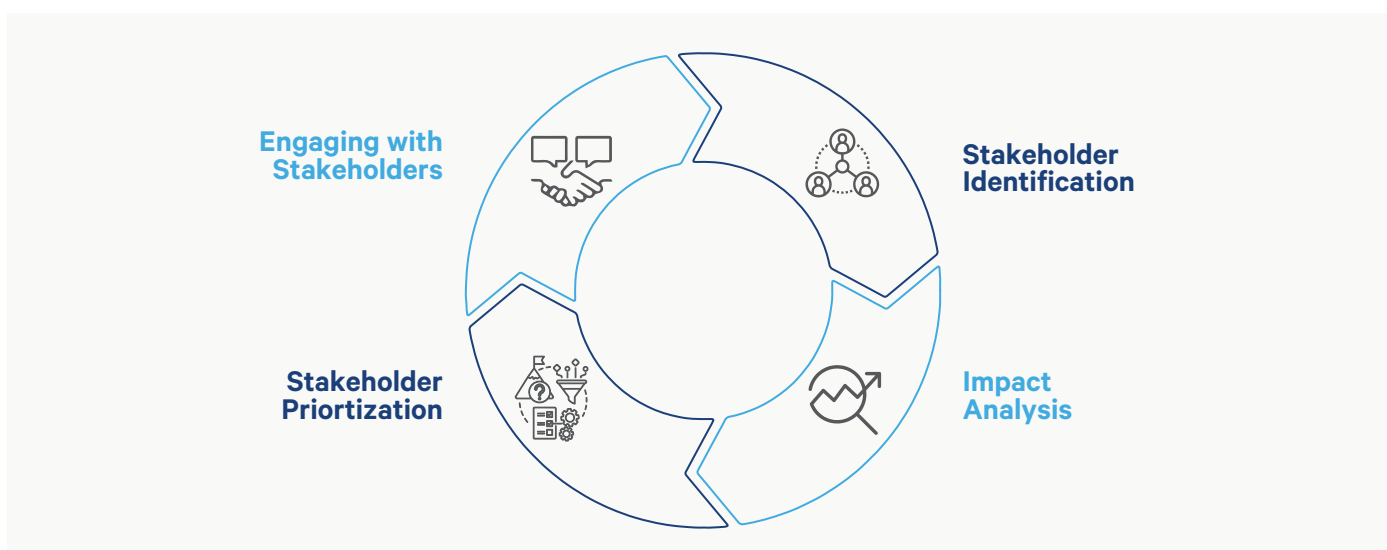
Our ESG framework takes a comprehensive approach, actively managing risks and capitalizing on opportunities, both within our business operations and outside through sustainable strategies, initiatives, and stakeholder engagements.



We nurture our business with an ethical approach, striving for minimal ecological and societal consequences. Sustainability is ingrained in our practices, fostering concern for the environment, local communities, customers, shareholders, vendors, and our team members. Thus, Enerparc holistically addresses these commitments, weaving them into our operational strategies and external interactions with stakeholders.


Stakeholder Engagement

Considering the rapidly changing business landscape, stakeholder engagement is of great importance as it helps acknowledge and address the needs and expectations of all the stakeholders involved in various operations. We have a defined mechanism to identify internal and external stakeholders as well as for stakeholder engagement. By analyzing the business impacts on each of the stakeholders, key stakeholders are prioritized.

A strong engagement process is prepared based on the nature of the stakeholder. Stakeholder communication takes place through emails, surveys, questionnaires, telephonic interviews, etc. This exercise helps gain diverse perspectives and opinions from all the stakeholders. This further helps in efficient decision-making, fostering relationships, enhancing trust, and analyzing risks and opportunities.



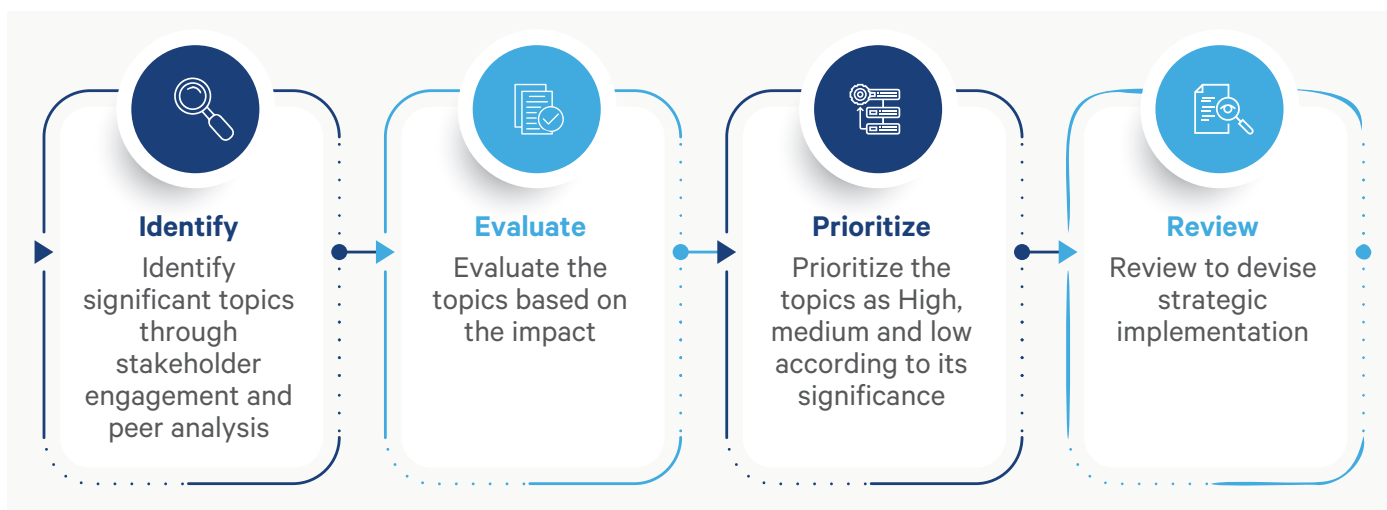
Key Stakeholders	Significance	Communication Channels	Frequency of engagement
Internal Stakeholder			
 Board Members	Our board provides strategic direction, oversees management, and makes pivotal decisions shaping the company's operations, financial well-being, and long-term sustainable growth	<ul style="list-style-type: none"> • Board & Committee Meetings • Annual report 	Half yearly
 Employees	Employees are our catalysts for Execution, Innovation, and Company Growth	<ul style="list-style-type: none"> • Meetings • Training • Workshops • Performance appraisals • Offsites • Engagement surveys 	Regular

Key Stakeholders	Significance	Communication Channels	Frequency of engagement
External Stakeholder			
 Government Bodies & Regulators	Regulates, Monitors, and Supports in Legal Compliance in Business Operations	<ul style="list-style-type: none"> • Policy updates and Ministry directives • Mandatory filings with regulators • Meetings with regulators 	
 Local Community	Building Trust and Creating Mutual Growth Opportunities through various community engagement activities	<ul style="list-style-type: none"> • CSR project collaborations • Local community engagements 	Regular
 Customers	Customers help drive our business and are essential for our growth	<ul style="list-style-type: none"> • Meetings • Grievance redressals • Customer satisfaction surveys 	Regular
 Suppliers / Vendors	Suppliers play a significant role in the supply chain	<ul style="list-style-type: none"> • Periodic meetings • Grievance redressals • Surveys, phone, and video calls 	Regular

Materiality Assessment

Materiality Assessment Process

At Enerparc, conducting materiality assessment helped us identify and analyze the topics that matter the most to our business. The results further culminate into informed decision-making and its effective implementation.



We have identified the material topics through peer benchmarking and gathering feedback from internal stakeholders. Peer benchmarking helps in analyzing the best practices and emerging trends in the industry. The benchmarking exercise will be including regional and international peers. The material topics will be analyzed from the perspective of significance to the stakeholders as well as value creation for the business. To effectively manage each topic, we measure the impact of the topics on the relevant stakeholders

and business areas. Based on these impacts, we will formulate initiatives and implement strategies for each material topic. We will be conducting a full fledged materiality assessment in the next reporting period through stakeholder engagement and peer benchmarking.

The following material topics were identified, segregated, and prioritized as low, medium, and high-priority significance topics.

High Significance	Medium Significance	Low Significance
Regulatory and Legal Compliance	Risk Management	Product design+ Life Cycle Management
Governance and leadership	Water Management Gender Equality	Resource Efficiency
Climate Change & GHG Emissions	Gender Equality	
Sustainable Supply chain	Biodiversity	
Diversity and Inclusion	Land Acquisition	
Employee health and safety	Long-term impact of climate change on project sites	
	Impact on biodiversity	

Alignment to Sustainable Development Goals (SDGs)



Our Sustainability action plan

As we address climate risk mitigation, sustainability stands as one of the cornerstones in our corporate strategy. We ventured beyond the positive impact of our business offering and have devised a Sustainability Action Framework featuring six action themes. The scope of action within this framework continues to expand, from our own operations to both upstream and downstream value chains.

Framework theme	Ongoing action plan
<p>Mitigating Climate Risk</p>	<ul style="list-style-type: none"> • Accelerating Decarbonization across commercial and industrial sectors in our geographies of operations • Encouraging businesses to think beyond short-term cost savings related to energy, but long-term sustainability goals
<p>Trusted Leadership & Governance</p>	<ul style="list-style-type: none"> • Building an integrity-driven team • Encouraging decentralized decision-making thereby increasing accountability • Enerparc strongly supports diversity, equal opportunity and gender equality • Transparency in disclosures and reporting • Compliance with industry best practices
<p>Resource Efficient Operations</p>	<ul style="list-style-type: none"> • Delivering low-cost clean energy to our clients • Quality checks to ensure minimal defects • Monitoring consumption of energy, water and waste
<p>Responsible Supply Chain</p>	<ul style="list-style-type: none"> • Screening of suppliers based on ESG criteria • Increasing network of local suppliers
<p>Green Workforce</p>	<ul style="list-style-type: none"> • Prioritizing Human Rights • Occupational Health & Safety • Employee Welfare
<p>Enabling & Supporting Local Community Development</p>	<ul style="list-style-type: none"> • Empowering communities in critical areas like Health, Education, Financial Inclusion and others



As a company dedicated to sustainability, we recognize the pressing need to address the climate change crisis, striving to curtail global temperature increase in line with the Paris Agreement's sustainability targets. Climate change concerns have significantly influenced our innovative endeavors, focusing on ESG risks and opportunities, driven further by heightened interest and demand from our broad spectrum of stakeholders and investors.

We commit to have a sustainable environment, by implementing a comprehensive climate action plan. We have integrated an array of decarbonization measures and established an ESG framework. Our dedication to fortify our climate initiatives is an ongoing journey, with a deliberate aim to gradually align with the 1.5 to 2 degree Celsius pathways. Furthermore, we intend to synchronize our forward-looking climate and decarbonization strategy with globally recognized frameworks and target-setting initiatives, including TCFD, CDP, SBTi, and other requirements.

In tandem with our dedication to ecological accountability, we have formulated a comprehensive

climate action plan that extends to various facets of our operations. During land acquisition, we prioritize socially responsible practices that transcend environmental considerations. Recognizing the interconnectedness of social and environmental aspects, we diligently assess the impact on biodiversity and local communities during the acquisition process. This involves engaging in open and transparent dialogue with local stakeholders, understanding their needs and concerns, and incorporating their perspectives into our decision-making processes. Moreover, we strive to minimize waste sent to landfills by implementing circular economy principles within our operations and using waste reduction strategies such as, emphasizing recycling and responsible disposal. Our approach towards biodiversity conservation involves not only safeguarding existing biodiversity but also actively promoting it through habitat restoration and conservation initiatives. Collaborative efforts with local conservation organizations and communities further enhance the positive impact of our biodiversity conservation measures.





Our Ethical Governance

Ensuring no unfair trade practices by adopting the highest standards of professionalism, honesty, integrity, and ethical behavior.

At Enerparc, our commitment to sustainability is deeply embedded in our governance framework. We understand that robust governance is fundamental to navigating the complexities of our industry and ensuring ethical, transparent, and responsible business practices. Our governance structure is designed to uphold the highest standards, fostering accountability, integrity, and long-term value creation.

The Governance structure of Enerparc includes the CEO, COO, Board of Directors. The Board includes two Indian Directors and two Foreign Directors to ensure diversity in the Indian entity operations. The Board adheres to all the policies of the organization and unbiased approach is ensured at the time of Director appointment. In case of any conflict of interest, the board presents the matter in the Board meeting which is discussed and arrives at a solution which is in the best interest of the Company.

Business Ethics

At Enerparc, ethical business conduct is at the core of our governance philosophy, driving our decision making process and underpinning our commitment to uphold good business practices with reliability and transparency. We have zero tolerance towards bribery and corruption which is articulated in our Code of Conduct. All our employees including our Board of Directors will be given training on Code of Conduct. We proactively assess all our operations for corruption and bribery risks, following the comprehensive guidelines outlined in our Code of Conduct. This diligent approach ensures that potential risks are identified and mitigated, fostering a culture of ethical conduct across all facets of our business.

Risk Assessment

With a strong presence in the Renewable energy sector, At Enerparc we recognize the importance of effective risk management across the organization to ensure long-term business success. Our Risk Management Policy serves as a strategic guide for upholding effective corporate governance within Enerparc. Prioritizing sustainable business expansion, the policy establishes a systematic method for identifying, analyzing, reducing, and monitoring existing and potential risks.

Our Risk Assessment process includes

Identification of Potential risk

Identifying the potential risk which can impact the business

Analysis of Risk identified

Assessing the severity and impact of the risk in the business operation

Prioritizing the risks Identified

Prioritizing the risk based on the severity level and impact to the business

Identifying the Mitigation measures

Developing risk mitigation strategies for the identified risks

Certifications and Processes

We have strategically implemented an Integrated Management System (IMS) that harmonizes our sustainability efforts with operational excellence. This system serves as the backbone of our commitment to delivering renewable energy solutions responsibly.

Quality Management (ISO 9001)

- Our IMS integrates the principles of Quality Management (ISO 9001), ensuring that our processes meet the highest standards of excellence.
- This commitment to quality extends across all facets of our operations, from project development to ongoing maintenance.

Environmental Management (ISO 14001)

- Sustainability is ingrained in our IMS through adherence to Environmental Management (ISO 14001) standards.
- We actively monitor and manage our environmental impacts, with a particular focus on reducing our carbon footprint and conserving resources.

Occupational Health and Safety (ISO 45001)

- Employee well-being is one of our top priority. Our IMS aligns with Occupational Health and Safety (ISO 45001) standards to ensure a safe and healthy working environment.
- All the safety protocols for the identified risk in the operations are integrated into our operations, fostering a culture of responsibility and well-being





Managing our Environmental Footprint

Commitment to Nature Conservation and Biodiversity

Enerparc recognizes the critical role it plays in addressing environmental challenges and is committed to minimizing its ecological footprint. As an organization in solar power generation,

we understand the importance of renewable energy in mitigating climate change and fostering a sustainable future. Enabling a transition from traditional fossil fuel based electricity to solar energy, we contribute significantly in reduction of carbon dioxide.

Climate Change & GHG Emissions

Our solar projects generate clean, carbon-free electricity, reducing reliance on fossil fuels and mitigating greenhouse gas emissions. We conduct thorough environmental impact assessments, incorporating climate considerations to ensure our solar projects are designed to withstand and adapt to the challenges posed by changing climate.

We understand the significance of addressing emissions in the pursuit of a sustainable future. As a solar generation company, we are committed to not only providing clean energy but also minimizing our carbon footprint. Our emissions are categorized into three scopes as per the Greenhouse Gas Protocol: Scope 1 (direct emissions), Scope 2 (indirect emissions from energy consumption), and Scope 3 (indirect emissions from the value chain). Our Scope 1 emissions are from the diesel used in our operations and the Scope 2 emissions are from the electricity usage in our office spaces. We don't have any energy usage outside our organizational boundary. We are in a continuous process of estimating our Scope 3 emissions. We will be reporting our detailed emissions in the following reports.

Fuel Use	Quantity Consumed in (Litres)
Diesel for DG	6,792.00
Diesel for trucks	30,278.00
Diesel for Earth movers	30,000.00

Scope 1 Emissions
179tCO₂e

Water Management

At Enerparc, we have committed to reduce freshwater consumption across all facets of our operations, encompassing the cleaning of solar modules, construction, and support facilities. We are incorporating new technologies to reduce the water usage for cleaning the PV modules.

Water withdrawal by sources

Source
Third party sources

Consumption (Litres)
4110000

At Enerparc, we are acutely aware of the rising concern regarding the scarcity of freshwater resources, and as a responsible entity, we are proactively taking measures to curtail our water consumption. Our primary water source is third-party procured surface water. We maintain a vigilant watch over our water consumption and consistently explore avenues for its reduction.



Within our operations, water is predominantly utilized for cleaning solar modules, construction activities, and various other purposes. By closely monitoring our water usage and actively seeking ways to minimize it, we are committed to sustainable and responsible water management practices.



Our Social Commitment

We strongly believe that as a responsible organization, it is our responsibility to give back to the community and the environment in which we operate. Our policies help us achieve this through responsibly managing our workforce and contributing to society through our CSR initiatives.

Our Workforce

Our most valued asset is our workforce. We believe that investing in human capital

has a substantial influence on our performance and allows us to compete globally. At Enarparc, human resource development invests in refining employees' present skills. They also assist in developing new ones. Our human resource procedures and outcomes focus on innovative policies, continuous investment in upskilling our people, and a mindset that empowers individuals to unleash their full potential.

We have a total of 94 employees and 94 workers. The workers are employed by third party i.e. contractors. 8% of our total employees are women. Currently, there are no women amongst workers.

Employees	Male	Female
Permanent employees	63	5
Part-time employees	24	2
Total	87	7
Percentage	92%	8%
Workers	Male	Female
Total Number of Workers	94	0

Talent management

To build a strong foundation for the company, it is imperative to hire talented employees which shall contribute to the company’s growth and success. We aim to hire top talents and try to build a diverse workforce in terms of talent and background. We ensure a fair talent hiring process by keeping it transparent and impartial.

We nurture our employee’s development through robust training initiatives, leadership development programs, and opportunities for upskilling and reskilling. Our Learning & Development framework acts as a platform for our employees to hone their skills. This framework is guided by key learning objectives embedded in various developmental modalities, reflecting our overarching learning philosophy. Average training hours per employee was

L&D programs for employees (in Hours)

Category	Male	Female	Total
Up to senior executive	62	13	75
Above senior executive	200	23	223

Technical training: We provide technical training during induction and at regular intervals throughout the year based on business requirements. In the reporting period, we have conducted trainings on:

EHS training	Other Trainings
EHS Guidelines during Project Execution	Importance and use of PPE
Theories of Accident Causation	Fire Fighting and Fire Evacuation
First Aid Training	Ground Mount Installation Standard
Hazard Identification and Risk Assessment	Rooftop installation Standard
Electrical safety	External Training of POSH
Manual Material Handling	Health and Nutrition
Safety In HOT Work	Resilience and Resurgence
Emergency Evacuation	
Behavior-based safety	

Leadership Development Program: Enerparc believes that its employees are the most valuable resource and it invests significant money, time, and attention in Learning and self-development for all employees, especially for identified key positions.

Short-term training support: All our employees are provided financial assistance which can be utilized for any educational activity which contributes to their professional development.

Professional development dialogue: At Enerparc, it is through regular and formal discussions between employees and their managers, that we understand and nurture our talent. During these dialogues, employees are encouraged to explore, plan, and identify strategies to enhance their roles and develop capabilities for future responsibilities via job rotation, job enrichment, job enlargement, mission-critical project assignment, and job sculpting.

Safety Training: As a responsible organization we provide training to our workers on basic workplace safety and wellbeing.

In the reporting year, we undertook several training sessions including Induction training, Fire safety, first aid, Snake bit, heat stroke Electrical safety, PPE, emergency evacuation, and other corporate training like POSH, O&M, etc for a total of 800 training hours.

Employee wellbeing

We aim to enhance the overall satisfaction and welfare of our workforce as a satisfied workforce leads to the company's overall growth. At Enerparc, we strongly believe that it is when employees receive support, they excel both personally and professionally. We commit to fostering a culture that revolves around safeguarding and nurturing the overall well-being of our workforce, addressing their physical, mental, and emotional health. All our employees are entitled to employee benefit programs including health insurance benefits, maternity leave for 26 weeks, accident insurance, and other benefits.

Insurance policy: Our insurance benefits cover medical insurance (employee, spouse, parents/

parents-in-law and 2 dependent children), Life insurance (employee, spouse, parents/parents-in-law and 2 dependent children) and Accident insurance.

Grievance redressal policy: We can only solve a problem when we hear it. With this outlook, we have implemented a robust mechanism for our employees to highlight critical matters and concerns, which are addressed within stipulated timelines.

We understand the importance of family and are dedicated to providing flexibility to our employees to ensure a better balance between family and career for our employees. Other benefits cover employee relocation assistance, remote work opportunities, annual health check-ups, and site allowances. To enhance employee health and well-being, we have a Corporate Fitness program wherein we provide Fitness center memberships to the employees at discounted rates. We also have a biannual off-site team engagement. We conducted wellness activities at Enerparc Energy Pvt Ltd Open Access Plant in Tamil Nadu including Safety Week Competitions and Safety Marches, Camps for Health Check-Ups, and Republic Day and Independence Day Celebration.



Diversity and Non-Discrimination



Diversity adds to fresh and diverse perspectives and ideas which leads to overall business growth. We believe in working with a diverse workforce including people of all genders, age groups, ethnicities, and religions. We are focusing on increasing our gender diversity; however, we are faced with certain challenges. We believe

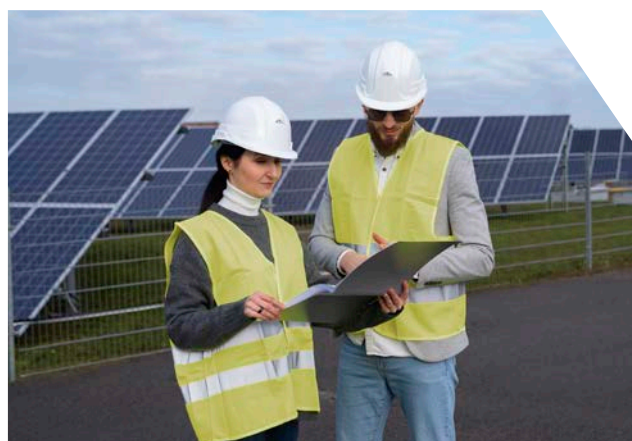
participation from all age groups allows us to maintain a healthy balance between a fresh outlook and an experienced perspective. We are also committed to our values of social inclusiveness and celebrate a diverse array of festivals throughout the year. These celebrations serve as opportunities for employees to come together and share in the joy of different cultures and create a vibrant and inclusive work environment.

We continue to strive to create a diverse workforce across the organization.

Diversity	Male			Female		
	Under 30 Years	30-50 Years	Above 50 Years	Under 30 Years	30-50 Years	Above 50 Years
Permanent employees	9	50	4	1	4	0
Temporary employees	10	12	2	0	2	0

We have a zero-tolerance policy at Enerparc for any kind of harassment and discrimination. POSH policy at Enerparc covers all genders and embraces equity. Our detailed awareness sessions, escalation contacts, and internal complaints committee provide our employees comfort and trust that they are cared for.

Enerparc establishes partnerships and collaborations with local communities, creating job opportunities in the regions where their projects are implemented by actively engaging with local talent pools, and offering training programs and skill development initiatives to equip community members with the necessary expertise. Moreover, Enerparc collaborates with local businesses and contractors, creating a network of suppliers and service providers. This integration of local employment and business partnerships not only enhances the positive impact of solar projects but also establishes a foundation for long-term community involvement and support.



Occupational health and safety



At Enerparc, we give utmost importance to occupational health and safety standards to be a leader in safety excellence. Thus, hazard identification and consequent risk assessment of each activity during the development and operation phase of the solar power plant and activities involved across other business lines form an essential part of our operations. Each identified risk is mitigated by brainstorming risk control measures and consequent significant and non-significant risks are promptly categorized based on their severity and likelihood of occurrence. This ensures mitigation of work-related injuries/ accidents while complying with all laws and regulations. We also have 13 internal IMS auditors and a comprehensive incident and accident investigation system.

In FY22, with the help of our robust EHS policies and practices and the dedication to safe man hours, our operations did not see any fatalities or accidents. We also successfully conducted 53 OHS training sessions.

Sustainable Supply chain



We believe that a successful business thrives because of a sustainable supply chain. Sustainable procurement integrates economic, environmental, and social considerations into the purchasing process, achieving optimal value for development while minimizing impacts. Thus, Enerparc’s procurement decision is based not only on financial but also encompassing environmental and social impacts.

Our supply chain management system includes screening, identification, and mitigation of any supply chain risks that may arise across our operations. We prioritize local suppliers, recognizing their significance in fostering community connections and contributing to the sustainable development of the region. Our commitment to sourcing locally underscores our dedication to supporting and strengthening the local economy.

We have developed a comprehensive system to assess our suppliers on technical capabilities, quality systems, safety systems, and legal compliances. A supplier is evaluated before onboarding using a combination of data forms and physical audits/ inspections, and the review is completed with a supplier rating resulting in approval, hold (until review), or denial. We are developing a systematic methodology to incorporate ESG factors into the supplier engagement process.

Total Number of active suppliers	356
Total Number of Local Suppliers*	349
% Spend on Local Suppliers	91

*All suppliers from India are considered as local Suppliers

Community engagement

At Enerparc Energy Pvt Ltd, we recognize the significance of engaging and supporting not only the immediate project site but also the community at large. We believe in growth by contributing towards the social welfare of the communities we operate in. We support communities across various crucial sectors such as health, education, and financial inclusion, among others by leveraging our capacity to provide affordable renewable energy, especially in rural areas.

Through our community development program, we are incorporating measures to develop the infrastructure

of the schools. We have provided laptops and computers to the schools in Valayapookulam village, Kamuthi, Tamil Nadu and dodaballapur, Karnataka

Enerparc remains dedicated to ongoing contributions to rural communities, recognizing the importance of extending our impact beyond clean energy delivery to customers. We appreciate their support in helping us achieve our shared goals.



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