

## Our approach to materiality topics

Material Topics	Key Actions	SDG Linkages	Capital Linkages
<b>1. Occupational health and safety</b>	<ul style="list-style-type: none"> <li>Safety is inculcated in the core values of NTPC; SAP Integrated NTPC Safety Framework developed</li> <li>Target of zero incidents by establishment of robust safety culture and policy</li> <li>Up-gradation of operating procedures to make the work environment safer</li> <li>Mitigation of potential safety hazards owing to diversification into new technologies and business areas</li> <li>NTPC Unchahar Safety Academy has been established to provide hands-on training on specific safety and emergency requirements</li> <li>Mandatory Periodic Occupational Health Check-ups for all employees and contract labour</li> <li>Record Keeping of medical history of employees and their family through online centralized HMS Framework "Jeevan Rekha"</li> </ul>		<b>Human Capital</b> 
<b>2. Business ethics and integrity</b>	<ul style="list-style-type: none"> <li>Ethics being part of core values, all business processes are aligned to the principles of ethics and integrity</li> <li>Policies of code of conduct, whistle-blower, complaint handling and banning of business dealings in place</li> <li>100% compliance with laws and regulations ensuring a transparent and corruption-free work environment</li> <li>Display Boards at all offices exhorting any visitor not to succumb to pressure and report any case of corrupt practices directly to Chief Vigilance Officer</li> </ul>		<b>Social Capital</b> 
<b>3. Energy management</b>	<ul style="list-style-type: none"> <li>Stress on efficient utilization of resources and use of technological advancements for improving energy efficiency</li> <li>Dedicated groups (CenPEEP &amp; CEETEM) created to improve the Energy Efficiency Management</li> <li>Energy Efficiency Management System (EEMS) consisting of periodic assessments, field tests, performance gap analysis, deviations analysis and updation of action plans at all stations.</li> </ul>		<b>Manufactured and Natural Capital</b> 
<b>4. Climate change</b>	<ul style="list-style-type: none"> <li>Enhanced geographical and technological diversification, inherently reduces our risks to any location-specific natural catastrophe</li> <li>Power plants and associated infrastructure are designed to withstand cyclones, heatwaves and increase in ambient temperatures</li> <li>Decommissioning of old thermal plants and a revised target of 60 GW of RE capacity by 2032</li> <li>Our current low-carbon based energy capacity is 10% and with further massive RE addition, we anticipate reducing our specific CO<sub>2</sub> emissions substantially over the next few years.</li> </ul>		<b>Natural, Social and Manufactured Capital</b> 
<b>5. Digital transformation</b>	<ul style="list-style-type: none"> <li>Launched notable digital platforms for business approvals and Suppliers/Labour bill payments</li> <li>CPM &amp; BI tool for data monitoring and reporting</li> </ul>		<b>Intellectual Capital</b> 



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<b>6. Water &amp; effluents management</b>	<ul style="list-style-type: none"> <li>Optimisation of water consumption through advanced technologies and process reengineering</li> <li>NTPC is a signatory to the CEO Water Mandate</li> <li>Implementation of "Water Policy" and "Rainwater Harvesting Policy"</li> <li>Implementation of "Zero Liquid Discharge (ZLD)" at all stations, including ensuring good quality freshwater availability in and around plant locations through community investments and capacity building</li> <li>Installation of Air-Cooled Condensers having potential to save 75% of water</li> <li>Cycles of Concentration (CoC) is being increased at all stations for reducing freshwater intake</li> </ul>		<b>Natural and Social Capital</b> 
<b>7. Labour practices</b>	<ul style="list-style-type: none"> <li>Uphold the best Global and Indian labour standards pertaining to wage determination, allocation of tasks, shifts &amp; working hours, provision of training, incentive &amp; reward schemes and occupational health &amp; safety</li> <li>Dedicated Human Rights Policy in place to promote and safeguard all kinds of human rights, including organizational rights</li> <li>Operating bipartite collective bargaining forum (NTPC Bipartite Council) since 1982</li> <li>Implemented CLIMS for online labour payments, skill training and building health information profile</li> </ul>		<b>Human and Social Capital</b> 
<b>8. Air emissions</b>	<ul style="list-style-type: none"> <li>Installation of FGD/ DSI system for SO<sub>x</sub> control completed for ~3 GW while execution work for 56+ GW is in process</li> <li>Combustion modifications for De-NO<sub>x</sub> completed 44 units of ~19 GW, whereas execution work for rest of the capacity is in process</li> <li>Retrofitting of ESP done at 13+ GW capacity to curb particulate emissions at stations</li> <li>Continuous Emission Monitoring System (CEMS) of all stacks</li> <li>Ambient air quality monitoring through an online Ambient Air Quality Monitoring System (AAQMS)</li> </ul>		<b>Natural Capital</b> 
<b>9. Community engagement</b>	<ul style="list-style-type: none"> <li>Dedicated CSR policy in line with Companies Act, 2013 and Department of Public Enterprises (DPE) Guidelines for CSR</li> <li>Key community-based programmes through NTPC Foundation</li> <li>Our focus areas include Health, Sanitation, Water and Education</li> <li>One of the top CSR spending conglomerates in the country with expenditure of ₹ 352.79 crore in Financial Year 2022-23</li> </ul>		<b>Social Capital</b> 
<b>10. Governance practices</b>	<ul style="list-style-type: none"> <li>Committees of Audit, Nomination and Remuneration, Stakeholders Relationship, CSR and Risk Management</li> <li>Govt. nominated directors on our Board, ensuring stricter monitoring and transparency in our governance system</li> <li>Financial accounts are audited thrice including one by CAG with NIL comments</li> <li>NTPC's pay policies are governed by DPE</li> <li>Graded Excellent for Corp. Governance in DPE Rankings for Financial Year 2021-22</li> </ul>		<b>Social, Human and Financial Capital</b> 



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11. Economic value creation	<ul style="list-style-type: none"> <li>NTPC Group's economic performance during the Financial Year 2022-23 has resulted in a direct economic value generation of ₹ 1,77,608.87 crore</li> </ul>		<b>Financial Capital</b> 
12. Waste management	<ul style="list-style-type: none"> <li>Waste (Hazardous &amp; Non-hazardous) generated is properly handled and disposed with approved agencies</li> <li>Specific guidelines and systems instituted for handling domestic waste and bio-medical waste</li> <li>The scrap and recyclable wastes are managed through auction on the MSTC e-platform</li> <li>Other solid waste is managed according to our Waste Management Policy &amp; applicable govt. regulations</li> </ul>		<b>Natural Capital</b> 
13. Supply chain management	<ul style="list-style-type: none"> <li>Implementation of Sustainable Supply Chain Policy</li> <li>Capacity building programmes for suppliers on environment, social and economic fronts to create shared value</li> <li>Capturing ESG data of suppliers on voluntary basis</li> </ul>		<b>Social Capital</b> 
14. New businesses and investments	<ul style="list-style-type: none"> <li>Transforming into an integrated energy player from a power generator only</li> <li>Diversified into Renewables, Green Hydrogen, Green Chemicals, EV Ecosystem, Power Trading etc.</li> </ul>		<b>Financial and Manufactured Capital</b> 
15. Employee development and talent retention	<ul style="list-style-type: none"> <li>Continuously re-engineering HR systems to strengthen the relationship between business growth and systematic employee development</li> <li>Continuous engagement activities and training programs</li> <li>Systematic job rotation and career development scheme to aid employees in their horizontal and vertical growth</li> </ul>		<b>Human Capital</b> 
16. Biodiversity and natural resource management	<ul style="list-style-type: none"> <li>Implementation of dedicated Biodiversity Policy</li> <li>38 Million saplings have been planted</li> <li>Currently implementing 16 Wildlife and habitat restoration projects</li> </ul>		<b>Natural Capital</b> 
17. Innovation and R&D	<ul style="list-style-type: none"> <li>Delivering sustainable technology solutions through applied research and providing advanced scientific services through dedicated R&amp;D centre (NETRA)</li> <li>Independently developing patented technology</li> <li>Mitigation of greenhouse gas emissions by taking up the initiative to blend up to 10% of biomass-based fuels with coal at coal-based stations.</li> <li>R&amp;D projects to increase the reuse of wastewater in our plants</li> </ul>		<b>Intellectual Capital</b> 

