

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L65100DL1987GOI027265
2	Name of the Listed Entity	Indian Renewable Energy Development Agency Limited
3	Year of incorporation:	1987
4	Registered office address:	Core 4A, 1st Floor India Habitat Centre, Lodhi Road, New Delhi, 110003
5	Corporate address:	3rd Floor, August Kranti Bhawan, Bhikaji Cama Place, New Delhi – 110066
6	E-mail:	cmd@ireda.in
7	Telephone:	011-26717400
8	Website:	www.ireda.in
9	Financial year for which reporting is being done.	2024-25
10	Name of the Stock Exchange(s) where shares are listed.	❖ National Stock Exchange of India Ltd ❖ BSE Limited
11	Paid-up Capital	₹ 26,87,76,47,060
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 Sushant Kumar Dey (Exec. Dir. Projects) 011-24347729 skdey@ireda.in
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).	Consolidated basis
14	Name of assessment or assurance provider	M/s Corporate Professionals
15	Type of assessment or assurance obtained	Reasonable Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Financial and Insurance Service	Other financial activities	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Other Credit Granting	65999	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	10	11
International	-	-	-



19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	Pan India (28 States + 8 UTs)
International (No. of Countries)	0

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

Nil

c. A brief on types of customers

The Company's business involves lending to renewable energy and energy efficiency projects. Thus, our customers include private sector companies, firms, LLPs, central public sector undertakings (CPSUs), state utilities such as discoms, transcos, gencos, state corporations, joint sector companies, etc. The Company serves the market across India and offers a range of financial products including long-term loans, medium-term loans, and short-term loans for the entire renewable energy sector value chain.

IV. Employees
20. 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)
EMPLOYEES						
1.	Permanent (D) (Executives)	150	104	69.33	46	30.67
2.	Other Than Permanent (E)	-	-	-	-	-
3.	Total Employees (D+E)	150	104	69.33	46	30.67
WORKERS						
4.	Permanent (F)	16	15	93.75	1	6.25
5.	Other Than Permanent (G)	-	-	-	-	-
6.	Total Workers (F+G)	16	15	93.75	1	6.25

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES (Executives)						
1.	Permanent (D)	4	4	100	0	0
2.	Other Than Permanent (E)	-	-	-	-	-
3.	Total differently abled Employees (D+E)	4	4	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100	0	0
5.	Other Than Permanent (G)	-	-	-	-	-
6.	Total differently abled Workers (F+G)	1	1	100	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	7	1	14
Key Management Personnel	3	1	33

Note- Two male members (Chairman and Managing Director (CMD), Director (Finance) & CFO) of the Board of Directors are also the Key managerial personnel.



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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.36%	0.59%	2.95%	1.18%	2.37%	3.55%	1.26%	-	1.26%
Permanent Workers	0	0	0	0	0	0	0	0	0

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. 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 in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	IREDA Global Green Energy Finance IFSC Ltd.	Subsidiary	100%	Yes

VI. CSR Details**24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

(iii). Turnover (in ₹): Rs 6754,78,39,270.33

(iii). Net worth (in ₹): Rs 10266,16,22,986.01

VII. Transparency and Disclosures Compliances**25. 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 2024-25			FY 2023-24		
		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
Communities	https://www.ireda.in/citizen-charter	6	0	Nil	13 (All through CPGRAMs)	Nil	Nil
Investors (other than shareholders)	https://www.ireda.in/investor-service-cell	2	0	Nil	28	Nil	Nil
Shareholders	https://www.ireda.in/investor-service-cell	19	0	Nil	2246	4	All the Complaints (Including pending complaint) were suitably resolved in a timely manner



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 2024-25			FY 2023-24		
		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
Employees and workers	https://ireda.operations.dynamics.com/?cmp=irn&mi=HcmEmployeeSelfServiceWorkspace	0	0	Nil	1	Nil	Nil
Customers	https://www.ireda.in/citizen-charter	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	No	Nil	Nil	Nil	Nil	Nil	Nil

26. 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

S. No.	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)
1.	Climate Change & Energy Transition	Opportunity	Growing policy, regulatory, and market push towards net-zero emissions and clean energy.	Expanding financing for solar, wind, green hydrogen, and battery storage projects.	Positive: Increased investments.
2.	Risk Management	Risk	Exposure to credit, operational and climate risks from renewable energy project financing.	Enhanced credit appraisal, monitoring systems, and risk-adjusted pricing.	Positive: Reduced Non-Performing Assets, better risk-adjusted returns.
3.	Customer Satisfaction	Opportunity	Customer experience impacts trust, repeat business, and adoption of green finance.	Digital grievance redressal, faster disbursements, improved service models.	Positive: Better client retention and acquisition; lower reputational risks.
4.	Data Privacy & Cybersecurity	Risk	Rising threats of cyber-attacks and data breaches.	Investments in IT security infrastructure, regular audits, and compliance with data laws.	Positive: Avoided financial/legal penalties.



S. No.	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)
5.	Corporate Governance & Ethics	Risk	Investor and public trust depend on strong ethical foundations.	Robust internal controls, policy audits, conflict of interest management.	Positive: Improved investor confidence and ease of regulatory compliance.
6.	Digitalization	Opportunity	Operational inefficiencies and limited reach without tech adoption.	Digital lending and monitoring platforms.	Positive: Operational cost savings and improved processing speed.
7.	Regulatory & Legal Compliance	Risk	Frequent changes in renewable energy sector policies and financial regulations.	Active regulatory engagement, continuous internal policy updates.	Positive: Avoided financial/legal penalties.
8.	Human Capital & HR Practices	Opportunity	Skilled, diverse workforce is key to innovation and service delivery.	Training programs, leadership development, inclusive HR policies.	Positive: Enhanced productivity and retention.
9.	Community Engagement & Well-being	Opportunity	Societal license to operate and project viability tied to local goodwill.	CSR investments, livelihood development, community partnerships.	Positive: Stronger social acceptance and project continuity.

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 NGRBC Principles and Core Elements.

The National Guidelines for Responsibility Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

PRINCIPLE 1:	PRINCIPLE 2:	PRINCIPLE 3:
Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Businesses should provide goods and services in a manner that is sustainable and safe.	Businesses should respect and promote the well-being of all employees, including those in their value chains.
PRINCIPLE 4:	PRINCIPLE 5:	PRINCIPLE 6:
Businesses should respect the interests of and be responsive to all its stakeholders.	Businesses should respect and promote human rights.	Businesses should respect and make efforts to protect and restore the environment.
PRINCIPLE 7:	PRINCIPLE 8:	PRINCIPLE 9:
Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Businesses should promote inclusive growth and equitable development.	Businesses should engage with and provide value to their consumers in a responsible manner.



S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
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										
	Name of the Policy	Web Link								Principle
	Code of Business Conduct & Ethics	https://www.ireda.in/code-of-business-conduct-ethics								1, 4
	CSR Policy	https://www.ireda.in/csr-policy-of-ireda								8
	Human Rights Policy	https://www.ireda.in/images/HTMLfiles/Human%20Rights%20Policy.pdf								5
	Internal Guideline on Corporate Governance	https://www.ireda.in/corporate-governance								1, 7
	Information Security Policy	https://www.ireda.in/doc/information-security-policy-new.pdf								9
	Anti Bribery & Anti-Corruption (ABAC) Policy	https://www.ireda.in/corporate-governance								1
	Policy on Vigil Mechanism/Whistle Blower Policy	https://www.ireda.in/corporate-governance								5
	UPSI Policy	https://www.ireda.in/corporate-governance								9
	Diversity, Equity & Inclusion (DE&I) Policy	https://www.ireda.in/corporate-governance								5
	ESMS Policy	https://www.ireda.in/esms								3, 4, 6
	Financing Norms and Schemes	https://www.ireda.in/detailed-financing-norms								2
	Citizen Charter of IREDA	https://www.ireda.in/citizen-charter								8
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



S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001: 2015				ISO 45001: 2018			ISO 27001: 2022 ISO 9001: 2015
Policy and management Process										
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	IREDA will undertake physical health check-ups of at least 50% of the permanent employees in FY 2025-26								
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	For the purpose of BRSR reporting for FY 2023-24, the Company interpreted specific commitments and goals as those defined under the Memorandum of Understanding (MoU) signed annually with its administrative Ministry, the Ministry of New and Renewable Energy (MNRE), under the framework of MoU Guidelines issued by the Department of Public Enterprises (DPE). These MoUs outline key performance indicators finalized in consultation with MNRE, against which the Company's performance is assessed. For FY 2023-24, the Company's performance against these MoU parameters has been rated as "Excellent". Similarly, the MoU rating for FY 2022-23 was also "Excellent", indicating that the Company has successfully met its key commitments and performance targets. There were no deviations requiring remedial action.								
Governance, leadership, and oversight										
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) The Company strives to be a leader in the expansion and transition of renewable energy towards affordability, scalability, and the establishment of sustainability in the country. We are a pioneering, participant-friendly, and competitive institution for financing and promoting self-sustaining investments in energy generation from renewable sources, energy efficiency, and environmental technologies for sustainable development. The Company provides financial support to specific projects and schemes for generating electricity and/ or energy through new and renewable sources, as well as for conserving energy through energy efficiency. The Company strives to offer efficient and effective financing for renewable energy and energy efficiency/ conservation projects. As India's largest pure-play green financing NBFC, our Company has expanded its scope of operations to support new and emerging technologies such as green transmission, energy storage, e-mobility, energy efficiency, smart metering, ethanol, and compressed biogas production, among others. As a key player in the RE sector and a responsible financial institution, the Company has adopted a comprehensive Environmental and Social Management System ("ESMS") to identify and mitigate any potential impacts of the projects we fund on the environment and society at large. The Company carries out environmental and social screening of eligible projects and categorizes them based on the severity of the impact, in parallel with our loan appraisal process. During this screening process, the Company works proactively in partnership with energy ecosystem stakeholders to develop and deepen their focus on environmental and social issues. The Company is committed to complying with global standards for our ESMS, as sustainability is at the core of our operations. Further, the Company owns a 50 MW Solar PV Plant that generates clean energy, which leads to avoidance of approx. ~67060.22 metric tonnes of CO2 for FY 2024-25.									



S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Additionally, the Company’s loan appraisal process ensures that the required pollution and environmental clearances are obtained by its borrowers. The Company ensures compliance with all statutory and regulatory requirements, with timely reporting and filings in this regard, without any lapse. The Company follows a well-defined procurement policy for the procurement of goods and services. The IT infrastructure security and management systems are well deployed, including disaster recovery plans. The HR policies of the Company ensure holistic employee well-being and benefits, career progression, adequate training, safety, encouragement for women employees, and a well-defined grievance redressal mechanism, ensuring proper governance. These achievements exemplify your Company’s dedication to integrating ESG principles into its operations and fostering a more sustainable future.										
	Policy and management processes										
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).							Board of Directors			
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.							Yes Director (Finance) Contact: 011-24347729 Email: df@ireda.in			
10.	Details of Review of NGRBCs by the Company:										
		Indicate whether review was undertaken by Director / Committee of the Board /Any other Committee									
	Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Performance against above policies and follow up action	Committee of the Board							As required, on a periodic basis		
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board							As required, on a periodic basis		
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9	
		No									
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:										
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	The entity does not consider the principles material to its business (Yes/No)	Not Applicable									
	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 (please specify)										



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

Essential Indicators

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 (BoD)	1	Workshop on Information and Cyber Security	100
Key Managerial Personnel (KMP)*	16	IREDA KYC Policy	100
		Digestive Health Disorders	
		Electrolyser Manufacturing	
		eOffice application	
		Foods as your Medicine	
		Information and Cyber Security	
		Introduction to ABBFF	
		Karmayogi Training on iGOT platform	
		Liver related Ailments including Fatty Liver	
Employee other than BoD and KMPs (Executives)	47	"Pawan-Urja: Powering the Future of India"	86.67
		61st National Cost and Management Accountants' Convention (NCMAC)	
		Advanced Management Development Program on 'ROTI & Valuation of Intangibles'	
		"Ayurveda Course by VYASA"	
		Biogas Financing	
		Business Analytics for Strategic and Tactical Level Decision Making	
		"Celebration of Global Wind Day on "Pawan-Urja: Powering the Future of India"	
		Certificate Course on Carbon Management: GHG Accounting	
		CKYCRR - Central Know Your Customer Records Registry	
		Conference for the Heads of Assurance Functions of NBFCs	
		Conference on "Viksit Bharat -Developing New India by Shaping the Future Trends"	



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
		Data-Driven Decision-Making Using No Code AI/ML and Business Intelligence Tools Direct Taxes Enhancement of Leadership Communication Skills of CPSEs Executives Good Governance Practices HOCP meet "HRMS: Employee Management and Related Masters ICGH-2024 Infrastructure Finance IT Risks for Banking and Financial Sector "Leadership workshop on "Discover the Power Within" Masterclass on GST Meeting of the NBFC CISO Forum N/W Infrastructure Planning & Management Offline Advanced Training in "Vigilance Investigation" "One day training program on preparation of charge sheet" Online Training Programme on Preventive Vigilance & Good Governance Program and workshop on "Energy data and policy training program" Seminar on "Overview of GFR and Public Procurement through GeM" "Special Session on KYC/AML and compliances for NBFC" Talk show - Snory Nights, Drowsy Days Training on 'CIMS Familiarization for NBFCs' Training on Gender Sensitisation and POSH Training Program "Disciplinary Enquiry, Principles & Practice for Inquiry Officers & Presenting Officers & Management Personnel" Training Program on 'Insolvency and Bankruptcy Code (IBC) for Asset Resolution'	



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
		Training Programme on "Public Procurement"	
		Training Programme on TSA module	
		Two (2) days 'Economic Times National PSU Residential Summit 2024	
		Two-Day Workshop on Preventive Vigilance and Inquiry Management	
		Virtual training on 'Corporate FX Risk Management'	
		Web Application Penetration testing & web security	
		Webinar on "Public Procurement (Preference to Make in India) Order, 2017	
		Workshop on "CSR Interventions by CPSEs in Heritage & Culture"	
		Workshop on "The Role of Climate Co-Benefit Methodologies for Strengthening Climate Action by Indian PSEs"	
		Workshop on "SHE- Stronger, Healthier, Every day"	
		Workshop on ENVIRONMENTAL REGULATIONS: FACILITATING ESG & SUSTAINABILITY FOR BUSINESS	
		Workshop on Public Private Partnership (PPP) for Middle Management level officers	
Workers	3	Webinar on "Public Procurement (Preference to Make in India) Order, 2017"	81.25
		ICGH-2024	
		HRMS: Employee Management and Related Masters	

*Note-KMPs include CMD, Director(F) and Company Secretary.



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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (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
NA	

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, IREDA has an anti-corruption and anti-bribery policy. It aligns with laws such as the Prevention of Corruption Act, 1988, Bhartiya Nyaya Sanhita, 2023 and the Prevention of Money Laundering Act, 2002, among others.

The company strictly prohibits all forms of bribery, corruption, and money laundering in both the public and private sectors. The policy applies to all directors, employees, trainees, vendors, consultants, suppliers, and third-party associates. It addresses risks related to gifts, hospitality, facilitation payments, improper recruitment practices, sponsorships, and political or charitable contributions.

The Chief Vigilance Officer (CVO), appointed by the Government of India, serves as the designated Compliance/ Nodal Officer responsible for monitoring adherence to the policy. Strong financial and operational controls are in place, supported by regular audits and monitoring to prevent violations. Any breach may lead to disciplinary, administrative, civil, or criminal action.

Stakeholders can report violations through the company website or directly to the Nodal Officer. In addition to the above, the company has also adopted a whistle blower policy. The anti-corruption and anti-bribery policy can be accessed at:

[https://www.ireda.in/images/HTMLfiles/Anti%20Bribery%20and%20Anti%20Corruption%20\(ABAC\)%20Policy.pdf](https://www.ireda.in/images/HTMLfiles/Anti%20Bribery%20and%20Anti%20Corruption%20(ABAC)%20Policy.pdf)

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		



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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	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.

NA

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days of account payables	45	28

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	Nil	Nil
	b. Number of dealers /distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers /distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	3.09%	2.72%
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	2.31%	0.93%
	d. Investments (Investments in related parties / Total Investments made)	4.15%	Nil

Leadership Indicators**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		



2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, IREDA has established robust processes to manage conflicts of interest involving members of the Board. As per IREDA's Code of Business Conduct and Ethics, all Board members and senior officials are required to disclose any related party transactions to the Board in the prescribed format, in line with the Companies Act, 2013. Additionally, each of them must affirm compliance with the Code of Business Conduct and Ethics on an annual basis within 30 days from the end of the financial year. Any violations are subject to review by the Board, which takes appropriate actions as per the company's internal governance framework. These mechanisms ensure that potential or actual conflicts of interest are transparently disclosed and appropriately managed, thereby reinforcing ethical conduct and good governance within the organization. The Code of Business Conduct and Ethics is available at:

<https://www.ireda.in/images/HTMLfiles/CodeOfBusinessConductAndEthics.pdf>

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	Nil	100*	Nil

*Note: The capital expenditure is allocated for the procurement of electric vehicles.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No. Considering the Company's business activities, this question has limited relevance. As an NBFC, the Company's resource consumption is primarily limited to office-related needs such as office supplies, communication tools, and IT equipment. All such procurement is carried out through the Government e-Marketplace (GeM) platform, with a strong emphasis on sourcing from Micro, Small, and Medium Enterprises (MSMEs) and giving preference to 'Make in India' products, in accordance with Government of India guidelines. The procurement of goods and services strictly follows the procedures outlined in the Company's Procurement Guidelines.

b. If yes, what percentage of inputs were sourced sustainably?

Not applicable, as the procurement is carried out through the Government e-Marketplace (GeM) platform, with a strong emphasis on sourcing from Micro, Small, and Medium Enterprises (MSMEs) and giving preference to 'Make in India' products, in accordance with Government of India guidelines.

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.

Not applicable, as the Company operates within the service industry and is not engaged in an industrial or manufacturing set-up.

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.

No, Not applicable as the Company operates in the service sector and is not involved in an industrial or manufacturing set-up.



Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
NA					

Not applicable, as the Company operates as an NBFC and is not engaged in any industrial or manufacturing activities.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

Not applicable, as the Company operates as an NBFC and is not engaged in any industrial or manufacturing activities.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
NA		

Not applicable, as the Company operates as an NBFC and is not engaged in any industrial or manufacturing activities. And the percentage of recycled or reused input material used by the Company is negligible

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not applicable, as the Company operates in the service sector and is not involved in an industrial or manufacturing set-up.

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	NA			NA		
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	

Not applicable, as the Company operates in the service sector and is not involved in an industrial or manufacturing set-up.



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

Essential Indicators

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

	% OF EMPLOYEES COVERED BY										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% [B/A]	No. (C)	% [C/A]	No. (D)	% [D/A]	No. (E)	% [E/A]	No. (F)	% [F/A]
PERMANENT EMPLOYEES											
Male	104	104	100	104	100	0	0	104	100	0	0
Female	46	46	100	46	100	46	100	0	0	0	0
Total	150	150	100	150	100	46	30.67	104	69.33	0	0
OTHER THAN PERMANENT EMPLOYEES											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	% OF EMPLOYEES COVERED BY										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% [B/A]	No. (C)	% [C/A]	No. (D)	% [D/A]	No. (E)	% [E/A]	No. (F)	% [F/A]
% Of WORKERS COVERED BY											
Male	15	15	100	15	100	0	0	15	100	0	0
Female	1	1	100	1	100	1	100	0	0	0	0
Total	16	16	100	16	100	1	6.25	15	93.75	0	0
OTHER THAN PERMANENT WORKERS											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.06	0.08

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

Benefits	FY 2024-25			FY 2023-24		
	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	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	NA			NA		
NPS	100	100	Y	100	100	Y
PRMS	100	100	N	100	100	N
Benevolent Fund	100	100	Y	100	100	Y
EL / HPL	100	100	N	100	100	N



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.

Yes, the IREDA office premises are accessible to differently-abled visitors, featuring elevators, ramps, and wheelchair-accessible restrooms. Additionally, the Company's corporate website complies with the World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) 2.0, Level AA. This ensures that individuals with visual impairments can access the website using assistive technologies such as screen readers. The website is compatible with various screen readers, including JAWS, NVDA, SAFA, Supernova, and Window-Eyes.

For more information, please visit: <https://www.ireda.in/screen-reader>.

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 Company has a Diversity, Equity, and Inclusion (DEI) policy in place. It is committed to fostering an inclusive workplace where everyone has equal opportunities for sustainable growth. The policy can be accessed at:

[https://www.ireda.in/images/HTMLfiles/Diversity%20Equity%20%26%20Inclusion%20\(DE%26I\)%20Policy.pdf](https://www.ireda.in/images/HTMLfiles/Diversity%20Equity%20%26%20Inclusion%20(DE%26I)%20Policy.pdf).

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

	Permanent employees (Executives)		Permanent workers (non-Executives)	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	NA	NA
Female	100	No female employees were scheduled to return from maternity leave during FY 2023-24	NA	NA
Total	100	100	NA	NA

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, detailed grievance redressal mechanism is in place and the process has been made online. It is available on the intranet of the Company. Grievance Redressal Committee Meetings are held every quarter and grievances are addressed expeditiously through well-defined procedures.
Other than Permanent Workers	No, Not Applicable
Permanent Employees	Yes, detailed grievance redressal mechanism is in place and the process has been made online. It is available on the intranet of the Company. Grievance Redressal Committee Meetings are held every quarter and grievances are addressed expeditiously through well-defined procedures.
Other than Permanent Employees	No, Not Applicable



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

Category	FY 2024-25			FY 2023-24		
	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)
Total Permanent Employees (Executives)	150	0	0	157	0	0
Male	104	0	0	112	0	0
Female	46	0	0	45	0	0
Total Permanent Workers (Non-Executives)	16	0	0	16	0	0
Male	15	0	0	15	0	0
Female	1	0	0	1	0	0

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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]
EMPLOYEES (Executives)										
Male	104	21	20.19	80	76.92	112	37	33.03	74	66.07
Female	46	11	23.91	26	56.52	45	14	31.11	34	75.55
Total	150	32	21.33	106	70.66	157	51	32.48	108	68.78
WORKERS										
Male	15	0	0	0	0	15	5	33.33	0	0
Female	1	0	0	0	0	1	0	0	0	0
Total	16	0	0	0	0	16	5	31.25	0	0

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	104	104	100	112	112	100
Female	46	46	100	45	45	100
Total	150	150	100	157	157	100
WORKERS						
Male	15	15	100	15	15	100
Female	1	1	100	1	1	100
Total	16	16	100	16	16	100

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 such system?**

No, the Company has not implemented a formal Occupational Health and Safety Management System (OHSMS) for its internal operations, as its primary functions are office-based and do not



involve industrial or manufacturing activities. However, the Company owns a 50 MW solar power plant, the operation and maintenance of which are fully outsourced to a third-party contractor. The contractor is responsible for implementing and maintaining occupational health and safety measures in accordance with applicable standards. The plant is operated in line with the requirements of ISO 45001:2018 (Occupational Health and Safety Management System – OHSAS), and the Company ensures compliance through regular oversight and periodic performance evaluations.

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

The Company's core operations are office-based and generally considered low-risk with respect to occupational hazards. For its outsourced solar power plant operations, the third-party contractor is responsible for identifying work-related hazards and conducting both routine and non-routine risk assessments in accordance with industry standards, including the requirements of ISO 45001:2018 (Occupational Health and Safety Management System – OHSAS). The Company ensures the contractor's adherence to these safety protocols.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, such processes are in place through the third-party contractor managing the solar power plant. The contractor follows standard safety protocols, including mechanisms for workers to report hazards and withdraw from unsafe work conditions. While these operations are outsourced, the Company ensures that these safety processes are part of the contractual requirements and are reviewed periodically.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

The Company offers comprehensive non-occupational medical and healthcare services aimed at promoting the overall well-being of its employees. These include the daily presence of an in-house doctor, regular health check-ups, free medical camps, Ayurveda therapies, and wellness facilities such as a fully equipped gym, as well as yoga and meditation sessions. Doctor availability is further supported through part-time visiting medical consultants across various disciplines, including Allopathic, Homeopathic, Ayurveda/Naturopathy, and Yoga instruction. For hospitalization needs, employees and their dependent family members can avail cashless treatment at empanelled hospitals, while medical bills from non-empanelled hospitals are reimbursed. The Company also extends these healthcare benefits to retired employees through a post-retirement medical scheme, allowing inpatient care at empanelled hospitals and reimbursement for treatment at non-empanelled ones.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company is committed to maintaining a safe, healthy, and supportive workplace environment. Various proactive wellness and safety measures are in place, including in-house medical facilities with daily doctor availability, regular health check-ups, free medical camps, and Ayurveda therapies. The Company also engages part-time visiting medical consultants across multiple disciplines such as Allopathy, Homeopathy, Ayurveda/Naturopathy, and Yoga instruction to enhance the range of medical support available to employees. Employees have access to a fully equipped gym, with daily yoga and meditation sessions conducted to support physical and mental well-being.

To ensure physical safety, sufficient fire extinguishers are installed and air purifiers are placed across the premises to maintain indoor air quality. In cases of hospitalization, arrangements with empanelled hospitals

facilitate smooth cashless treatment for employees and their dependent family members, while treatment at non-empanelled hospitals is reimbursed upon submission of medical bills. Furthermore, a post-retirement medical scheme enables retired employees to avail inpatient treatment at empanelled hospitals, with a reimbursement option for care received at non-empanelled hospitals. These comprehensive initiatives collectively ensure a healthy, secure, and supportive work environment for all employees.

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

	FY 2024-25			FY 2023-24		
	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	Nil	Nil	NA	Nil	Nil	NA
Health and safety	Nil	Nil	NA	Nil	Nil	NA

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	Nil
Working Conditions	Nil

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.

The Company has not received any health and safety-related complaints, and no formal assessments were conducted during the year. However, as a proactive measure, a healthy and safe work environment is maintained through the installation of a sufficient number of air purifiers to ensure indoor air quality, and fire extinguishers are adequately placed across the Corporate Office and Business Centre to address any potential fire-related incidents. These actions reflect the Company's ongoing commitment to employee well-being and workplace safety.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employees	Yes
Workers	Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Not Applicable

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Not Applicable, as the Company is a Central Public Sector Enterprise (CPSE) and adheres to the employment norms set by the Department of Public Enterprises (DPE) concerning retirement or termination of employment. The Company offers post-retirement medical benefits and other welfare measures to its retired employees



5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable , as assessment of health and safety practices and working conditions of value chain partners has not been conducted.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company has identified its key stakeholders through a structured stakeholder mapping exercise, primarily involving inputs from senior management across departments. Internal stakeholders include employees and management personnel, while external stakeholders comprise equity shareholders, bondholders, lenders, customers (both public and private sector borrowers), government authorities, and regulatory bodies such as the Reserve Bank of India, Securities and Exchange Board of India, Ministry of Corporate Affairs, Stock Exchanges, and State Governments.

A Stakeholders Relationship Committee, constituted in line with the provisions of the Companies Act, 2013, oversees stakeholder engagement. Additionally, the Company conducts regular physical and virtual meetings with stakeholders, enabling direct interactions with senior leadership to discuss and address concerns transparently and proactively.

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), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Intranet, Meetings, Training, Wellness sessions, Suggestion boxes	Routine	Business updates, ESG aspects, health, safety, grievance redressal, employee development.
Government Bodies (MNRE, etc.)	No	Email, Phone calls, Meetings, Online portal, MOUs, Filings	Need-Based	Compliance, Policy alignment, MOUs, Regulatory clarifications
Regulatory Authorities (SEBI, RBI, etc.)	No	Regulatory filings, Reports, Emails, Phone calls, Meetings, Online Portal	Annual, Quarterly, Need-Based	Compliance with regulations, inspections, inquiries, regulatory updates
Investors and Shareholders	No	Email, SMS, Website, Annual Reports, Presentations, Letters, Newspapers	Need-Based	Financial updates, strategic discussions, grievance redressal, feedback and suggestions



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, SMS, Website, Letters, Telephone, Customer meets, Feedback channels	Quarterly, Need-Based	Understand financing needs, service quality, grievance resolution, funding clarity
Vendors	No	Email, SMS, Meetings, GeM Portal, CPP Portal, Letters, Telephone	Need-Based	Procurement, compliance with policies, dispute resolution
Local Communities	No	CSR initiatives, Surveys, Field Visits, Personal Interactions, Community meetings	Need-Based	Socio-economic development, community feedback, CSR project monitoring
Industry Associations (CII, IBA, etc.)	No	Seminars, Conferences, Meetings	Need-Based	Sharing best practices, renewable energy sector promotion

All the stakeholder group as mentioned above are not Vulnerable and Marginalized but there is section of the people in the stakeholder groups which are considered as vulnerable & marginalized like Economically Weaker Sections, Lower Income Groups, MSME enterprises owned by SC/ST and women entrepreneurs etc.

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

A customer meet is conducted every quarter with the Key Managerial Personnel (KMPs), including two members from the Board of Directors. During these meetings, customer suggestions on economic, environmental, and social matters are discussed. These inputs are then shared with the rest of the Board, and if deemed appropriate, they are gradually incorporated into the entity's policies and activities over time.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. ESMS was finalized by taking inputs from various Multilateral Development Banks (MDBs), also a detailed workshop was conducted to familiarize the borrowers on the workings of the ESMS.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company remains committed to supporting vulnerable and marginalized groups, particularly Micro and Small Enterprises (MSEs) and women entrepreneurs. It is registered on various Government of India platforms including GeM (Government e-Marketplace), Sambandh, Samadhan, and TReDS (Trade Receivables Discounting System), and ensures effective utilization of these platforms across all its offices, including regional offices.

The Company has embedded preferential procurement practices to encourage participation from MSEs and women-owned enterprises, providing them with certain facilitative measures in its procurement processes. During the reporting year, there were no grievances or complaints registered against the Company related



to delays in payments or procurement issues by any MSE vendor on the Government's Samadhan portal, reflecting the Company's proactive and timely engagement with this stakeholder group.

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators

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

	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees/ Workers covered (D)	% (D/C)
EMPLOYEES (Executives)						
Permanent	150	13	8.67	157	7	4.46
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	150	13	8.67	157	7	4.46
WORKERS						
Permanent						
(Non-Executives)	16	0	0	16	0	0
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	16	0	0	16	0	0

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

Category	FY 2024-25					FY 2023-24				
	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)
EMPLOYEES										
Permanent	150	0	0	150	100	157	0	0	157	100
Male	104	0	0	104	100	112	0	0	112	100
Female	46	0	0	46	100	45	0	0	45	100
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
WORKERS										
Permanent	16	0	0	16	100	16	0	0	16	100
Male	15	0	0	15	100	15	0	0	15	100
Female	1	0	0	1	100	1	0	0	1	100
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-



3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	67,35,377	Nil	Nil
Key Managerial Personnel	Nil	Nil	1	26,49,022
Employees other than BoD and KMP	104	25,64,366	45	27,07,660
Workers	15	19,56,674	1	14,54,504

Note:

1. Remuneration/salary/wages include allowances and are based on gross pay. However, they exclude the employer's contributions towards PF, Gratuity, NPS, and various reimbursements provided to employees for the performance of their duties.
2. The above remuneration is paid in line with the guidelines issued by the DPE in this regard.
3. The Company has not given any stock options during the financial year 2024-25.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	27.01	25.65

Note:

1. Remuneration/salary/wages include allowances and are based on gross pay. However, they exclude the employer's contributions towards PF, Gratuity, NPS, and various reimbursements provided to employees for the performance of their duties.
2. The above remuneration is paid in line with the guidelines issued by the DPE in this regard.
3. The Company has not given any stock options during the financial year 2024-25.

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.

Human rights-related grievances are addressed through the same grievance redressal mechanism as other issues. All stakeholders—including community members, employees, workers, investors, and customers—may raise such grievances via the established channels.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	NA	Nil	Nil	NA	Nil
Discrimination at workplace	Nil	NA	Nil	Nil	NA	Nil
Child Labor	Nil	NA	Nil	Nil	NA	Nil
Forced Labor/ Involuntary Labor	Nil	NA	Nil	Nil	NA	Nil



	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Wages	Nil	NA	Nil	Nil	NA	Nil
Other human rights related issues	Nil	NA	Nil	Nil	NA	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0*	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

*Note- Entity has functional POSH committee and quarterly meetings are conducted.

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

The Company has implemented a robust Vigil Mechanism through its Whistle Blower Policy to ensure that individuals reporting instances of discrimination, harassment, or any unethical behaviour are protected from retaliation or adverse consequences. The policy provides all stakeholders—including employees, directors, and associates—with a secure and confidential platform to raise concerns in good faith.

The identity of the whistleblower is kept confidential to the extent possible, and the policy explicitly prohibits any form of victimization. In exceptional cases, the complainant may directly approach the Chairperson of the Audit Committee to report the matter. The Competent Authority is entrusted with conducting impartial investigations and ensuring that complainants are not subject to any form of reprisal.

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

Yes. Human rights requirements are embedded in the Company's business agreements and contractual frameworks.

10. 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	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	Nil

Note- All assessments are conducted internally by the entity.

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

Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Nil



2. Details of the scope and coverage of any Human rights due-diligence conducted.

Not Applicable

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others, please specify	

5. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 4 above.

Not Applicable

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

Essential Indicators

1. Details of total energy consumption (in Gigajoules) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) (GJ)	1526.04	1500.12
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C) (GJ)	1526.04	1500.12
From non-renewable sources		
Total electricity consumption (D) (GJ)	2679.84	2003.60
Total fuel consumption (E) (GJ)	313.41	369.31
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F) (GJ)	2993.25	2372.91
Total energy consumed (A+B+C+D+E+F) (GJ)	4519.29	3873.03
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (J/Rs)	66.91	78.00
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (J/\$)	1382.26	1611.52
Energy intensity in terms of physical output (GJ/ORE in MT)	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water*	14,102.07	12934.77
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	14,102.07	12934.77
Total volume of water consumption (in kilolitres)	2820.41	2586.95
Water Intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilolitres/Rs)	0.000042	0.000052
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kilolitres/\$)	0.000863	0.001076
Water intensity in terms of physical output (kl/ORE in MT)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? [No]

*The third party water includes the portable water bottles and water i.e sourced from Municipal Corporations that directly sources and treats the water from Yamuna River

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	5726.76*	4771.56*
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	5554.90**	5576.25**
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	11281.66	10347.81

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? [No]



*Note- The solar power plant at Kasaragod has its panels installed directly on soil, enabling a portion of the cleaning water to naturally percolate into the ground. The rest of the runoff flows into designated recharge pits, facilitated by the land's intentional slope, thereby contributing to groundwater replenishment over time.

**Note- The discharged wastewater is handed over to local municipal bodies responsible for sewage management, such as DJB or NDMC in Delhi. These authorities manage and treat the wastewater after it exits the office building.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Not Applicable. The Company's core operations are office-based and do not involve significant water usage requiring Zero Liquid Discharge (ZLD). The 50 MW solar PV power plant owned by the Company is operated and maintained by a third-party contractor. However, the plant does not involve water-intensive processes or generate liquid effluents, and therefore a ZLD mechanism is not applicable. Water is used minimally, primarily for periodic panel cleaning, and appropriate water management practices are followed at the site.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/m ³	NA	NA
SOx	µg/m ³		
Particulate matter (PM-2.5)	µg/m ³		
Particulate matter (PM-10)	µg/m ³		
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – Carbon Monoxide	mg/m ³		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (No)

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	21.74	25.61
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	541.18	404.62
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO ₂ e Eq./Rs.	0.0000000083	0.0000000087
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP)	MTCO ₂ e Eq./ \$	0.00000017	0.00000018
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO ₂ e / Metric Tonnes	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: The emission factor used for calculating Scope 1 emissions is sourced from the IPCC, while the factor for Scope 2 emissions is based on guidance from the Central Electricity Authority.



Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (No)

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

Yes, the Company owns a 50 MW Solar PV Plant that generates clean energy, which leads to avoidance of approx. ~67060.22 metric tonnes of CO₂ for FY 2024-25.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste* (A)	-	-
E-waste (B)	-	1.558
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H).	-	-
Total (A+B + C + D + E + F + G + H)	-	1.558
Waste Intensity per rupee of turnover. (Total waste generated / Revenue from operations) (KG/Rs.)	-	3.14*10 ⁻⁸
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (KG/\$)	-	6.48*10 ⁻⁷
Waste intensity in terms of physical output (MT/ORE in MT)	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	1.558**
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (No)

*Note- All waste generated from the entity offices is responsibly handed over to the Municipal Corporations of the respective city for proper disposal. Given the minimal quantity of waste and the non-manufacturing nature of the entity's operations, in house sorting and segregation are currently not undertaken; however, the entity remains committed to complying with the waste management norms as applicable.

**Note- This e-waste was disposed of by "Pro e-waste" at their R2-certified facility.



- 10. 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.**

As a NBFC, IREDA primarily generates office-related waste such as paper, plastic, and other non-hazardous materials. During the reporting financial year, no e-waste was generated. The waste generated was handed over to the Municipal Corporation of Delhi (MCD) for appropriate disposal.

In previous financial year, disposal of old, un-serviceable & obsolete IT equipment, identified as e-waste, is done through registered recyclers (Pro e-waste) under Central Pollution Control Board, Government of India and State Pollution Control Committee/ Board.

- 11. 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:**

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.
Not Applicable			

- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

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
Nil					

IREDA's minimum average CSR obligation crossed the threshold value of Rs. 10 crores for the preceding 3 financial years (FY 2021-22, FY 2022-23 and FY 2023-24) post the given effective date 22nd January, 2021 (as per the MCA General Circular No. 14 /2021 dated 25th August 2021). Accordingly, the Expression of Interest (EoI) for Empanelment of Agencies to conduct Impact Assessment of CSR projects is under process.

- 13. 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).**

Not Applicable, As an NBFC, the Company's primary operations are office-based and do not involve any polluting processes. The Company also owns a 50 MW solar power plant, which is inherently clean in nature. While the plant is operated and maintained by a third-party contractor, the Company, as the asset owner, ensures that the operations remain in compliance with applicable environmental norms. No fines, penalties, or regulatory actions have been imposed on the Company during the reporting period.

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

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
Not Applicable				

Leadership Indicator

- 1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres): Nil**

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Not Applicable



(ii) **Nature of operations:** Not Applicable

(iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – Per MT of ORE		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (NA)

2. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

NA

3. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Implementation of ERP System	The Company has adopted an Enterprise Resource Planning (ERP) system to integrate and manage key business processes like finance, procurement, HR, and inventory through a centralized digital platform.	Improved operational efficiency and data accuracy through process automation and centralization.

4. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes. The Company has a Business Continuity and Disaster Management Plan in place, governed by its

Business Continuity Management (BCM) Policy. This policy provides a strategic and operational framework to ensure the Company can proactively respond to internal and external threats, minimize their impact, and maintain continuity of critical operations.

The BCM Policy also integrates Information Security continuity measures in line with the Company's Information Security requirements. The objective of this policy is to safeguard the interests of the Company and its stakeholders by enabling timely detection, prevention, and effective management of potential disruptions.

<https://ireda1.sharepoint.com/sites/IREDALTD/SiteAssets/Forms/AllItems.aspx?id=%2Fsites%2FIREDALTD%2FSiteAssets%2FSitePages%2FISO%2FRBI%20Circulars%2FPolicies%2FBusiness%20Continuity%20Management%20Policy%20V1%2E2%2Epdf&parent=%2Fsites%2FIREDALTD%2FSiteAssets%2FSitePages%2FISO%2FRBI%20Circulars%2FPolicies>

5. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable

6. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil

7. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

Note: The computation is modified/updated slightly for FY 2023-24 for some of the principle 6 parameters compared to last year's report based on different interpretation.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 05 (Five)

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.	Standing Conference of Public Enterprises (SCOPE)	National
2.	IBA – Indian Bank Association	National
3.	World Energy Council – India	National
4.	Central Board of Irrigation and Power	National
5.	Confederation of Indian 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.

No adverse orders were passed from regulatory authorities.

Leadership Indicators

1. Details of public policy positions advocated by the entity.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Nil	NA	No	Other-NA	NA

No, the Company does not advocate public policy positions. However, it functions as a nodal agency for various schemes of the Ministry of New and Renewable Energy (MNRE), including the Central Public Sector



Undertaking (CPSU) Scheme, Phase-II (Government Producer Scheme), the National Bioenergy Programme, the National Programme on High Efficiency Solar PV Modules under the PLI Scheme, Tranche-I, and the Generation-Based Incentive (GBI) Scheme.

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

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of 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
Not Applicable					

Not Applicable, as the Company is not directly involved in land acquisition activities. In the case of the Company's 50 MW Kasaragod Solar Project, the entire land used is government-owned.

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

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	Amount paid to PAFs in the FY (In INR)
Not Applicable						

Not Applicable, as the Company is not directly involved in land acquisition activities. In the case of the Company's 50 MW Kasaragod Solar Project, the entire land used is government-owned.

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

Citizens/Consumers have the right to approach the relevant officers through email and CPGRAM portal to address any grievances they may have. A senior officer has been designated as the Director (Grievance). All grievances received will be properly recorded, registered, and acknowledged by the Director (Grievance), IREDA, immediately or within 3 working days from the date of receipt. A grievance reference number and date will be provided. The Director (Grievance) will inform the aggrieved party about the progress within 15 working days. Additionally, the Director (Grievance) will offer a personal hearing to any client wishing to present their grievance in person and will aim to resolve the issue within 30 working days from the receipt of the grievance. If the aggrieved party does not receive a response within 15 days of filing the grievance, they may escalate the matter by writing to the Chairman & Managing Director (CMD). Grievance redressal mechanism is available at, <https://www.ireda.in/citizen-charter>.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSEs	12.25% from MSE vendors	39.88% from MSE vendors
Directly from within India	100% All items are procured from within India using the GeM Portal, as per the Procurement Guidelines	

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.**

Location	FY 2024-25	FY 2023-24
Rural	Nil	Nil
Semi – Urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	0.13%	10.03%*

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

*Note: The computation is updated. Earlier the reported figure was 8% based on different interpretation.



Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

The Company is not directly engaged in land acquisition activities. For its 50 MW Kasaragod Solar Project, the entire land utilized is government-owned; therefore, no Social Impact Assessment (SIA) was conducted by the Company.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent in Lakhs (INR)
1.	Uttar Pradesh	Chandauli	5,04,56,000
2.	Uttar Pradesh	Siddharthnagar	31,36,767
3.	Bihar	Muzaffarpur	10,25,00,398

In addition to the CSR allocation/sanction in designated Aspirational District (as per the request of District Administration), the Company has also allocated/sanctioned financial assistance of Rs. 10,25,00,398 in the aspirational district of Muzaffarpur, Bihar and Rs. 31,36,767 in Aspirational district of Siddharthnagar, UP.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes. The Company adheres to the Government's procurement policy, which mandates preference to Micro and Small Enterprises (MSEs), including 25% from MSEs, 4% from SC/ST-owned MSEs, and 3% from women-owned MSEs. The Company actively strives to meet these targets in all its procurement activities. However, since vendors self-declare their category at the time of bid submission, the Company can only select from the pool of bids received. In such cases, the Company has no control over the representation of specific categories and must choose from the eligible bids submitted.

(b) From which marginalized /vulnerable groups do you procure?

The Company procures from MSEs owned by Scheduled Castes (SC), Scheduled Tribes (ST), and women entrepreneurs as per Government policy. Procurement classification is based on vendor declarations.

(c) What percentage of total procurement (by value) does it constitute?

During the reporting period, procurement from MSEs constituted 12.25%, from SC/ST MSEs 0.06%, and from women-owned MSEs 3.30% of the total value of goods and services procured. These figures are based on vendor claims, which the Company does not control.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefits shared. (Yes/No)	Basis of calculating benefits share
NA				

Not Applicable, as the Company does not own or hold any intellectual property during the current financial year.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
NA		

Not Applicable. As the Company does not own any intellectual property, there have been no disputes or adverse orders, and hence, no corrective actions are required or underway.



6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
1	Financial assistance to Samphia Foundation, Kullu, Himachal Pradesh towards operational expenses of two (2) Mobile Medical Vans for FY 2024-25 for running the "Therapy on Wheels" program for serving children with disabilities	661	38%
2*	Financial assistance to M/s SEWA-THDC for development of Sport Science Centre Hall (298 Sq. mt.) at Koteshwar, Tehri in the state of Uttarakhand	60	50%
3	Assistance for ease of transit of Physically Challenged staff and students, visitors and Senior Citizens by donating 4 nos. of in-campus Battery Operated Vehicles (11 Seated) to Guru Gobind Singh Indraprastha University under the 7th goal of Sustainable Development i.e. Affordable and Clean Energy	3,113	3%
4	Financial assistance for 50 interns (on pilot project basis) for a duration of 12 months from the Company's CSR funds for FY 2024-25 under the Prime Minister's Internship Scheme (PMIS)- Pilot Project (Financial Year 2024-25)	11	70%
5*	Financial assistance to M/s Vidya Bharati Gujarat Pradesh towards developmental works in Sainik School, at Mota Randha, Silvassa, Union Territory of Dadra & Nagar Haveli & Daman & Diu.	700	100%
6*	Financial assistance to M/s UPSIC (Banda) for supply and installation of 3 kWh off grid solar power systems at 120 nos. of Anganwadi Canters and 50 nos. of health centres at the aspirational district of Chandauli, Uttar Pradesh	23,000	100%
7*	Financial assistance to M/s Tata Memorial Centre towards procurement of medical equipment's to be utilized at Homi Bhabha Cancer Hospital & Research Centre, Muzaffarpur, Bihar	10,000	70%
8*	Financial assistance towards design, supply, installation, testing and commissioning of 25 KLD capacity sewage treatment plant at India International Centre, New Delhi	7,000	100%
9*	Financial assistance to Indian Institute of Technology (IIT) Indore, Madhya Pradesh for procurement of medical equipment's for Health Centre' at IIT Indore	4,000	100%
10	Financial assistance to Shri Jagannath Temple Managing Committee, Puri (SJTMC) for Operation and Maintenance for utilizing 5 no. of (6 Seated) Battery operated vehicles (BOVs) & 5 no. of BOVs (11 Seated) BOV's already donated by IREDA to Shree Jagannath Temple Administration, Puri.	2,60,100	60%
11*	Financial assistance to The Indian Red Cross Society (IRCS), Kota towards procurement of three nos. of ambulances with ICU equipment's to be utilized for transportation of poor patients to and fro from home(s) to hospital(s) at districts of Bundi and Kota, Rajasthan; from CSR funds of IREDA for the FY 2024-25	28,80,867	51%



S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
12*	Financial assistance to the Jila Civil Social Responsibility Association, Siddharthnagar (UP) for construction of Pipeline systems, platform, shed and completion of other required works at CHC, Itwa, Siddharthnagar; UP	4,54,240	50%
13*	Transfer in Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund) under Schedule VII (Section 135) of Companies Act 2013.	0	0

*Note- The marked projects were not completed by March 2025 and are considered ongoing projects for the following year.

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 grievance redressal process for customers is structured in three stages. In Stage I, customers may lodge an oral complaint with the Director (Grievance), which will be addressed within 30 working days. If the issue remains unresolved, Stage II allows customers to submit a written complaint to the Grievance Redressal Committee (GRC), which will deliver a decision within 30 working days. Should dissatisfaction persist, Stage III permits an appeal to the Managing Director/ Chairman and Managing Director (MD/CMD), who will provide a final decision within 45 working days. All complaints are acknowledged within seven days of receipt, and if no response is provided within 15 days, the grievance may be escalated to the MD/CMD. The GRC, appointed by the MD/CMD for a term of two years, meets monthly to review grievances and ensures resolution within two months of receipt. Additionally, the grievance redressal status is reported monthly to the MD/CMD and a consolidated report is submitted to the Board on a half-yearly basis.

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	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Advertising	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Cyber-security	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Delivery of essential services	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Restrictive Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Unfair Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable



	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Other	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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

The Company provides a range of financial products to support the growth of renewable energy projects across India. These offerings are specifically designed to enable the advancement and implementation of renewable energy technologies, including solar, wind, biomass, and hydroelectric power. The Company itself is not engaged in the manufacturing or sale of physical products.

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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.

Yes, the Company has a comprehensive risk management policy that addresses cybersecurity and related matters. This policy is an internal document and is accessible through the Company's intranet.

<https://ireda1.sharepoint.com/sites/IREDALTD/SiteAssets/Forms/AllItems.aspx?id=%2Fsites%2FIREDALTD%2FSiteAssets%2FSitePages%2FISO%2FRBI%20Circulars%2FPolicies%2FCyber%20Security%20Policy%2Epdf&parent=%2Fsites%2FIREDALTD%2FSiteAssets%2FSitePages%2FISO%2FRBI%20Circulars%2FPolicies>

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.

Not applicable, as no issues have been reported.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil

c. Impact, if any, of the data breaches

Not Applicable as no breach reported

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The Company is a NBFC offering various financial products and services to promote renewable energy projects in India.

Information on products and services of the entity is available on the Company's website

<https://www.ireda.in/detailed-financing-norms>.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

As a leading financial institution in the renewable energy sector, the Company undertakes several initiatives to promote safe and responsible usage of its financial products and services. A key step in this direction is the adoption of a comprehensive Environmental and Social Management System (ESMS), which enables the Company to identify, assess, and mitigate potential environmental and social impacts of the projects it finances.



As part of the loan appraisal process, the Company conducts thorough environmental and social screening of eligible projects and categorizes them based on the severity of potential impacts. This ensures that borrowers are well-informed and guided on the responsible implementation and management of their projects.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The Company has a Business Continuity Management Policy that provides a structured framework to respond to internal and external threats, with the objective of preventing and managing any disruptions that may impact the Company's business operations, objectives, or infrastructure. This policy is grounded in Risk Assessment and Business Impact Analysis, and also addresses the continuity of Information Security in line with the Company's requirements.

The policy aims to protect the interests of both the Company and its stakeholders by ensuring the ability to detect, prevent, minimize, and manage the effects of disruptive events or anticipated risks.

Additionally, the Company has a system in place where borrowers can submit feedback via a form available on the Company's website, covering areas such as service suitability, loan processing timelines, and issue resolution.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Yes. The Company, being a NBFC, offers various financial products and services to support renewable energy projects in India. While it is not engaged in manufacturing physical products, the Company ensures that adequate disclosures related to its financial products are provided to borrowers, customers, and investors through its corporate website www.ireda.in. The website also contains information on various Government schemes, going beyond what is mandated under local regulations.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. The Company has a system in place where borrowers can submit feedback through a customer feedback form available on its website. This form covers key areas such as the suitability of services, time taken for loan sanction and execution, and the resolution of customer issues. Additionally, IREDA regularly organizes Borrower Meets and interaction programs to gather direct feedback from borrowers. This feedback is systematically analysed, reviewed, and necessary corrective actions are taken wherever required.



**INDEPENDENT REASONABLE ASSURANCE REPORT ON THE DISCLOSURES
MADE UNDER BRSR (9) CORE ATTRIBUTES IN THE BUSINESS
RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FY 2024-25 OF
IREDA LIMITED**

To,
Board of Directors
IREDA Limited
NBCC Office Complex,
Office Block No. II,
Plate-B, 7th Floor,
East Kidwai Nagar,
New Delhi-110023

Introduction

We have been engaged by IREDA Limited (“**the Company**”) for the purpose of providing an independent assurance of the Company’s disclosures under the BRSR Core Attributes in the Business Responsibility and Sustainability Report (“**BRSR**”), as per the BRSR Core – Framework for Assurance and ESG Disclosures for value chain provided under SEBI Master Circular No SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 (“**SEBI BRSR Core Circular**”), for the reporting period April 01, 2024, to March 31, 2025 (“**FY 2024-25**”).

Management and Our Responsibility

The Company’s management is responsible for collating, analyzing, authenticating, and disclosing the data and other required information in the BRSR and for ensuring the integrity and accuracy of the disclosures so that they are free from any material misstatement or omission. The management is also responsible for providing complete access to the data and other information on which it has relied while preparing the BRSR.

Our responsibility is to perform the necessary procedures and obtain the requisite evidence to express a reasonable assurance on the disclosures made in respect of the BRSR Core Attributes, as provided in the SEBI BRSR Core Circular, in the Company's BRSR for FY 2024-25.

Scope and boundary

Scope

The scope of our engagement includes an independent reasonable level of assurance of the following BRSR Core Attributes as provided in the SEBI BRSR Core Circular for FY 2024-25.



S. No.	Attribute	Principle	Key Performance Indicator
1	Greenhouse gas footprint	Principle 6, Question 7	- Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) - Total Scope 2 emissions (Break-up of the GHG (CO₂e) into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) - GHG Emission Intensity (Scope 1+2)
2	Water footprint	Principle 6, Question 3	- Total water consumption in Mn Lt or KL - Water consumption intensity in Mn Lt or KL/ Rupee adjusted for PPP - Water consumption intensity in Mn Lt/ Product or Service
		Principle 6, Question 4	Water discharge by destination and levels of Treatment in Mn or KL
3	Energy footprint	Principle 6, Question 1	- Total energy consumed in Joules or Multiples % of energy consumed from renewable sources - Energy intensity in %age terms - Energy intensity in joules or multiples/ Rupee adjusted for PPP - Energy intensity in Joules or multiples/ Product or Service
4	Waste Management	Principle 6, Question 9	- Details related to waste generated by the entity (category wise) - Waste intensity - Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations - For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee Wellbeing and Safety	Principle 3, Question 1(c)	Cost spent on the measures towards the well-being of employees and workers (including permanent and other than permanent)
		Principle 3, Question 11	Details of safety-related incidents
6	Enabling Gender Diversity in Business	Principle 5, Question 3(b)	Gross wages paid to females as % of total wages paid by the entity
		Principle 5, Question 7	Complaints on POSH



7	Enabling Inclusive Development	Principle Question 4	8,	Input material sourced from MSMEs/ small Producers, and from within India as % of total purchases
		Principle Question 5	8,	Job creation in smaller towns –Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost
8	Fairness in Engaging with Customers and Suppliers	Principle Question 7	9,	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
		Principle Question 8	1,	Number of days of accounts payable
9	Open-ness of business	Principle Question 9	1,	- Concentration of purchases & sales done with trading houses, dealers, and related parties - Loans and advances & investments with related parties

Assurance Methodology

As part of the assurance process, we have relied upon the following:

Frameworks-:

- SEBI BRSR Core Assurance Circular
- Industry Standards on Reporting of BRSR Core issued by SEBI vide Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024
- Greenhouse Gas Protocol methodology
- Central Ground Water Board (Central) Guidelines
- International Standard on Assurance Engagement (“ISEA”) 3000- Assurance Engagements Other than Audits or Reviews of Historical Financial Information

Methodology-:

As part of the assurance process, we have undertaken the following steps:

- Reviewed the disclosures under BRSR (9) Core Attributes, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under (9) ESG attributes.



- ii. Reviewed the data, documents, and other information basis which calculation and reporting have been made.
- iii. We Interviewed relevant personnel of management responsible for Sustainability, Environmental Social Governance (ESG) and the consultant and their team for understanding the process of collecting, collating, and reporting the data.
- iv. Checked the consolidation for various offices to ensure the completeness of data being reported.
- v. Conducted on-site audits for data testing and to assess the uniformity in reporting processes. This included assessing records and performing testing including recalculation of sample data.
- vi. Assessed the appropriateness of various assumptions, estimations and materiality thresholds used by the Company.
- vii. Wherever required, we have performed a sample-based review of data and information.

Our Opinion

Based on the information and documents provided to us, procedures we have performed and the evidence we have obtained, we are of the view that the BRSR Core Attributes, as disclosed in the Company's BRSR for FY 2024-25 have been reported in accordance with the requirements outlined in the SEBI BRSR Core Assurance Circular.

Statement of Independence

As per the SEBI BRSR Core Assurance Circular, we hereby confirm that neither we nor any of our associates have provided any non-audit / non-assurance related service(s), including consulting services, to the Company or its group entities during the FY 2024-25, which would lead to a conflict of interest.

Restriction on use or distribution

This assurance statement, including the conclusion, has been prepared solely at the request of the Company to meet the statutory obligations in respect to disclosures made in the BRSR for FY 2024-25. Our report should not be used for any other purpose or by any other person other than the addressee without our prior written consent. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.



Limitations

Our performance under this assurance engagement is subject to the following limitations:

- i. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of the Company and its subsidiaries across all offices. Further, the assurance is being made only for the disclosures made under BRSR Core Attributes for FY 2024-25.
- ii. During the assurance engagement, we have relied on the data and information provided by the Company. We have assumed that the Company has provided us with complete and authentic data and other information necessary for the performance of the assurance. In some cases, the Company has relied on third-party data sources, we have not verified the authenticity of that data source.
- iii. The absence of a significant body of established standards on which to evaluate and measure non-financial information allows for different but acceptable measurement techniques, which can affect comparability between entities.
- iv. Preparation of BRSR is the responsibility of the Company. We have not been involved in evaluating or assessing any financial data/performance of the Company. We have solely relied upon the Company's audited financial reports for the correctness of the financial data.
- v. The assurance considers an uncertainty of $\pm 5\%$ based on the materiality threshold for estimation/measurement errors and omissions pursuant to the GHG Protocol.
- vi. The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions of any kind, if any.
- vii. The assurance does not include a review of legal compliance regarding the disclosures made with respect to the BRSR Core Attribute.

For Corporate Professionals

sd/-
Pavan Kumar Vijay
Founder & Partner

sd/-
Sukriti Kashyap
Senior Associate- ESG & Sustainability Solutions

Date: May, 13th 2025

Place: New Delhi

