

# Reliance Infrastructure Limited

## Business Responsibility and Sustainability Report

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** L75100MH1929PLC001530
2. **Name of the Listed Entity** Reliance Infrastructure Limited
3. **Year of incorporation** 1929
4. **Registered office address** Reliance Centre, Ground Floor, 19, Walchand Hirachand Marg, Ballard Estate, Mumbai 400 001
5. **Corporate address** Reliance Centre, Ground Floor, 19, Walchand Hirachand Marg, Ballard Estate, Mumbai 400 001
6. **E-mail** [rinfra.investor@relianceada.com](mailto:rinfra.investor@relianceada.com)
7. **Telephone** +91 22 4303 1000
8. **Website** [www.rinfra.com](http://www.rinfra.com)
9. **Financial year for which reporting is being done** 2022-23
10. **Name of the Stock Exchange(s) where shares are listed** BSE Limited (BSE)  
National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital** ₹ 351.79 crore
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** Shri Paresh Rathod  
Company Secretary & Compliance Officer  
+91 22 4303 1000  
[rinfra.investor@relianceada.com](mailto:rinfra.investor@relianceada.com)
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)** On a Consolidated Basis

#### II. Products / services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Power Business	Electric Power Generation, transmission and Distribution	90
2	Engineering and Construction (E&C)	Construction of Roads, Railways, Utility Projects	4
3	Infrastructure Business	Toll Roads and Metros	6

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Power Business	35109	90
2	Engineering and Construction (E&C)	42209	4
3	Infrastructure Business	42101	6

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III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	3	385	388
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	1

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

Less than 1%

c. A brief on types of customers:

Being in the power and infrastructure sector, the Company serves various categories of customers. The power distribution business of the Company in Delhi caters to over 49 lakh customers which include (a) domestic (b) commercial (c) industrial (d) Agricultural and (e) public utilities sectors.

Mumbai Metro has served more than 800 million commuters in the city of Mumbai since inception with the average daily ridership of 4 lakh commuters. The 15 toll plazas operating in 8 toll roads of the Company serve an average daily traffic of 2.97 lakh vehicles.

The Company's EPC Projects are carried out for various Government and Semi Government agencies like National Highway Authority of India (NHAI), Nuclear Power Corporation of India Limited (NPCIL), Maharashtra State Road Development Corporation (MSRDC) etc.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	4,502	4,025	89.40	477	10.60
2.	Other than Permanent (E)	554	519	93.68	35	6.32
<b>3.</b>	<b>Total employees (D + E)</b>	<b>5,056</b>	<b>4,544</b>	<b>89.87</b>	<b>512</b>	<b>10.13</b>

Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	14,956	14,337	95.86	619	4.14
<b>6.</b>	<b>Total workers (F + G)</b>	<b>14,956</b>	<b>14,337</b>	<b>95.86</b>	<b>619</b>	<b>4.14</b>

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	24	19	79	5	21
2.	Other than Permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>24</b>	<b>19</b>	<b>79</b>	<b>5</b>	<b>21</b>
<b>Differently Abled Workers</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	6	6	100	-	-
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>6</b>	<b>6</b>	<b>100</b>	<b>-</b>	<b>-</b>

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	2	-	-

Note: The data pertains to the Board and KMPs of the Listed Entity only.

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.76	6.92	7.69	11.3	8.68	11.02	8.87	4.58	8.43
Permanent Workers	-	-	-	-	-	-	-	-	-

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

#### 21 (a) Names of holding / subsidiary / associate companies / joint ventures

Sl. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Reliance Airport Developers Limited	Subsidiary	65.21	Yes
2	Nanded Airport Limited	Subsidiary	74.24	Yes
3	Baramati Airport Limited	Subsidiary	74.24	Yes
4	Latur Airport Limited	Subsidiary	74.24	Yes
5	Yavatmal Airport Limited	Subsidiary	74.24	Yes
6	Osmanabad Airport Limited	Subsidiary	74.24	Yes
7	Reliance Power Transmission Limited	Subsidiary	100	No
8	Talcher II Transmission Company Limited	Subsidiary	100	No
9	North Karanpura Transmission Company Limited	Subsidiary	100	No
10	DS Toll Road Limited	Subsidiary	100	Yes
11	NK Toll Road Limited	Subsidiary	100	Yes
12	JR Toll Road Private Limited	Subsidiary	100	Yes
13	PS Toll Road Private Limited	Subsidiary	100	Yes
14	HK Toll Road Private Limited	Subsidiary	100	Yes
15	TD Toll Road Private Limited	Subsidiary	100	Yes
16	TK Toll Road Private Limited	Subsidiary	100	Yes
17	GF Toll Road Private Limited	Subsidiary	100	Yes
18	KM Toll Road Private Limited	Subsidiary	100	Yes
19	SU Toll Road Private Limited	Subsidiary	100	Yes
20	BSES Kerala Power Limited	Subsidiary	100	No
21	Reliance Energy Limited	Subsidiary	100	No
22	Reliance Energy Trading Limited	Subsidiary	100	No
23	Reliance E-Generation and Management Private Limited (Applied for Strike off)	Subsidiary	100	No
24	BSES Rajdhani Power Limited	Subsidiary	51	Yes
25	BSES Yamuna Power Limited	Subsidiary	51	Yes
26	Delhi Airport Metro Express Private Limited	Subsidiary	99.95	No
27	Mumbai Metro One Private Limited	Subsidiary	74	Yes
28	CBD Tower Private Limited	Subsidiary	89	No
29	Reliance Cement Corporation Private Limited (Applied for Strike off)	Subsidiary	100	No
30	Reliance Smart Cities Limited(Applied for Strike off)	Subsidiary	100	No
31	Reliance Cruise and Terminals Limited	Subsidiary	100	No
32	Reliance Property Developers Private Limited (Applied for Strike off)	Subsidiary	100	No
33	Reliance Velocity Limited	Subsidiary	100	No

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Sl. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
34	Mumbai Metro Transport Private Limited	Subsidiary	48	No
35	Tamil Nadu Industries Captive Power Co Ltd	Subsidiary	33.70	No
36	Jai Armaments Limited	Subsidiary	100	No
37	Jai Ammunition Limited	Subsidiary	100	No
38	Reliance Defence Limited	Subsidiary	100	No
39	Reliance Propulsion Systems Limited	Subsidiary	100	No
40	Reliance Land Systems Limited	Subsidiary	100	No
41	Reliance Naval Systems Limited	Subsidiary	100	No
42	Reliance Unmanned Systems Limited	Subsidiary	100	No
43	Reliance Aero Systems Private Limited	Subsidiary	100	No
44	Reliance Helicopters Limited	Subsidiary	100	No
45	Reliance Defence and Aerospace Private Limited	Subsidiary	100	No
46	Reliance Defence Technologies Private Limited	Subsidiary	100	No
47	Reliance Defence Systems Private Limited	Subsidiary	100	No
48	Reliance SED Limited	Subsidiary	74	No
49	Reliance Defence Systems and Tech Limited	Subsidiary	100	No
50	Reliance Defence Infrastructure Limited	Subsidiary	100	No
51	Reliance Global Limited	Subsidiary	100	No
52	Reliance Aerostructure Limited	Subsidiary	100	No
53	Dassault Reliance Aerospace Limited	Subsidiary	51	Yes
54	Thales Reliance Defence Systems Limited	Subsidiary	51	Yes
55	Neom Smart Technology Private Limited (w.e.f. April 18, 2022)	Subsidiary	100	No
56	Reliance Power Limited	Associate	22.40	No
57	Gulfoss Enterprises Private Limited	Associate	50.01	No
58	Metro One Operation Private Limited	Associate	30	No
59	Reliance GeoThermal Power Private Limited	Associate	25	No
60	RPL Photon Private Limited	Associate	50	No
61	RPL Sun Power Private Limited	Associate	50	No
62	RPL Sun Technique Private Limited	Associate	50	No
63	Utility Powertech Limited	Joint Venture	19.80	Yes

### VI. CSR Details

#### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes, however, as the Company has incurred losses and inadequate profits in the previous three Financial Years, there was no requirement for spending any amount for CSR for the year 2022-23. At the group level, the Company has carried out a number of CSR Initiatives. The details of the CSR Interventions carried out by the group are provided in the Management Discussion and Analysis Report forming part of this annual report.

(ii) **Turnover (in ₹)** : 1,108 crore

(iii) **Net worth (in ₹)** : 6,706 crore

Note: The turnover and net worth are on standalone basis.

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### VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No)  (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	<b>Yes</b> The details of shareholder grievance redressal mechanism is provided in the Investor Information section of the Annual Report and also on the website of the Company <a href="http://www.rinfra.com">www.rinfra.com</a> and the website of the RTA <a href="http://www.kfintech.com">www.kfintech.com</a>	-	-	-	-	-	-
Employees and workers	<b>Yes</b> Please refer Question 5 under Principle 5 Whistle Blower Mechanism <a href="https://www.rinfra.com/documents/1142822/1189698/Whistle_Blower_Policy_updated.pdf">https://www.rinfra.com/documents/1142822/1189698/Whistle_Blower_Policy_updated.pdf</a>	-	-	-	-	-	-
Customers	<b>Yes</b> Please refer Principle 9	-	-	-	-	-	-
Value Chain Partners	No	-	-	-	-	-	-
Community	No	-	-	-	-	-	-
Others	No	-	-	-	-	-	-

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

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

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Energy and Water	Risk	Inefficient and negligent use of energy and water may result in high consumption and wastage	Various measures for conservation and optimum use of energy and water have been undertaken by the Company like clean and green energy generation through roof top solar plants, energy effective lighting like LED, energy optimized running profile ensuring optimal regeneration of upto 30%, installation of EV charging stations, establishment of micro substation, rain water harvesting, waste water treatment plants for recycle and reuse of water, efficient admixtures to reduce water content in concrete in construction etc.	Negative

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Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Customer Satisfaction	Opportunity	The Company being in service sector, customer satisfaction is utmost important. The quality of services provided and the dedicated customer grievance handling mechanism are the key for business growth.		Positive
Road Safety	Risk	Operates National Highways and hence, subject to high risk of accidents.	Various road safety measures adopted like Black Spot identification and removal/lower the associated risks, installation of appropriate traffic signals and sign boards to guide people and to minimize accidents in all road projects, Ambulance services with 1 paramedical staff that are available 24X7 at all plazas to ensure immediate care, conducting Safety awareness programs and campaigns to create awareness.	Negative
Workforce safety	Risk	Construction business is labour intensive industry subject to highest risk of safety hazards	Conduct regular safety training and safety audits (by NHAI and Independent Engineer). Cultivating a culture of safety among staff and workmen across sites. Ensuring compliance with the HSE requirements/terms and designing work methods ensuring safety aspects. Regular maintenance of equipment. Ensuring life and medical insurance for all their workmen/employees.	Negative
Cyber Risk	Risk	Risk of breaches of security to gain access to information systems due to exposure to the Internet	Implementation of Integrated Intrusion Detection and Prevention Monitoring System (Managed Security Services) with auto monitoring, ethical log monitoring program to prevent unauthorised access or data leaks, security patch monitoring and alerting process is in place, encryption of every incoming and outgoing communication, Email campaigns to educate employees regarding cyber security covering topics such as phishing awareness, password hygiene, safe browsing practices and data protection measures.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.rinfra.com/web/rinfra/our-policies">https://www.rinfra.com/web/rinfra/our-policies</a>								

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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policy is in line with the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business, 2011 (NVGs) and was updated in terms of the NGRBC. They also conform to international standards adopted by the Group like ISO 9001, ISO 14001 and ISO 45001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	No	No	No	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Governance, leadership and oversight</b>									
<p><b>7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b></p> <p>At Reliance Group, Sustainability and Governance are of utmost importance. Our philosophy is to adopt ESG principles in all our businesses. The Company is committed to achieving an excellence in environmental performance, preservation and promotion of clean environment. We strive to deliver reliable and quality services to our consumers while remaining conscious of our responsibilities towards creating, conserving and ascertaining safe and clean environment for sustainable development by adopting appropriate technologies and practices to minimize environmental impact of our activities.</p> <p>The imperative is to use natural resources efficiently to leave a minimal carbon footprint and impact on biodiversity across our business value chain. The group strives to develop and promote processes and newer technologies to make all our products and services environmentally responsible. The philosophy behind is to create a sustainable eco-sphere of low carbon economy by following the 5R guidelines of Reduce, Reuse, Recycle, Renew and Respect for the environment and its resources through the entire supply management.</p> <p>Engagement of the community is paramount for sustaining a programme on ground. We ensure engagement of the community at the very planning stage and thereafter inducting them at the implementation level. This not only ensures acceptance of the programme on ground but also its continuity and sustainability.</p> <p>We believe our role as 'Enablers' can promote dynamic development by creating synergies with our partners in growth and success - the 'Communities'. We are committed to augmenting the overall economic and social development around the local communities where we operate by discharging our social responsibilities in a sustainable manner. The interventions have been aligned with that of the government mandate both at the local as well as the state level. We have been working in the direction of creating meaningful partnerships through series of engagements and transparency in our processes across Board.</p> <p>To summarize, we at Reliance Group strive to live up to our responsibilities as corporate citizens and continue with our endeavour to bring about an all round transformation in the vicinity of all our project sites for the common good of the community as a whole. In this Business Responsibility and Sustainability Report ("BRSR") prepared in line with the mandates by the Securities and Exchange Board of India ("SEBI") containing enhanced ESG disclosures gives an insight into the Groups contribution to the environment, community and Society.</p>									
<p><b>Punit Garg</b> Executive Director and Chief Executive Officer</p>					<p><b>S S Kohli</b> Chairman CSR Committee</p>				

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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of Business Responsibility Policy (ies).	Corporate Social Responsibility and Sustainability Committee of the Board of Directors of the Company is responsible for implementation and oversight of the Business Responsibility policy(ies).								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Composition of the Committee is as under:								
	<b>Name of Directors</b>	<b>DIN</b>	<b>Catogary</b>	<b>Role</b>					
	Shri S S Kohli	00169907	Independent Director	Chairman					
	Ms. Manjari Kacker	06945359	Independent Director	Member					
	Shri K Ravikumar	00119753	Independent Director	Member					
	Ms. Chhaya Virani	06953556	Independent Director	Member					
	Shri Punit Garg	00004407	Executive Director	Member					

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	Q
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	Q

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next Financial Year (Yes/No)									
Any other reason									



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### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The information provided under this report covers the Essential Indicators.

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

#### 1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	8	During the year, Board members and KMPs were apprised of various updates pertaining to business, regulatory, safety, ESG matters, etc. which provided insights on the topics under the nine Principles.	100.00
Key Managerial Personnel			
Employees other than BOD and KMPs	1,268	With an objective of creating awareness among employees and workers of the group on various principles, the training programmes were conducted on topics like Code of Conduct, Knowledge and Significance of Ethics and Integrity at Workplace, Importance of Responsibility, Ownership & Accountability, Prevention of Sexual Harassment, Health and Wellness, Safety awareness Stress Management.	60.33
Workers	569		49.50

#### 2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the Financial Year, in the following format:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine	NIL				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes / No)	
Imprisonment	NIL				
Punishment					

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

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

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

Yes. The Company's Code of Conduct contains the clauses on anti-corruption or anti-bribery.

As per the policy, Employees should refrain from entering into agreements and practices that unreasonably restrict competition and are in restraint of free trade such as price fixing and boycotting suppliers or customers. Any commercial strategy based on the intention to run a competitor out of business through unfair pricing or otherwise cannot be followed. Disparaging, misrepresenting, or harassing a competitor, stealing trade secrets, bribery, corruption and kickbacks are strongly discouraged.

These details are available at <https://www.rinfra.com/web/rinfra/our-policies>

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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Details	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. – Not Applicable**

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

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NIL
Capex	83%	78%	For upgradation, strengthening and modernization of the distribution system to improve reliability of supply and grid efficiency

2. a. **Does the entity have procedures in place for sustainable sourcing?** Yes

- b. **If yes, what percentages of inputs were sourced sustainably?**

Yes, the Company has procedures in place for sustainable sourcing. In fact, the Company encourages its vendors, contractors and suppliers for effective implementation of the same by including Environmental, Health & Safety and Sustainability clauses in all its Purchase Orders and Work Orders.

100% of the Power procurement by the Company's Power Distribution business is through the set procedure as enunciated in the "vendor code of conduct" which is mainly set on 5 parameters - Labour and Human rights, Health and Safety, Environmental, Ethics, Management system. This document is part of each tender published by the company and the adherence by each vendor who participate in tender is ensured. Further the compliance of Renewable Purchase Obligation enforced by the DERC Regulations ensures around 18.5% of the power procurement from sustainable (renewable) sources.

As part of sourcing strategy in the EPC Business, our priority is to source local raw materials like sand, stone aggregates etc. for construction of Roads, Structures and Toll Plazas. In addition, we strive to design and construct sustainable projects which incorporate conservation measures, continuous monitoring of environment and use of resources that are environment friendly, adoption of green technologies and deployment of fuel efficient plants and machineries. Our aim is to make efficient use of natural resources, eliminating waste, recycling and reusing the material to the extent possible without compromising quality and safety. Our priority is to use locally available raw materials and engage local labour for construction and O&M activities.

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

Through Environment Management System ISO 14001, the E&C Division takes steps to increase our waste efficiency. Fly Ash bricks are used to reduce carbon foot print. Also, use of fly ash in ready mix concrete (batching plant) helps

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in protection of environment by partly replacing cement, production of which entails energy consumption and CO<sub>2</sub> emissions.

Our philosophy is to reduce waste and make efficient use of raw materials during construction of roads and other E&C Projects. We use recycled bitumen aggregates (amounts to about <5%), while we do not compromise on high quality standards and safety of roads.

At Mumbai Metro, there is a system of selling the scrap and waste to approved vendors who can recycle the products and waste. Also, about 400 KL of water is recycled from total water consumed for train washing.

At the Delhi Power Distribution Companies, Plastic waste, E-waste, hazardous waste and other waste are collected

from different offices and deposited at a centrally located store and from there it is disposed off as per the defined process through MSTC auction to Authorized Recyclers. They also adhere to the the Batteries (Management and Handling), Rules, 2001, Hazardous and other waste (Management and Trans-boundary Movement) Rules 2016, and E-waste (Management) Rules, 2016 to ensure the safe disposal of wastes as per category of hazards.

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

### PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

#### 1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	4,025	4,025	100	4,025	100	-	-	4,025	100	3,114	77.37
Female	477	477	100	477	100	477	100	-	-	367	76.94
<b>Total</b>	<b>4,502</b>	<b>4,502</b>	<b>100</b>	<b>4,502</b>	<b>100</b>	<b>477</b>	<b>100</b>	<b>4,025</b>	<b>100</b>	<b>3,481</b>	<b>77.32</b>
<b>Other than Permanent employees</b>											
Male	519	519	100	519	100	-	-	-	-	-	-
Female	35	35	100	35	100	35	100	-	-	-	-
<b>Total</b>	<b>554</b>	<b>554</b>	<b>100</b>	<b>554</b>	<b>100</b>	<b>35</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (c)	% (C/A)	Number (D)	% (D / A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	14,337	9,197	64.15	14,337	100	-	-	14,337	100	14,337	100
Female	619	521	84.17	619	100	619	100	-	-	619	100
<b>Total</b>	<b>14,956</b>	<b>9,718</b>	<b>64.98</b>	<b>14,956</b>	<b>100</b>	<b>619</b>	<b>100</b>	<b>14,337</b>	<b>100</b>	<b>14,956</b>	<b>100</b>

**Note:** Health Insurance is not provided for the workers who are covered under Employee State Insurance Scheme.

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

Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	98.67	100.00	Y	98.50	100.00	Y
Gratuity	82.33	18.60	Y	83.00	20.50	Y
ESI	7.00	60.75	Y	8.33	61.50	Y
Others	-	-	-	-	-	-

3. Accessibility of workplaces

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

The group has policy for disabled in place which is specifically aiming at safeguarding interest of differently abled by facilitating necessary support in terms of physical infrastructure, digital infrastructure, working environment, equal opportunity, transfer and posting, disability leave etc. Various office buildings are easily accessible to differently abled employees through wheelchair friendly ramps and lifts. Braille signage are provided in the lifts for the benefit of visually challenged and restrooms compatible to the disabled are provided.

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

Yes. The Weblink for the policy is <https://www.rinfra.com/web/rinfra/our-policies>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	-	-
Female	87.5	83.33	-	-
<b>Total</b>	<b>97.37</b>	<b>98.44</b>	<b>-</b>	<b>-</b>

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

Categories	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes.  To achieve employee Engagement and effective resolution of employee grievances, the Employees are provided multiple forums for raising their concerns and grievances and obtain redressal. HR Care System provides a centralized email id where the employees can reach out and also provides a mechanism of steering Committees to address the queries and concerns of all the employees/associates working across the length & breadth of organization. Division Steering Committees (DSC) are formed to address the employee grievances at the field level. The DSCs are meeting periodically to review the employee/associate grievances for different departments/offices in their division jurisdiction and resolve them to the extent feasible. Employees can submit their queries or concerns by login into HRCare Portal wherein the respective process owner will get mailing alerts on request submission. The issue will be resolved by Process Owner and reply will be sent to the user on mail. The User can track the status of their request through unique request number generated at the time of submission.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or union (D)	%(D/C)
<b>Total Permanent Employees</b>						
Male	4,025	712	17.69	4,133	759	18.36
Female	477	67	14.05	484	68	14.05
<b>Total Permanent Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

### 8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	4,025	1,280	31.80	1,902	47.25	4,133	1,760	42.58	1,948	47.13
Female	477	149	31.24	236	49.48	484	181	37.40	243	50.21
<b>Total</b>	<b>4,502</b>	<b>1,429</b>	<b>31.74</b>	<b>2,138</b>	<b>47.49</b>	<b>4,617</b>	<b>1,941</b>	<b>42.04</b>	<b>2,191</b>	<b>47.46</b>
<b>Workers</b>										
Male	14,856	1,535	10.33	4,458	30.01	15,073	3,683	24.43	3,994	26.50
Female	654	66	10.09	311	47.55	686	185	26.97	251	36.59
<b>Total</b>	<b>15,510</b>	<b>1,601</b>	<b>10.32</b>	<b>4,769</b>	<b>30.75</b>	<b>15,759</b>	<b>3,868</b>	<b>24.54</b>	<b>4,245</b>	<b>26.94</b>

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	%(B / A)	Total (C)	No. (D)	%(D / C)
<b>Employees</b>						
Male	4,544	3,939	86.69	4,625	4,050	87.57
Female	512	466	91.02	515	473	91.84
<b>Total</b>	<b>5,056</b>	<b>4,405</b>	<b>87.12</b>	<b>5,140</b>	<b>4,523</b>	<b>88.00</b>
<b>Workers</b>						
Male	14,337	14,337	100	14,581	14,581	100
Female	619	619	100	655	655	100
<b>Total</b>	<b>14,956</b>	<b>14,956</b>	<b>100</b>	<b>15,236</b>	<b>15,236</b>	<b>100</b>

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10. Health and safety management system:

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

Yes. Reliance Group firmly believes that health and safety of its employees, who are an asset to the company, is of utmost importance. Safety is an essential and integral part of each and every activity at Reliance Group. Therefore all work shall be carried out with utmost care, giving due consideration to safety which shall not be compromised under any circumstances. Accidents and risk to health are preventable through continuous improvement in working environment and involvement of all employees making thereby a safe, healthy and accident free work place.

A Safety Management System (SMS) is implemented which is an in-house developed software that displays the unsafe working conditions captured at various sites, across the Power Distribution Companies, in a real time basis to the concerned and tracks the necessary corrective action. There is a 3-tier check to close the observation after the necessary corrective action has been taken.

Metro business has a detailed Occupational Health & Safety Management Manual, which covers all the business activities. The Health and Safety Management System is prepared meeting the requirements of ISO 45001:2018. Occupational Health & Safety is one of the core values of the Mumbai Metro One Pvt. Ltd. Each employee is imparted training on Occupational Health & Safety during their induction training as well as during their Job specific and refresher training. The coverage is 100% and includes all employees and workers.

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

At our Power Distribution Companies, HIRA (Hazard identification and risk assessment) is used to identify work-related hazards and assess risks. The potential risks and hazards at the workplace are identified and divided into three categories (low, medium, high) and hazard prompt list is prepared. Hazards are analysed, evaluated and adequate control measures are implemented to reduce impact on environment and humans.

Health and Safety Management System at Mumbai Metro comprises of followings safety processes for identifying work related hazards and assess risks on routine and non-routine basis. i. Safety Leadership and Accountability with OH&S Objective; ii. Hazard Identification, Risk Assessment and Risk Management; iii. Design, Construction, Operational Planning and Control; iv. Employees and Workers Competency before Deploying them on Work; v. Communication, Consultation and Participation; vi. Established process for Reporting & Recording of Incidents, Non-conformities and Near Miss cases; vii. Established process for investigation of Incidents/Non conformities including the Findings in Learning viii. Change Management Process ix. Workers Safety Management x. Measurement, Monitoring and Review xi. Fire Detection and Suppression System as per National Fire Protection Association (NFPA).

At our Toll Roads, the following processes are used to identify work-related hazards and assessment of risks are as below:

1. Hazard Identification: This involves systematically identifying potential hazards present in the workplace, which include workplace inspections, job hazard analyses, incident reports, employee feedback, and review of relevant regulations and standards.
2. Risk Assessment: Once hazards are identified, a risk assessment is conducted to determine the likelihood and severity of potential harm or injury resulting from those hazards. This involves evaluating factors such as the frequency of exposure, potential consequences, and the number of people at risk. Risk assessments can be qualitative, semi-quantitative, or quantitative, depending on the complexity and nature of the hazards.
3. Job Safety Analysis (JSA): A JSA, also known as a Job Hazard Analysis (JHA), is a systematic process of breaking down a job into individual tasks and identifying potential hazards associated with each task. By analyzing the sequence of steps, tools, materials, and environmental factors, JSAs help identify hazards and determine appropriate control measures to mitigate risks.
4. Safety Inspections and Audits: Regular safety inspections and audits are conducted to identify and evaluate hazards and risks in the workplace. Trained personnel / safety officers / external auditors conduct these assessments to ensure compliance with safety standards, policies, and procedures.
5. Incident Reporting and Investigation: Encouraging employees to report incidents, near misses, and potential hazards is crucial for ongoing hazard identification. Incidents are thoroughly investigated to determine root causes, contributing factors, and underlying hazards. This information is then used to implement corrective actions and prevent future occurrences.
6. Safety Committees and Meetings: Establishing safety Committees or holding regular safety meetings allows employees to actively participate in hazard identification and risk assessment. These forums provide a platform to discuss safety concerns, share best practices, and propose improvements to mitigate risks.

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7. Change Management and Risk Review: Routine and non-routine changes in work processes, equipment, materials, or the introduction of new technologies should undergo a thorough review for potential hazards and associated risks. This includes assessing the impact of changes, conducting risk assessments, and implementing appropriate control measures before the changes are implemented.
8. Ongoing Monitoring and Review: Hazards and risks should be continuously monitored and reviewed to ensure that control measures are effective and relevant. This includes periodic reassessments, employee feedback, incident analysis, and keeping up-to-date with regulatory changes and industry best practices.
- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.**
- Yes.
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**
- Yes.
11. **Details of safety related incidents, in the following format:**

Safety Incident / Number	Category	Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	4	-
	Workers	19	8
No. of fatalities	Employees	-	-
	Workers	9	8
High consequence work-related injury or ill-health (excluding fatalities)	Employees	4	-
	Workers	-	-

12. **Describe the measures taken by the entity to ensure a safe and healthy work place.**

Safety of its own employees as well as the society in general is paramount for Reliance Group. The Company ensures safety by competency development, training and advanced technology based engineering, engineering controls and use of personnel protective equipments (PPEs) and special tools.

At Every location of business, steps are taken on regular basis to ensure safety of employees and equipments. Some of the measures taken to ensure fulfillment of safety requirements include:

- Internal and External safety audits
- Mock drills
- Emergency preparedness planning
- Disaster management
- Hazard Identification & Risk Assessment
- Compliance of all statutory requirements
- Safety Committees with representation of working level staff
- Site visits and inspections
- Safety Promotion campaigns
- Observing National Safety Day followed with safety week at many locations

The Power Distribution Companies apply the following effective control measures:

- Elimination: Eliminates less important/redundant activities to reduce risk
- Substitution: substitute the activity by another easy activity
- Isolation: is used to isolate the hazards from the persons
- Engineering: changing the process, equipment or tools in such a way that the risk is reduced.
- Administration: Using administrative guidelines, procedures, rosters, training etc., to minimize the impact of hazard
- Personal Protective Equipment (PPE)

Safety Is an integral part of KRA/KPI of every employee. The overall employee incentive is calculated after considering safety aspect as one of the key parameter. Various safety events are organized and employees are rewarded to enhance safety culture. All our businesses are Committed for zero accident of employee and public. Even a small safety lapse is viewed seriously and detailed root cause are analyzed and circulated to avoid its reoccurrence

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. **Assessments for the year:**

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



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

At the Metro business, all safety related accidents including Near Miss cases are investigated and learning from the investigation report is shared across the organization for implementation of corrective actions to stop reoccurrence of the incidents. Effectiveness of Corrective actions deployment is monitored and checked during safety Audits. Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through elimination of manual job by use of Technology, Safety Capability Building, Monitoring and supervision etc.

At the Distribution business, assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

We ensure at our Road Business that there is 24x7 basis route patrolling services throughout the entire stretch of

the Project highway to address the safety-related incidents in the timely manner. We have implemented the adequate safety measures such as Traffic Sign Boards, Solar Blinkers, Road Studs, Delineators, Guard Posts, Reflective Strips, Pavement marking & Road safety awareness (Road users, Local public and students) in terms of corrective action undertaken throughout the entire stretch of the Project highway.

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

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

Any individual or group of individuals or institution that adds value to the business chain of the Corporation is identified as a core stakeholder. The Company has mapped the stakeholders i.e. Shareholders, Employees and workers, customer, value chain Partners and Community and out of these, the Company has identified the disadvantaged, vulnerable and marginalized stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually Half yearly/Quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Various modes including e-mail, newspapers, company website.	Frequently and need basis	Keeping investors updated of all developments in the Company.
Employees and workers	No	HR Care Portal, Email, CEO communication meet, town halls	Regular	Employee engagement
Customers	No	Email, SMS, advertisement, website, social media	Regular	Offers, Awareness campaigns, query resolution
Value Chain Partners	No	Email, vendor meet	Annual, periodic	Process refresh, engagement
Community	Yes (a part of the Community belonging to Low-income pockets)	Physical interactions, Pamphlets, O/d Campaigns, Radio Campaigns, Website, Social Media	Regular	CSR interventions

**PRINCIPLE 5 Businesses should respect and promote human rights**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	4,502	1,148	25.50	4,617	1,303	28.22
Other than permanent	554	274	49.46	523	209	39.96
<b>Total Employees</b>	<b>5,056</b>	<b>1,422</b>	<b>30.68</b>	<b>5,140</b>	<b>1,512</b>	<b>29.84</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	14,956	-	-	15,236	-	-
<b>Total Workers</b>	<b>14,956</b>	<b>-</b>	<b>-</b>	<b>15,236</b>	<b>-</b>	<b>-</b>



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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	4,025	-	-	4,025	100	4,133	-	-	4,133	100
Female	477	-	-	477	100	484	-	-	484	100
<b>Other than Permanent</b>										
Male	519	-	-	519	100	492	-	-	492	100
Female	35	-	-	35	100	31	-	-	31	100
<b>Workers</b>										
<b>Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	14,337	6,070	42.34	8,267	57.66	14,581	6,314	43.30	8,267	56.70
Female	619	149	24.07	470	75.93	655	158	24.12	497	75.88

### 3. Details of remuneration/salary/wages, in the following format:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (per month)	Number	Median remuneration/ salary/ wages of respective category (per month)
Board of Directors(BoD)	4	-	2	-
Key Managerial Personnel (KMP)	3	6,33,335	-	-
Employees otherthan BoD and KMP	4,019	1,47,747	477	1,49,600
Workers	14,337	20,133	619	22,861

Note: Remuneration paid to Executive Director and CEO is shown under KMP Category

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

Yes.

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

The Company as a policy, does not employ children or forced labour in any form. Company has constituted an Internal Compliance Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. All complaints related to sexual harassment are addressed by the internal Committee in strict compliance to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The three member Ethics Committee formulated by the Board under the Whistle Blower Policy / Vigil Mechanism of the Company immediately responds all the concerns raised by the employees. The employees can also resort to the HRCare Portal to raise their grievances.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	1	Pending Inquiry is related to complaint pertaining to year 2018. During FY23, 2 complaints were received and were resolved during the year.	-	1	Pending Inquiry is related to complaint pertaining to year 2018.
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Mechanisms to prevent adverse consequences are covered in various Policies such as Whistleblower Policy, Prevention of Sexual Harassment Policy etc. No discrimination, harassment, victimization or any other unfair employment practice like retaliation, threat or intimidation of termination /suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like will be adopted against Whistle Blowers / complainants In case of any violation of this, the complainant can approach the Chairman of the Audit Committee, who shall investigate into the same and take suitable action which may *inter alia* include Reinstatement of the employee to the same position or to an equivalent position Order for compensation for lost wages, remuneration or any other benefits, etc.

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

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	100
Others – please specify	-

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

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

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (GJ)	1,35,029	96,510
Total fuel consumption (B) (GJ)	3,356	3,847
Energy consumption through other sources (C) (GJ)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>1,38,384</b>	<b>1,00,357</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	6.10	5.41

- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NO
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - No
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2,85,434	3,35,130
(ii) Groundwater	-	-
(iii) Third party water	65,858	50,272
(iv) Seawater / desalinated water	-	-
(v) Others	30,836	25,008
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3,82,128</b>	<b>4,10,410</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,73,992</b>	<b>2,79,101</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0018</b>	<b>0.0015</b>

Note: Water consumed is considered in litres for the purpose of calculating water intensity per rupee of turnover.

- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No
4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.  
Not Applicable
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify Ozone depleting substance (SF6) released from switchgears-	Tonnes	0.48	0.32

- Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>2</sub> equivalent	16,591	12,654
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>2</sub> equivalent	22,494	17,345
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> /₹Crore	4.31	3.96
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NO

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

Delhi Power Distribution Companies have been consciously trying to improve the Renewable Energy share in its power portfolio and has set medium and long term targets in this regard. Additionally, EVs are used in the Company vehicle feet which ensures reduced emission.

At Mumbai Metro, solar panels with capacity of 2.30 MWp have been installed at all 12 Metro stations and a total of 2,000 rooftop solar panels at the Metro Depot. Annual green and clean energy generation from the rooftop solar plants is around 0.9 million units. Use of clean solar energy has helped reduce carbon emission by around 900 tons per annum.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	211.84	198.24
E-waste (B)	7.25	3.64
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	11.76	2.43
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	496.36	339.4
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,061.35	2,997.04
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>3,788.56</b>	<b>3,540.75</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	3,788.56	3,540.75
<b>Total</b>	<b>3,788.56</b>	<b>3,540.75</b>

- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

The details of the Groups follow a system of waste management to dispose its wastes are provided in Principle 2, Question No. 3

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

Not Applicable

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current Financial Year:

Not Applicable

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). Yes

If not, provide details of all such non-compliances, in the following format: Not Applicable

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control Boards or by courts	Corrective action taken, if any

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

1. a. Number of affiliations with trade and industry chambers/associations: 5  
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	IMC Chamber of Commerce and Industry	National
2	National Highways Builders Federation	National
3	The Associated Chamber of Commerce and Industry	National
4	Federation of Indian Chambers of Commerce and Industry	National
5	All India Association of Industries	National

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

Not Applicable

Name of authority	Brief of the case	Corrective action taken

## Business Responsibility and Sustainability Report

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

#### 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial Year.

Not Applicable

Name and brief details of the project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link

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

Nil

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)

#### 3. Describe the mechanisms to receive and redress grievances of the community.

There is regular engagement with key community institutions and representatives from key neighborhoods across the license areas of the Power Distribution Companies.

1. Design the Grievance Redress Mechanism (GRM): Create a well-defined structure for the grievance redress process. Ensure that it is accessible, transparent, and easily understandable by all members of the community. Consider the following elements:
  - Grievance Submission: Provide multiple channels for submitting grievances, such as online platforms, dedicated email addresses, physical complaint boxes, or designated personnel.
  - Complaint Registration: Establish a system to document and register grievances upon receipt. Each complaint should be assigned a unique reference number or identifier for tracking purposes.
  - Evaluation and Categorization: Examine the grievances to assess their nature, seriousness, and relevance. Categorize them based on the departments, agencies, or individuals responsible for addressing specific types of complaints.
  - Investigation and Resolution: Allocate resources to investigate and resolve grievances promptly. Determine appropriate authorities or Committees responsible for investigating and resolving complaints, ensuring impartiality and fairness throughout the process.
  - Communication and Feedback: Establish a feedback loop to keep complainants informed about the progress of their grievances. Regularly communicate updates, expected timelines, and final outcomes.
2. Publicize the GRM: Raise awareness about the existence and functioning of the grievance redress mechanism. Publicity efforts may include:
  - Information Dissemination: Share comprehensive information about the GRM through various channels such as websites, social media, newsletters, community meetings, and local newspapers.
  - Outreach Programs: Organize awareness campaigns, workshops, or training sessions to educate the community members about their rights, the grievance process, and how to utilize the mechanism effectively.
3. Ensure Accountability and Transparency:
  - Standard Operating Procedures (SOPs): Develop clear and well-defined SOPs for handling grievances. This includes outlining roles and responsibilities, timelines, escalation procedures, and confidentiality measures.
  - Tracking and Reporting: Maintain a central repository or database to track and monitor the progress of each grievance. Generate periodic reports highlighting the number and types of complaints received, pending, resolved, and the average time taken for resolution.
  - Independent Oversight: Establish an independent body or ombudsman to oversee the grievance redress mechanism, ensuring compliance, fairness, and impartiality.

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4. Continuous Improvement:
  - Evaluation and Review: Regularly assess the effectiveness and efficiency of the grievance redress mechanism. Collect feedback from complainants, analyze trends, identify bottlenecks, and make necessary improvements to streamline the process.
  - Capacity Building: Provide training and capacity-building programs to the personnel responsible for handling grievances. This ensures they have the necessary skills, knowledge, and empathy to address community concerns effectively.
5. Collaboration and Engagement:
  - Stakeholder Involvement: Engage with community representatives, local leaders, and relevant stakeholders to ensure their participation in the grievance redress process. Solicit their feedback, suggestions, and ideas to enhance the mechanism.
  - Periodic Consultations: Conduct periodic meetings or forums to discuss broader community issues, gather feedback, and address concerns proactively.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	41.10%	9.96%
Sourced directly from within the district and neighbouring districts	-	-

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

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

The Company and its Subsidiaries take various initiatives for ensuring customer satisfaction. The Delhi Discoms conduct various customer meets like 'UtkrisheSahabhangi meet', 'AapkeDwar Meet' to ensure one to one contact with the customers to understand their needs in a better manner. It also provides upgraded call centre facility, mobile and whatsapp services, Chatbot on the website of their respective Companies and other social media to ensure customer feedback.

Feedbacks from commuters are obtained at all our Toll Plazas and we strive to improve our services based on the feedback received.

As part of the complaint management process and as per regulatory guideline, our consumers can use various modes for any complaint registration and escalation such as website, BRPL power app, social media, Forums, CHD services, Call Center, Email & WhatsApp. As part of the 4 Tier complaint escalation mechanism, the customer can meet Customer Care Officers, Business Manager/Divisional Chief's. If still dissatisfied, the matter can be escalated to Head (Customer Services).

As part of the complaint management process & as per regulatory guideline, our consumers can use various modes for any complaint registration and escalation such as website, Mobile App "BYPL Connect", social media, CHD services, Call Center, Email, Virtual CHD Services & WhatsApp. As part of the 4 Tier complaint escalation mechanism, the customer can meet Customer Care Officers, Business Manager & Circle Head. If still dissatisfied, the matter can be escalated to Head (Customer Services).

A. Complaints are logged through below channels i. Walk-ins – In person at Customer Care Officer (CCO) ii. Phone – Through Call centre (022-30310900) iii. E-Mail – [customercare@reliancecumbaimetro.com](mailto:customercare@reliancecumbaimetro.com) iv. Social Media platforms – Twitter, Facebook, Instagram, LinkedIn and Youtube B. The correspondences received from the above channels are entered in "Metro Care" (CRM). C. On successful entry into CRM, these complaints are routed by the CRM system to respective department for resolution and closure within prescribed TAT of 72 hours (clock hours). D. The respective department in-charge, after investigating these complaints provide a logical resolution on the same. E. On receiving resolution from the department in-charge, the Customer Service Team closes these complaints by sending an email with logical resolution to the customer.

There is a Customer Complaint Register kept at all 15 plazas which has daily record keeping facility and the same is reviewed by the Toll Manager of the plaza. All complaints are resolved as per Complaints Resolution process.

At Mumbai Metro, to ensure the highest possible level of Customer Satisfaction regarding our service, there are Customer Care counters at each of the 12 stations manned from the first service in the morning till the last service at night.

The Company's Registrar and Transfer Agent KFin Technologies Limited renders investor services to the investors with regard to matters related to the shares and dividend payments. KFinTech services investors through its dedicated investor helpline number 1800 309 4001 and WhatsApp No. +91 91000 94099 The feedback received from the shareholders indicates that they are satisfied with the services being rendered.

**Business Responsibility and Sustainability Report**

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	90
Safe and responsible usage	90
Recycling and/or safe disposal	-

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	14,87,541	38	The pending complaints shows the status as on 31 <sup>st</sup> March. The same were resolved within stipulated turn around time.	12,88,596	24	The pending complaints shows the status as on 31 <sup>st</sup> March. The same were resolved within stipulated turn around time.
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	44,737	-	-	41,465	-	-

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reason for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

The weblinks are

Yes, <https://www.bsesdelhi.com/web/brpl/privacy-policy>

Yes, <https://www.bsesdelhi.com/web/bypl/privacy-policy>

Yes, <https://www.rinfra.com/web/rinfra/our-policies>

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

No such action was warranted.