



Illuminating

The Path to

Sustainable Development

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Illuminating the Path to Sustainable Development

As an enterprise of global repute, we are focused on realising our ambition of powering nations. In our pursuit of this vision, we aim to add value to all our businesses by delivering an outstanding performance. Going forward, we believe that

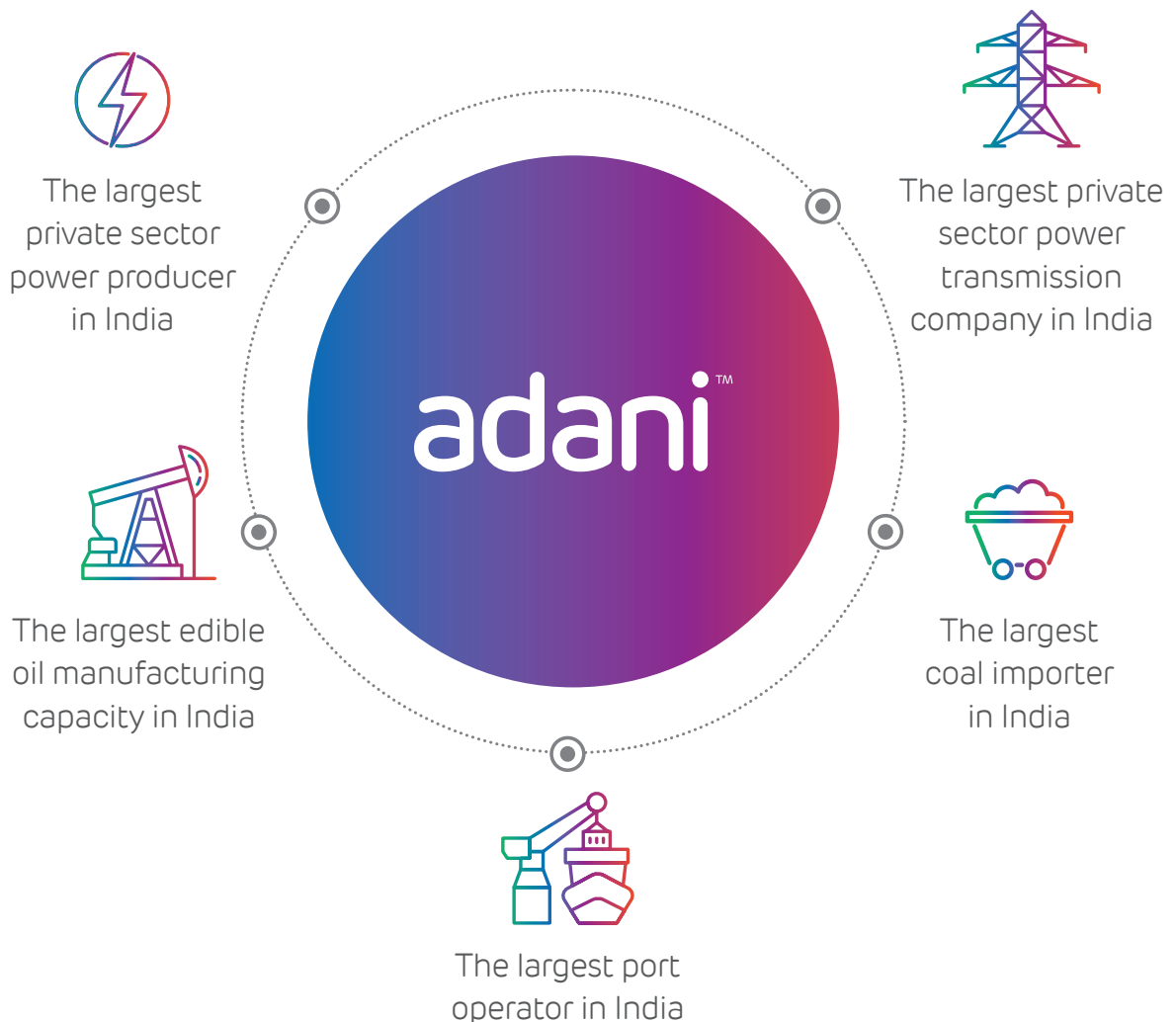
this focus will also deepen our relationships with customers, business partners and other key stakeholders, positioning our business on the path of sustainable and profitable growth.



About Adani Group

The Adani Group is one of India's leading business houses with revenue of over US\$ 12 billion. Founded in 1988, the Group has grown to become a global integrated infrastructure player with businesses in key industry verticals – resources, logistics and energy.

Key Highlights



We are committed towards continual improvement and maintaining benchmarks in the areas of environment, occupational health and safety (OHS), quality of services and personnel.

Key Achievements

1st

Private player in the power sector in India to secure an international investment grade rating from Moody's (Baa3), S&P (BBB-) and Fitch (BBB-)

Private HVDC (High Voltage Direct Current) utility in India

Private company to use a prefabricated steel structure valve hall in India

Private company in India to execute 765 kV transmission system in the state of Maharashtra

Company in India to have executed a typical Π (Pi) shape tower at 400 kV Sami Switching Station in Gujarat





Sustainability Strategy

CEO's Statement



Adani Transmission has ensured an industry leading performance by achieving more than 99.80% availability in the reporting year.

We strongly believe in sustainable development, and hence it was a collective call to publish an annual sustainability report to disclose our sustainability performance to the stakeholders, right from the first year of our operations. I am pleased to present Adani Transmission Limited's second sustainability report.

The Indian transmission sector reported steady growth during FY 2016-17 with an addition of about 26,300 circuit km of transmission lines and 81,816 MVA of transformation capacity, which was 112.5% and 181.1% of the annual target respectively. As on 31st March 2017, the total transmission capacity of the Inter-Regional Links in India was around 75,050 MW, which is likely to increase to 1,20,750 MW by the end of the 13th Five Year Plan (2017-22).

During FY 2016-17, approximately 1.4 billion units generated in the country could not be traded on the national power exchange due to transmission constraints. Further, based on the national policy, huge capacity addition in solar and wind segments is expected and this throws up an additional challenge of absorption of such power generated into the Indian National grid. Recognising this fact, the draft National

Electricity Plan of December 2016 also brings out an all India transmission capacity addition during the 13th Plan requiring capital investment.

The power transmission sector in India is well poised for growth with the opening up of this sector for private participation, introduction of tariff-based competitive bidding, delinking of transmission planning from generation planning and an overall enabling policy landscape. Capitalising on this Adani Transmission has ensured an industry leading performance by achieving more than 99.80% availability in the reporting year. As our transmission network grows, it will be our continuous endeavour to maintain our network availability performance and thereby serve our customers better. Best-in-class O&M practices and a quest for excellence helped us ensure a robust financial performance in FY 2016-17. The total revenue was ₹ 29,015.5 million and our consolidated net profit was ₹ 4,164.3 million.

We have progressed well on our target of building operational assets of 20,000 circuit km by 2022. During the year, we added 398 circuit km of transmission lines and 1,360 MVA of transformation capacity, through our first acquisition of operational assets in Maru



We continue to be one of the largest private sector transmission companies in India, at 5,448 circuit km of transmission lines and 13,990 MVA of transformation capacity in operations and 1,916 circuit km under construction.

Transmission Service Company and Aravali Transmission Service Company in Rajasthan. Recently, we have successfully won four projects on a Build, Own, Operate and Maintain (BOOM) basis amounting to about 706 circuit km and 1,585 MVA transformation capacity through tariff-based competitive bidding routes. We continue to be one of the largest private sector transmission companies in India, at 5,448 circuit km of transmission lines and 13,990 MVA of transformation capacity in operations and 1,916 circuit km under construction.

During the year, we upgraded our systems and processes to expand our reporting from GRI G4's 'In accordance' – Core option to its 'In accordance' – Comprehensive option, including our environmental and social performance based on International Finance Corporation (IFC) Guidelines. We will continue to provide a comprehensive and balanced disclosure of our sustainability performance on an annual basis. This year we revisited our materiality based on an inside-out approach to materiality assessment by including inputs from our key stakeholders. Our material issues were finalised after a series of internal deliberations including our Board of Directors. Going forward, we plan to

further strengthen our processes and present our sustainability performance based on GRI's Principles for defining report content and quality.

We have developed our short, medium and long-term targets for achieving economic sustainability without compromising on our environmental and social performance. Our people are our assets. Our achievements in the Power Transmission sector would not have been possible without the extraordinary performance of our people. We continue to work extensively to ensure further development and empowerment of our human resources across various levels of employment. Due to the nature of our business, our workforce is a mix of regular and contract employees and as a policy we do not differentiate between the two. This Report presents some of the key initiatives around strengthening our human resources including our investment in developing a strong leadership potential across the company and enhancing people's capabilities through an advanced learning management system. Our concern for the growth and well-being of our employees is also extended to their families through various employee welfare programmes. With a motto of



We are cognisant of the need to conserve natural resources and avoid ecologically sensitive areas, Eco-Sensitive Zones (ESZs), forests, sanctuaries, national parks, biosphere reserves, Coastal Regulation Zones (CRZs), farmlands and human settlement areas to the extent possible.

'Zero Accidents', we focus predominantly on workplace safety, especially at our project sites.

By nature, the transmission business is environment-friendly and has minimal impact on biodiversity. As a standard procedure, we undertake a detailed survey before executing all the projects. We recognise that transmission lines do have localised impacts on natural resources and local communities, whenever these lines pass through sensitive areas. We ensure a precautionary approach through proper due diligence and make necessary changes where we find ourselves in conflict with the environment. We are cognisant of the need to conserve natural resources and avoid ecologically sensitive areas, Eco-Sensitive Zones (ESZs), forests, sanctuaries, national parks, biosphere reserves, Coastal Regulation Zones (CRZs), farmlands and local communities to the extent possible. Our approach to risk management in operations is based on precautionary approach and our Integrated Management Systems (IMS) ensure that environmental risks are constantly identified and addressed. Further, we

engage and participate with national and international technical bodies/ forums to identify and explore various options to understand and identify emerging issues in our sector. We also ensure that all applicable regulatory prescriptions regarding technical aspects of assets are adhered to.

Considering safety of human resources in projects and O&M, we have embedded health, safety and security as per our organisational values. We ensure strict adherence to industry best practices across our operations and strive to improve our occupational health and safety performance to create a safe and secure workplace. We have implemented IMS across our operations to identify and manage hazards, risks and emergencies related to projects and O&M and we are proud to observe no reportable incidents during the year. All our employees actively participate in the management of occupational health and safety and are provided with regular training on health, safety, security and emergency preparedness. Further, safety has been placed at the forefront of training, ensuring that each employee has the appropriate knowledge specific



to unsafe acts and unsafe situations in his or her role. The safety training workshops are also extended to contractors to help reduce the number of health and safety incidents across our value chain.

We firmly believe and hence, we have carried out due diligence to understand the community needs and aspirations. We work actively with our implementation partner, the Adani Foundation, on focused CSR programmes. All our CSR programmes foster grass-roots economic growth in the regions we operate. We empower grass-roots communities by implementing impactful development initiatives across our focus areas of education, healthcare, sustainable livelihoods and rural infrastructure segments. Further, we believe in the business case of sustainability and hence in the areas where we operate and engage with communities, our approach embodies innovation, people participation and collaboration.

The transmission industry in India is on its way to experience a never-seen-before impetus on account of

the nation's visionary plans. The Board and myself evaluate our sustainability performance across all dimensions of sustainability. Adani Transmission Limited is well placed to achieve its targets in a responsible and sustainable manner.

I invite you to read our second Sustainability Report developed in line with the GRI G4 Sustainability Reporting Guidelines and welcome your insights as our valuable stakeholders.

L N Mishra
Whole-time Director
Adani Transmission Limited

All our employees actively participate in the management of occupational health and safety and are provided with regular training on health, safety, security and emergency preparedness.

CSO's Statement



We constantly strive to understand sustainability opportunities, challenges and implement strategies to remain sustainable.

Our sustainability report covers our economic, environmental and social disclosures in line with the 'In accordance' - Comprehensive requirements of the GRI G4 Guidelines on sustainability reporting. This report includes our response to the National Voluntary Guidelines (NVG) and our disclosures against the International Finance Corporation (IFC) Performance Standards and the UN Sustainable Development Goals (SDGs) to which we remain committed.

While arriving at the report content, we have applied the principles of stakeholder inclusiveness, sustainability context, materiality and completeness along with accuracy, reliability and attempted to present our report in a balanced way with clarity on disclosures. We started our reporting journey by revisiting our identified stakeholders and expanding the list of stakeholders with whom we should engage. Further, to place our sustainability performance in the context of our business, we carried out due diligence to assess how we can contribute in improving the economic, environmental and social

conditions including development at local, regional and global level. Based on these inputs, we have re-evaluated our material aspects presented in this report, including topics related to the electrical utilities sector and transmission sector in particular. We constantly strive to understand sustainability opportunities, challenges and implement strategies to remain sustainable.

The report contains disclosures on identified material aspects and topics covering our performance for the FY 2016-17. There is no significant change in the boundaries of the report, except inclusion of new projects and assets. We have identified restatements of information and these have been indicated within the report with reasons in appropriate sections. We did come across challenges in reporting certain aspects and performance indicators as we are in the process of developing and strengthening systems to capture and report data.



While arriving at the report content, we have applied the principles of stakeholder inclusiveness, sustainability context, materiality and completeness along with accuracy, reliability and attempted to present our report in a balanced way with clarity on disclosures.

This report covers our businesses in operations and maintenance, projects, offices and includes performances of the subsidiaries Adani Transmission (India) Limited, Maharashtra Eastern Grid Power Transmission Company Limited, Aravali Transmission Service Company Limited, Maru Transmission Service Company Limited, Chhattisgarh-WR Transmission Limited, Raipur-Rajnandgaon-Warora Transmission Limited, Sipat Transmission Limited, Adani Transmission (Rajasthan) Limited and North Karanpura Transco Limited.

To achieve accuracy and reliability principles, the data aggregated at ATL from various O&M and Project sites along with Head Office, is subject to internal reviews by heads of respective departments and thereafter, by the top management accountable for respective disclosures. Further, as a good practice and as per our policy, we ensure that the report is internally validated by the Board and is subject to an external independent assurance process. This helps strengthen our quality of report and internal processes of improving sustainability performance

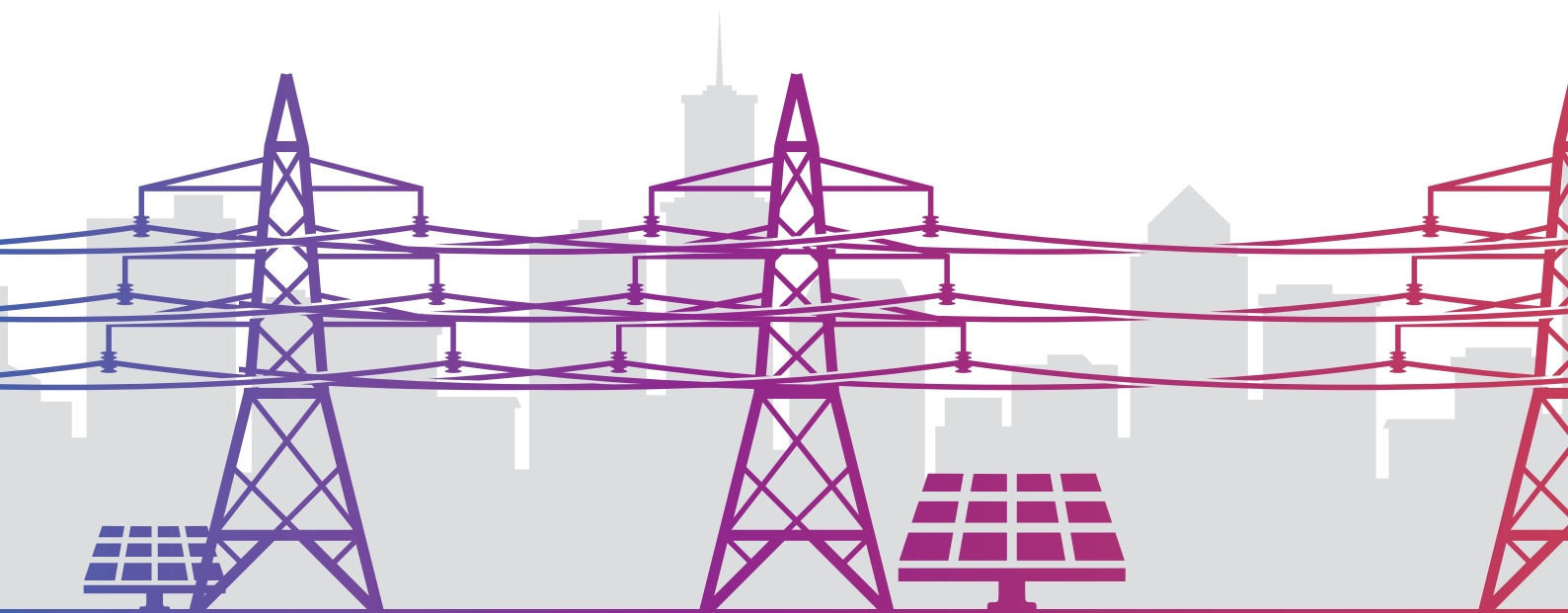
and reporting. We have engaged DNV GL Business Assurance India Private Limited to carry out an external assurance based on the Board's recommendation; an independent assurance statement forms a part of this Report. DNV GL has carried out Type 2, moderate level of assurance based on AA1000 AS.

I would like to thank all our stakeholders for being a part of our growth story. Those who have worked with us will know that what defines us is our commitment to our values and principles. We ensure that we continue acting responsibly to respect and improve the lives of people whom we engage with and impact. Going forward, we will continue to involve our stakeholders in everything that we do to propel our sustainable growth ahead.

I invite your feedback and queries at cso.transmission@adani.com on the report and its contents.

Santosh Kumar Singh
Chief Sustainability Officer
Adani Transmission Limited





About Us and Our Report

About Adani Transmission Limited

Organisational Profile

Adani Transmission Limited (ATL) headquartered at Ahmedabad, Gujarat, is one of the largest private sector power transmission companies in India with a presence across the western and northern regions of the country. We aim at addressing the vast potential in India's transmission sector and our ambitious target is to set up 20,000 circuit km of transmission lines by 2022. We currently have around 5,448 circuit km of operational lines with a targeted capacity of around 11,000 circuit km (through M&A, commissioning of ongoing projects etc.) by 31st March 2018 through organic and inorganic growth.

Our Business

Our business focus is on execution of new transmission systems under license from central and state electricity regulatory bodies.

Aligned with our business focus, we have developed expertise in our team to create modern transmission technology-based assets for the nation, backed with efficient O&M support. We understand that India will need to expand its transmission system. Our business strategy is execution of new transmission systems under licence from center and state electricity regulatory bodies.

ATL has a competent O&M Team which manages the following portfolio:

Mundra – Dehgam Transmission System

This is our first transmission project, commissioned in 2009. A 400 kV double circuit transmission system in Gujarat, from Mundra to Dehgam (433 km), with an intermediate switching station along with 40% Fixed Series Compensation (FSC) at Sami.

Mundra – Mohindergarh Transmission System

This is India's first private ± 500 kV High Voltage Direct Current (HVDC) transmission system (989.74 km). This HVDC transmission project is the largest of its kind, traversing three states—namely Gujarat, Rajasthan and Haryana. This line carries affordable electricity from the Mundra power plant in Gujarat to the northern grid. A HVDC line can transmit bulk power over long distances in a single hop over a single transmission line. This line was commissioned in 2012.

Mohindergarh – Bhiwani & Mohindergarh – Dhanoda Transmission System

Catering to the power deficit in the state of Haryana, two indigenous 400 kV double circuit transmission lines were constructed and commissioned in 2012; one from Mohindergarh to Bhiwani (50 km) and the other from Mohindergarh to Dhanoda (5 km).

Tiroda – Warora Transmission System

The 400 kV Tiroda–Warora quad double circuit transmission line (219 km) was commissioned in 2012. This was constructed as a major evacuation line from the 3,300 MW Tiroda power plant under the license granted by the Maharashtra Electricity Regulatory Commission.

Tiroda – Koradi – Akola – Aurangabad Transmission System

This is the first 765 kV transmission system (around 580 km) commissioned by a private player in India. The system consists of two 765 kV single circuit transmission lines from Tiroda to Aurangabad along with intermediate grid substations at Koradi and Akola. Both the circuits were fully operational by March 2015.

Operational Assets acquired during FY 2016-17

Aravali Transmission Service Company Limited (ATSCL)

This includes a 400 kV single circuit line (around 97 km) from Hindaun to Alwar in Rajasthan with a 630 MVA capacity at 400/220 kV Alwar substation.

Maru Transmission Service Company Limited (MTSCL)

This includes two 400 kV single circuit transmission lines from Ajmer to Deedwana (111 km), Bikaner to Deedwana (129 km) and one 220 kV double circuit line (30 km) from Sujangarh–Deedwana in Rajasthan with a 730 MVA of transformation capacity at 400/220/132 kV Deedwana substation.

Our ambitious target is to set up 20,000 circuit km of transmission lines by 2022.



Projects

Recently, we have won significant number of projects through TBCB (Tariff Based Competitive Bidding) route being floated by Power Finance Corporation Limited (PFC) and Rural Electrification Corporation Limited (REC). These projects are mentioned below:

Chhattisgarh - WR Transmission Limited (CWRTL)

- 765 kV single circuit line over a distance of 49 km of Champa-Dharamjaigarh and 95 km of Raigarh-Champa in Chhattisgarh and 6 km Sasan-Vindhyachal Line
- 56 km of 400 kV double circuit line from Gwalior to Morena
- 25 km of 400 kV double circuit line Vindhyachal STPP - Vindhyachal Pool and 400/220 kV substation at Morena, Madhya Pradesh

Raipur - Rajnandgaon - Warora Transmission Limited (RRWTL)

- 765 kV Raipur-Rajnandgaon double circuit line of 40 km from Raipur-Rajnandgaon and 262 km from Rajnandgaon-Warora
- 765 kV Rajnandgaon switching station

Sipat Transmission Limited (STL)

- 765 kV single circuit line from Sipat to Bilaspur (21 km)
- 765 kV double circuit line from Bilaspur to Rajnandgaon (161 km)

Adani Transmission (Rajasthan) Limited (ATRL)

- 400 kV double circuit line from Suratgarh to Bikaner in Rajasthan (142 km)

North Karanpura Transco Limited (NKTL)

- 400 kV double circuit North Karanpura in Jharkhand to Gaya in Bihar of 92.6 km
- 400 kV double circuit North Karanpura-Chandwa in Jharkhand of 31.6 km
- 400/220 kV substation at Dhanbad

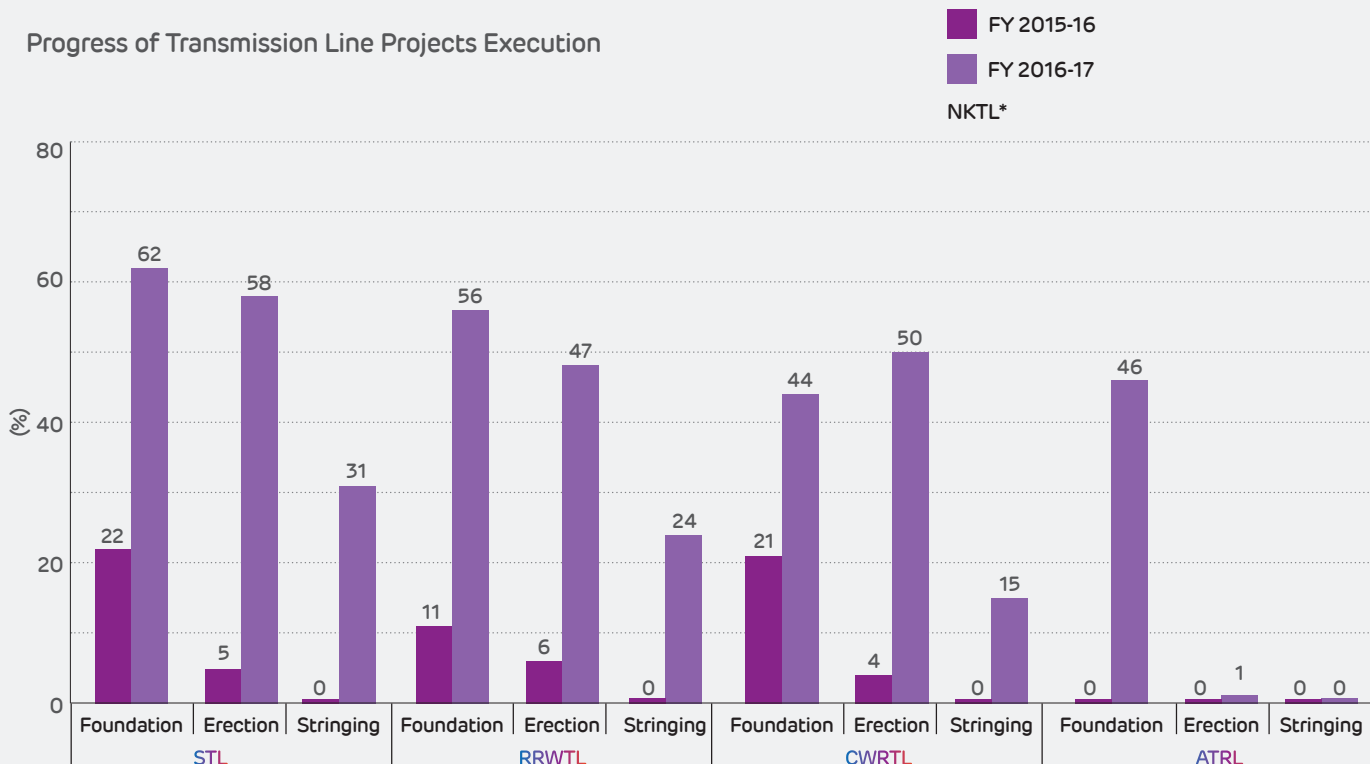
Integrated Management System (IMS)

We are committed towards continual improvement and maintaining benchmarks in the areas of environment, occupational health and safety (OHS), quality of services and personnel. We have established an Integrated Management Systems (IMS) which covers ISO 14001:2015, OHSAS 18001:2007 and ISO 9001:2015 both in Projects and O&M verticals.

As a policy, all our future assets and facilities shall also be included in the scope of IMS. The changes to these standards are constantly monitored and the IMS is upgraded to meet changes. Further ISO:14001:2015 helps us in identifying the environmental challenges and covers regular review of aspects and its impacts, which in turn helps us adopt precautionary principles.

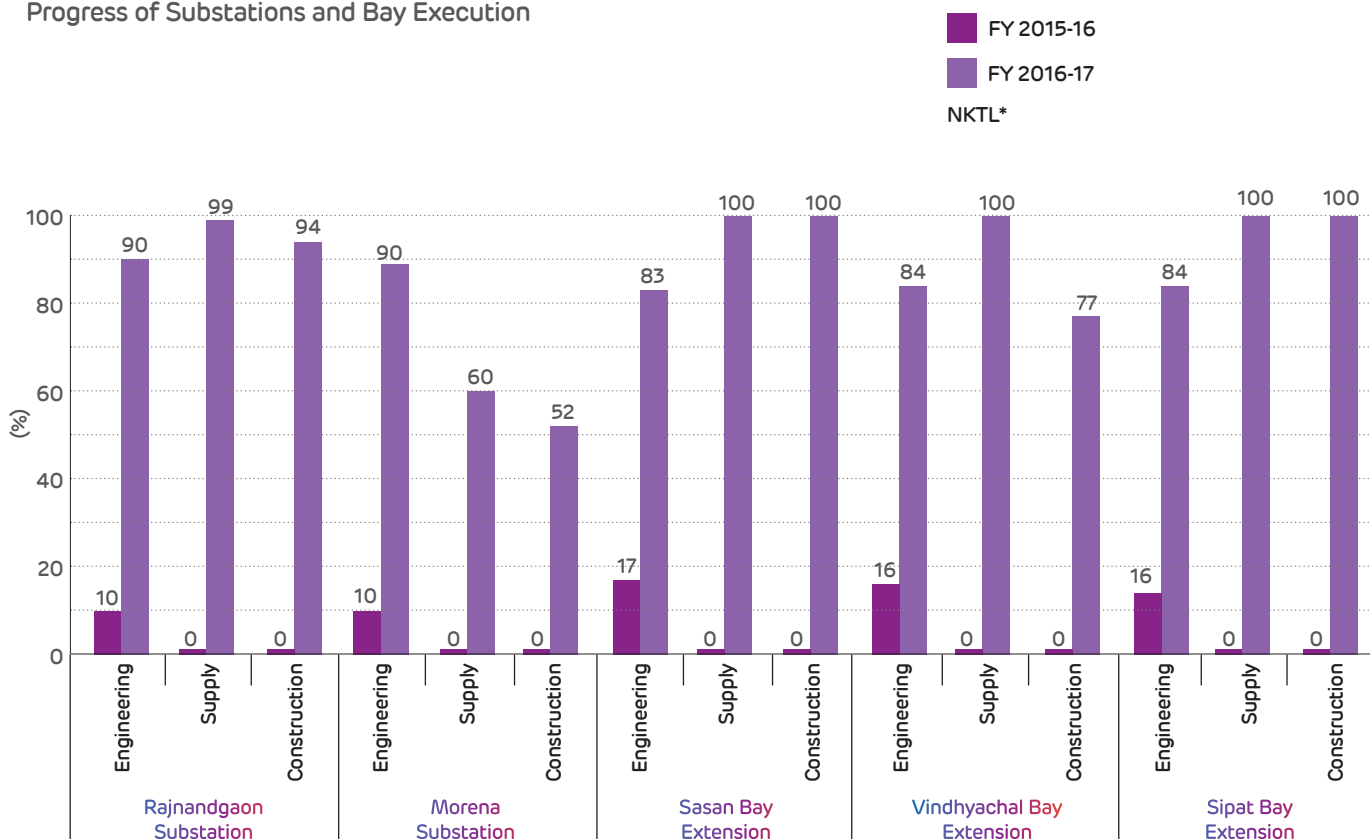
Milestones achieved in projects under construction during FY 2016-17

Progress of Transmission Line Projects Execution



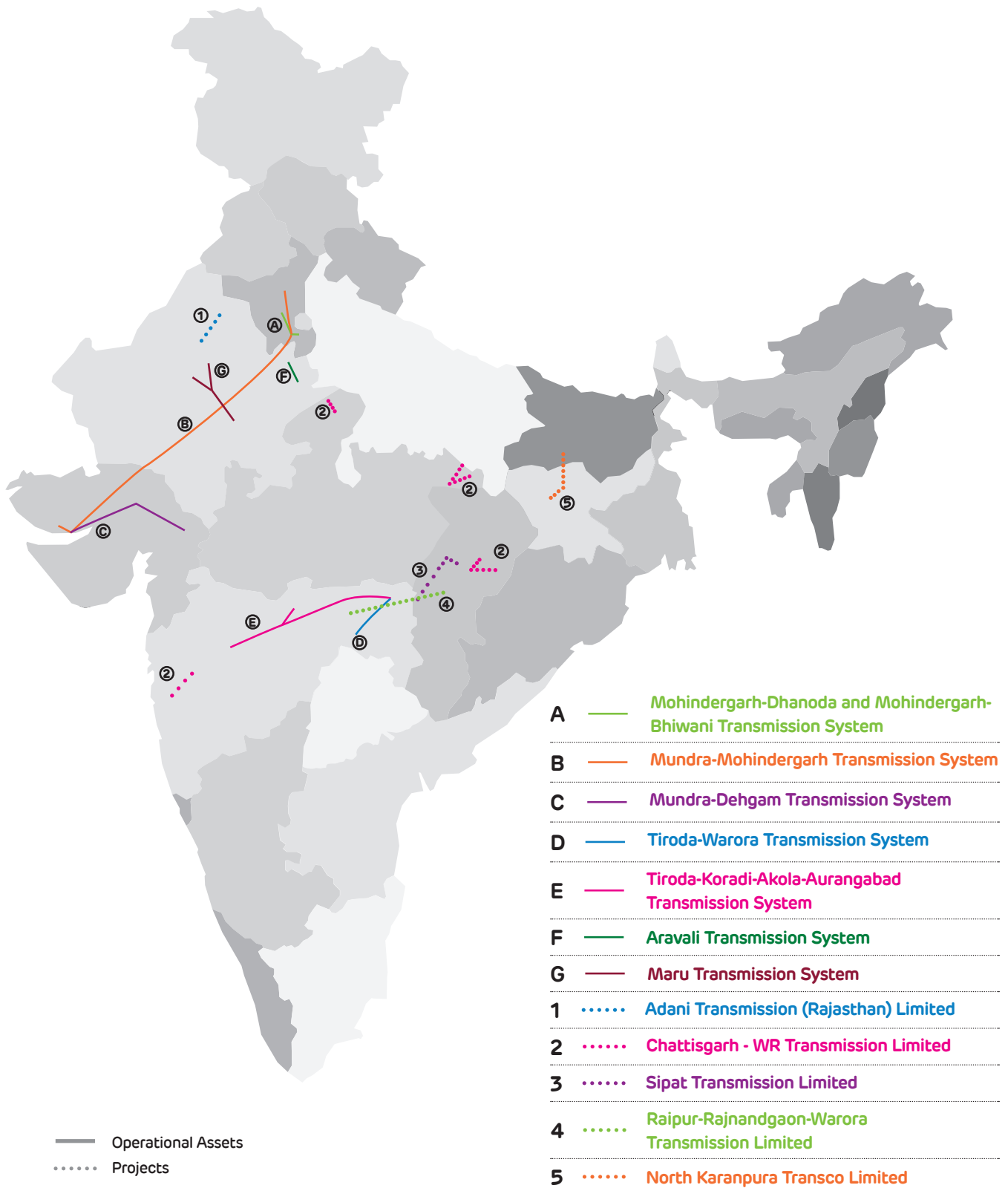
*Recently won project through competitive bidding process

Progress of Substations and Bay Execution



*Recently won project through competitive bidding process

Our Operations and Projects



* Indicative map not to scale

Key Highlights

Total Revenue/Sales

(₹ million)

FY 2016-17

29,015.5

FY 2015-16

22,673.7

Average Cumulative Availability

(%)

FY 2016-17

99.76

FY 2015-16

99.84

Number of Special Purpose Vehicles (SPVs)

FY 2016-17

4

O&M: ATIL, MEGPTCL, ATSCCL, MTSCCL

5

STL, RRWTL, CWRTL, NKTL, ATRL

FY 2015-16

2

O&M: ATIL, MEGPTCL

4

STL, RRWTL, CWRTL, ATRL

Number of states of operation

FY 2016-17

8

Bihar, Chhattisgarh, Gujarat, Haryana, Jharkhand, Madhya Pradesh, Maharashtra, Rajasthan

FY 2015-16

4

Gujarat, Haryana, Maharashtra, Rajasthan

Established circuit lines

(circuit km)

FY 2016-17

5,448

FY 2015-16

5,050

Lines under construction

(circuit km)

FY 2016-17

1,916

FY 2015-16

1,667

Number of Employees

FY 2016-17

343

FY 2015-16

279

Number of Contract Workforce

(Outsourced Manpower)

FY 2016-17

132

FY 2015-16

98

Number of Total Workforce

FY 2016-17

475

FY 2015-16

377

Number of Project External Workforce

(Job Contractors)

FY 2016-17

2,742

FY 2015-16

2,700

GHG Emissions Scope 1 and 2 (tCO₂e)

FY 2016-17

33,917.53

FY 2015-16

15,149.6

Key Highlights

Number of operations certified to ISO:14001

FY 2016-17

5

Transmission Systems

FY 2015-16

0

Manhours worked (Total Workforce)

FY 2016-17

3.9 million

FY 2015-16

0.35 million*

Manhours Worked by Project External Workforce (Job Contractors)

FY 2016-17

2.91 million**

FY 2015-16

0*

Manhours worked by O&M External Workforce (Job Contractors)

FY 2016-17

0.32 million**

FY 2015-16

0*

Number of LTIs and Fatalities (Total Workforce)

FY 2016-17

0

FY 2015-16

0

Number of LTIs and Fatalities Project External Workforce (Job Contractors)

FY 2016-17

0

FY 2015-16

0

Number of Community Incidents

FY 2016-17

0

FY 2015-16

0

Percentage of operations certified to OHSAS:18001

FY 2016-17

5

Transmission Systems

FY 2015-16

0

CSR Expenditure (₹ million)

FY 2016-17

47.3

FY 2015-16

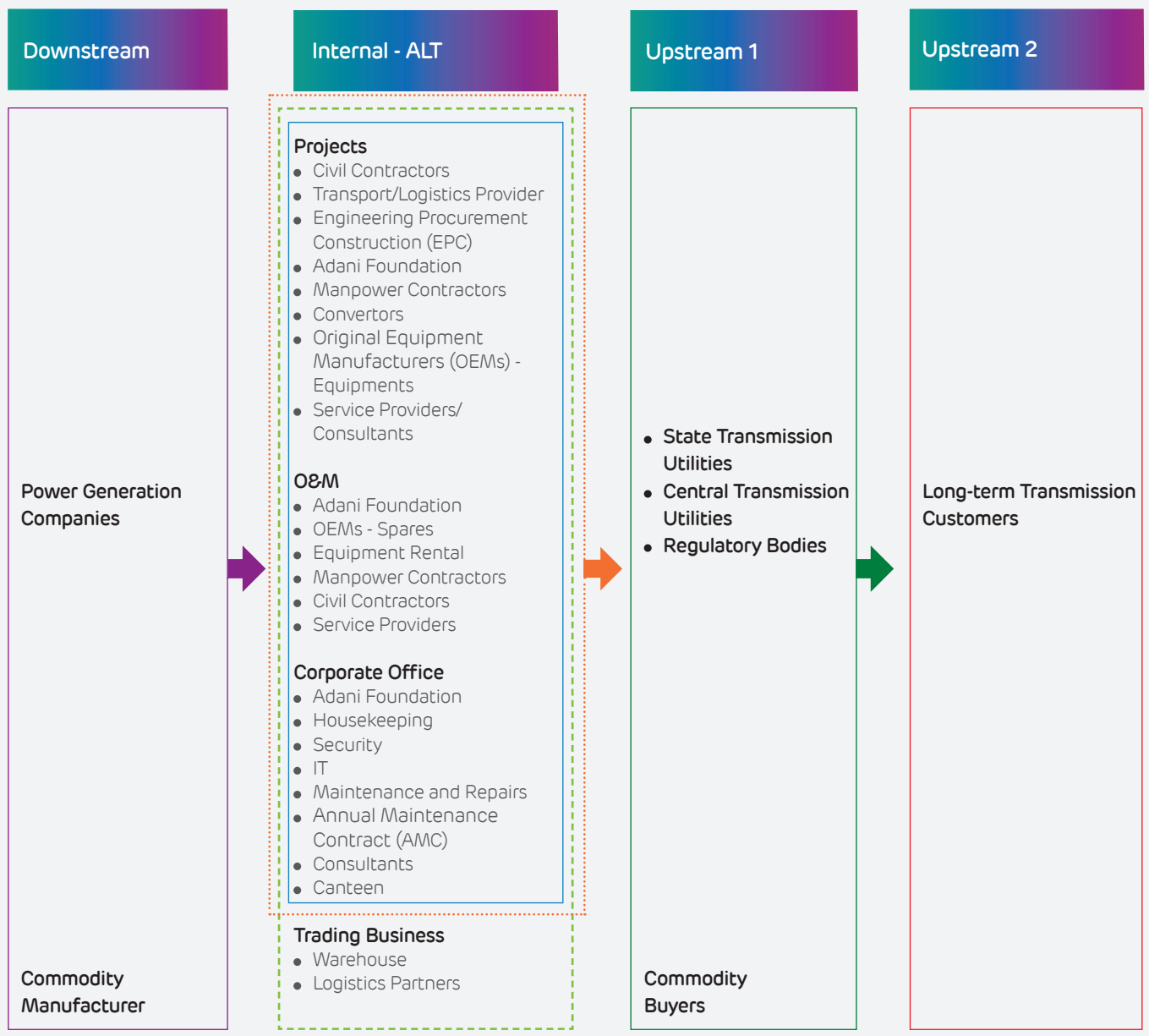
14.9

*Only for operations alone. Projects were yet to be initiated.

**Assumption: For contract employee data = 95% of total of Projects and 35% of total of O&M. (assumption based upon the FY 2017-18 data). O&M data have been considered including Alwar and Deedwana substations which are being operated since October 2016.

Our Supply Chain

We have identified the impact areas related to materials and activities and linked it back to our supply chain partners. In our trading business the impact is directly linked to the buying and selling of castor oil which is transactional in nature.



————— Reporting Boundary - - - - - Part of Grid - - - - - Company Business

Our new assets and projects are highlighted on page 17. There were no significant changes in the structure of our supply chain during the reporting period.

Supply Chain Management

ATL's business philosophy is based on a reliable and sustainable supply chain to drive efficiency in business operations. As part of the business transformation, we have now formulated a structured and uniform supply chain management process. Given the nature of our business, vendors (suppliers and contractors) are partners and act as enablers for success. Vendors play a significant role in determining the successful completion of a project in terms of schedule, quality and cost of the asset being constructed. Therefore, from a business sustainability point of view, ATL is committed to supporting vendors to provide the best quality with optimum cost, while considering the health, safety and environmental aspects.

We actively invest in developing our vendor ecosystem to ensure that none of the vendors employ child labour and abide by the regulatory requirements applicable. Implementing a detailed process of onboarding vendors through pre-qualification ensures vendor credentials and capability to execute assignments, adhere to health, safety, environmental norms and comply with statutory requirements. We are aligning ourselves with our group initiative towards standardisation of business processes to make them reliable and future ready. DISHA is a business process transformation initiative focused on Operations while AGILE is focused on Projects. Through business transformation processes—'DISHA' and 'AGILE'—our group has developed a common vendor base across the group companies. To build a sustainable business relationship with vendors, we measure the performance of the vendor and provide feedback for improvement

and development. The company follows a Vendor Relationship Management (VRM) programme that involves collaborative working and relationship building with vendors in order to meet the business objectives.

Vendor Assessment Practices

Our key vendors are mainly divided into three categories:

- Supplier for supply of key materials for Projects and O&M
- Contractors for civil construction works
- Contractors for transmission line and substation on turnkey basis

The major supply items are transmission line towers, insulators, conductors, hardware fittings & accessories, earth wire, OPGW under transmission lines, transformers, reactors and other substation equipment for transmission and substation projects.

Suppliers are evaluated based on their manufacturing capability, past record, current commitment, manufacturing quality plan, environmental and social obligation, and operating with required management system which include risk assessment, compliance to environment, labour, human rights, occupational health and safety.

Contractors are evaluated based on the construction capability i.e. manpower and equipment mobilisation, executed work in the past, current commitment, field quality plan, safety procedure and accident score card, environmental and social obligation, operating with required management system which include risk assessment, compliance to environment, labour and human rights, occupational health and safety.

Contractors for turnkey jobs are evaluated based on their manufacturing strength for major supply items leveraged for cost optimisation and smooth supply chain management. Besides, they are evaluated based on manufacturing and field quality plan, environmental and social obligation, operating with required management system which include risk assessment, compliance to environment, labour and human rights, occupational health and safety. For any new vendors, we gather feedback from their clientele to confirm and ensure the performance of the vendor/supplier.

Our vendor/supplier assessment is carried out in two phases – initial vendor registration, thereafter, based on the risk profile of the vendor. During the year, 34 new vendors i.e. 29 suppliers, 1 contractor and 4 existing suppliers, were screened for actual and potential negative impact if any on environment, labour practices, quality and human rights.

Efficient Procurement System

For the supply of tower parts and aluminium conductor, we have adopted backward integration practices so as to optimise the cost and to have better control over quality and delivery. The conversion model is cost competitive from a tax neutrality point too.

The converters for tower parts and conductor are strategically selected from a raw material price and logistic point of view for optimised cost of finished material. Further, based on the market trend, past data and future projection, we take a strategic call for forward positions of Aluminium Ingot and Zinc and entered into a Memorandum of Understanding for steel, etc. to mitigate the price escalation risk and to optimise the overall project cost.





Stakeholder Engagement and Materiality Assessment









Our Stakeholder Engagement Approach



We recognise our accountability to stakeholders and acknowledge that our success depends on understanding stakeholder interests and needs. Our endeavour is to find common and acceptable solutions in collaboration with them. We consider our key stakeholders to be those who can create significant impact for our business and be significantly impacted by it. The following stakeholders have been identified based on this criteria. Key concerns were discovered through our interactions over the course of business and through various modes of engagement with them.

Table 1: List of Identified Stakeholders and Engagement Details

Key Stakeholder Groups	Key Stakeholder Concerns	Frequency of Engagement	Mode of Engagement and Communications
Shareholders, Investors and Financial Institutions 	<ul style="list-style-type: none"> • Compliance to laws and regulatory requirements • Return on Investment/Dividend • Timely interest and debt repayment • Socially/environmentally responsible investment • Company strategies • Corporate governance • Proactive/timely communication • Anti-corruption and ethical behaviour 	Quarterly, Annual, Need-based	<ul style="list-style-type: none"> • Annual Reports • Sustainability Reports • Annual General Meetings • Communications to stock exchanges • Investor meets • Quarterly conference calls • Rating agency notes • Engagement with bankers for research reports on the company
Human Resources (Employees + Workforce) 	<ul style="list-style-type: none"> • Respect and Dignity • Non-discrimination and fair treatment • Talent management, Learning and Skill development • Career planning and growth • Work-life balance • Work environment • Health and Safety • Fair remuneration • Job clarity and job security • Grievance redressal • Proactive communication • Ethical behaviour • Statutory compliance 	Continuous, Monthly, Half-yearly, Need-based	<ul style="list-style-type: none"> • Appraisal • Monthly newsletters • HR online surveys • Emails • Town hall / Open house meetings • Health, Safety and Environment (HSE) committee meetings • Apex meetings • Policy communication • Portal/Intranet • Family get-togethers

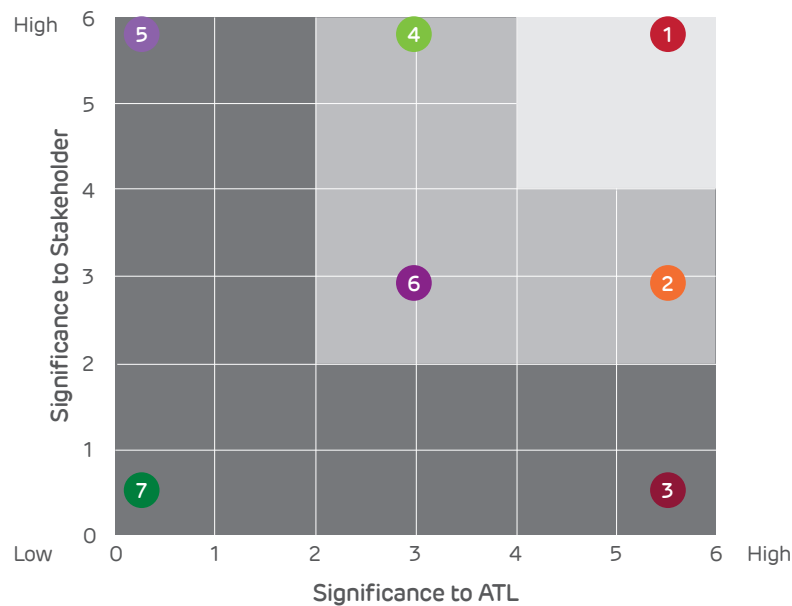
Key Stakeholder Groups	Key Stakeholder Concerns	Frequency of Engagement	Mode of Engagement and Communications
Customers 	<ul style="list-style-type: none"> • Conformity to contractual conditions, service level agreements and availability • Compliance to regulatory requirements • Grievance redressal • Proactive communication • Timely project delivery • Anti-corruption and ethical behaviour 	Continuous, Need-based	<ul style="list-style-type: none"> • Emails • In-person meetings • Letters • Telephone calls • Reports - Progress and Performance
Governments, Local Administration and Statutory and Regulatory Authorities 	<ul style="list-style-type: none"> • Compliance and Taxes • Timely responses to queries • Anti-corruption • Disaster and Relief Management • Timely project delivery • System reliability • Corporate Social Responsibility 	Need-based	<ul style="list-style-type: none"> • Emails • In-person meetings • Letters • Telephone calls • Reports - Progress and Performance • Petitions • Accident/Incident Reports • Returns under applicable laws
EPC and Supply Chain partners 	<ul style="list-style-type: none"> • Fairness and Transparency in contractual process • Competence development of supply chain partners • Security at workplace • Timely payment and honouring commitments • Long-term association • Create a win-win situation • Clarity in terms and conditions • Work environment - Guidance and Co-ordination related to Quality, Environment, Health and Safety at site • Anti-corruption and ethical behaviour 	Continuous, Need-based	<ul style="list-style-type: none"> • Contract/General conditions of contract audits • Feedback and evaluation reports • Supplier meets • In-person meetings • Tool-box talks • HSE meetings • Emergency response drills • Progress reports • Monthly meetings
Local Communities, NGOs and General Public 	<ul style="list-style-type: none"> • Anti-corruption and ethical behaviour • Infrastructure development and maintenance • Social need identification and Community Welfare • Grievance redressal • Fair process and evaluation for any losses and compensation • Proactive communication • Health and Safety • Environmental protection and non-pollution • Human Rights • Honouring commitments • Indigenous Rights • Emergency response and disaster management 	Continuous, Need-based	<ul style="list-style-type: none"> • Community engagement and local community meetings • Newspapers • CSR volunteers • Hoardings • One-to-one meetings with farmers • Gram Panchayat • Gram Sabha • Sustainability Reports

We reviewed our process of materiality determination considering the following inputs:



The materiality matrix below is based on prioritisation of a larger pool of issues and on the basis of their impact on ATL and on stakeholders. This has then been finally assessed and approved by our top management, before incorporation into the report.

Table 2: Materiality Matrix



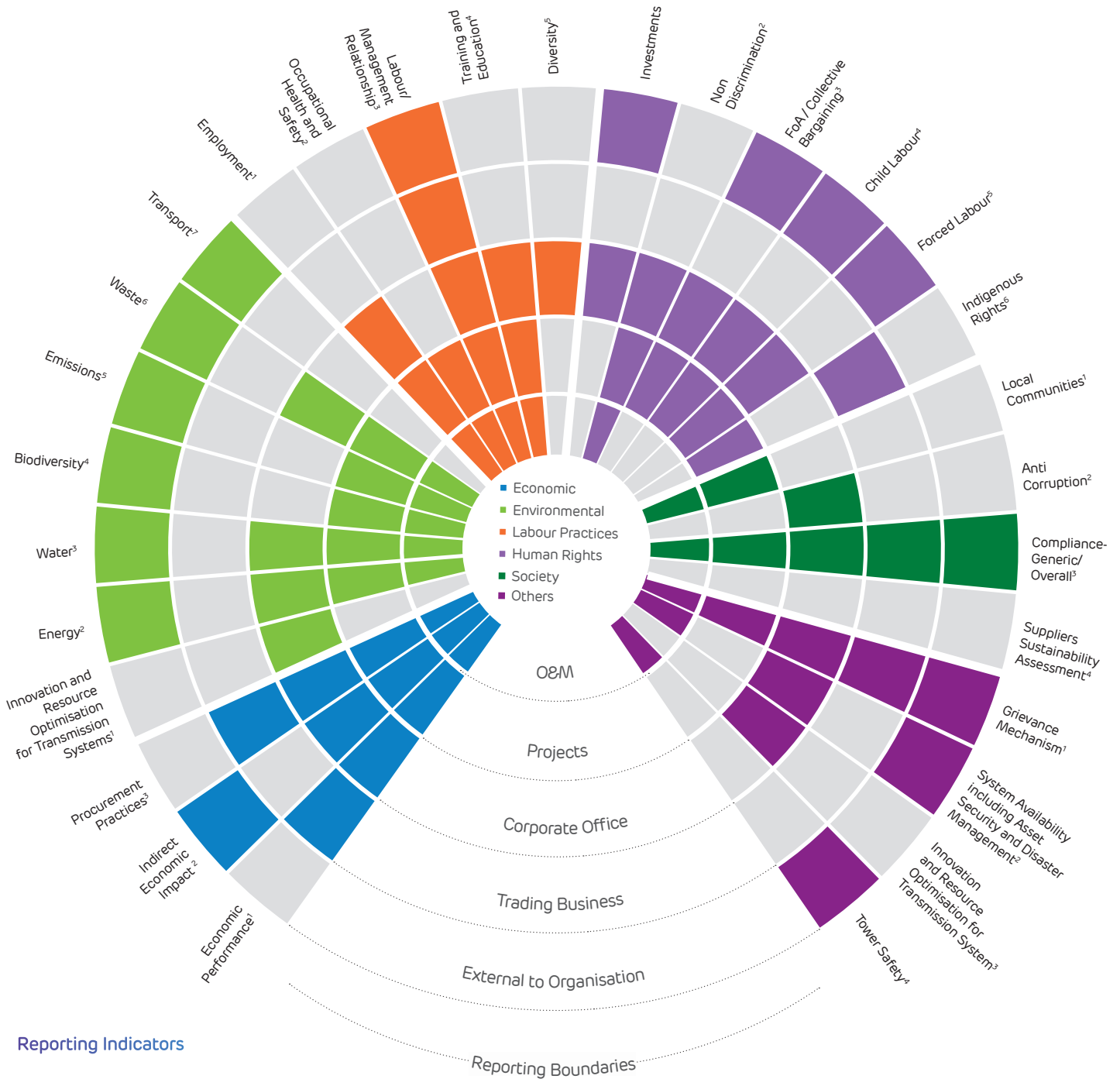
- 1 Economic Performance
Procurement Practices
System Availability and Efficiency
Energy and Emissions
Biodiversity
Labour and Management Relationship
Occupational Health and Safety
Investment
Local Communities
Anti-Corruption
Compliance
Supplier Sustainability Assessment
Grievance Mechanisms

- 2 Waste
Transport
Freedom of Association (FoA) and Collective Bargaining
Child Labour
Forced Labour
Indigenous Rights

- 3 Innovation and Resource Optimisation

- 4 Employment
Non-discrimination
- 5 Indirect Economic Impact
- 6 Training and Education
Diversity
- 7 Water

Figure 1: Identified Material Aspects and Boundaries



Our Commitment to Sustainable Development Goals (SDGs) and other Guidelines

As part of our commitment towards sustainability, we are cognisant of the requirements of IFC performance standards, UN SDGs and the National Voluntary Guidelines (NVGs). Our content index references to disclosures against these principles. Further we have also detailed out mapping of disclosures against IFC performance standards in Appendices section.

We are also participants of various national and international forums to better understand emerging sustainability opportunities and challenges and industry best practices.



Table 3: Participation in various Forums

Forum/Association	Membership Type	Key Agenda
Central Board of Irrigation and Power (CBIP)	Member of Expert Panel	Contribution and engagement with peers and experts on latest developments in transmission lines and substations in India
International Council on Large Electric Systems (CIGRE)	Institutional Membership	Research, development and innovation in transmission business at the global level
Indian Electrical and Electronics Manufacturers' Association (IEEMA)	Institutional Membership	Presentation of opportunities and challenges within the sector to national authorities for policy advocacy

The interaction in these forums has further helped us refine our sustainability strategies and present our perspective on suitable policy development.

Through participation, we ensure that we are aware of industry norms and practices and contribute towards constructive dialogue and engagement aimed at encouraging sustainable practices within our company and outside.







Risk Management and Corporate Governance

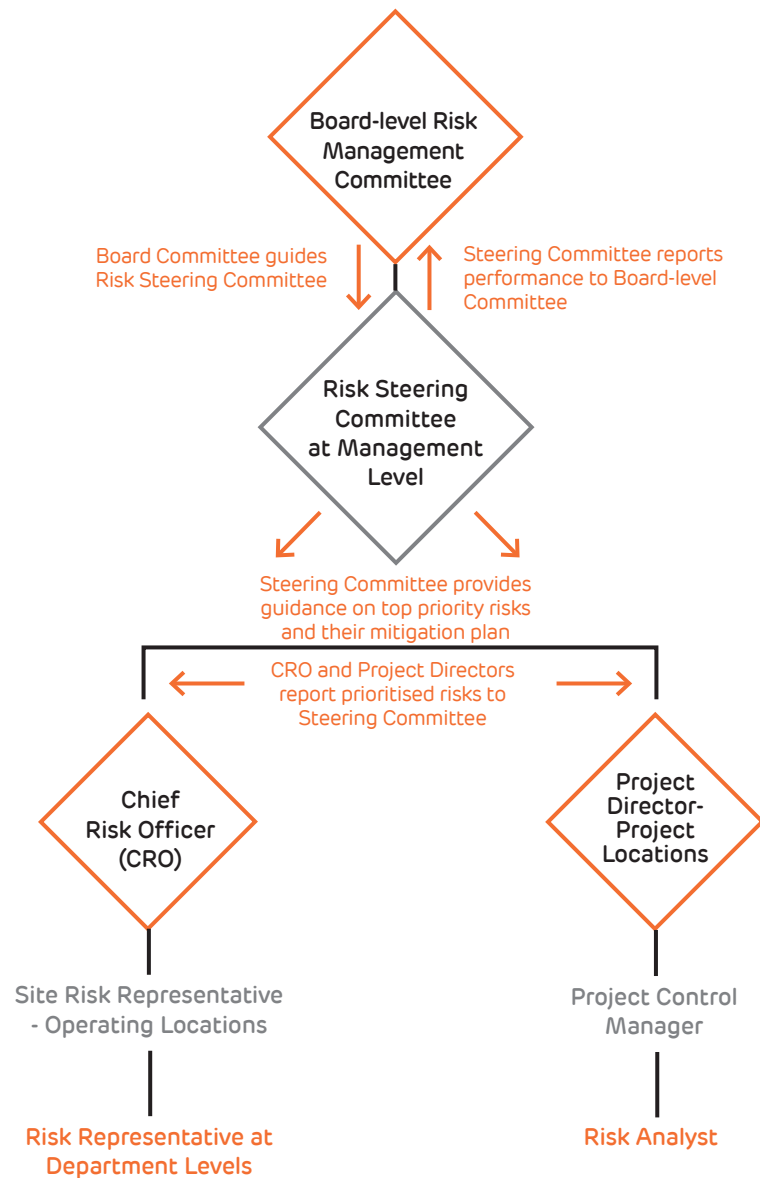
Our risk management framework is based on proactive identification, assessment and mitigation measures to reduce potential negative impact related to projects and O&M.



Performing Hot Line Washing of Insulators

Identifying Risks and Opportunities

We have developed a risk management framework at the Group level which has also been adopted for identifying risks and opportunities for our transmission business. Our risk management framework is based on proactive identification, assessment and mitigation measures to reduce potential negative impact related to projects and O&M.



The key objective of the risk management process is to add value to identified key stakeholders through early identification and mitigation of risks. The aim of the above framework is to achieve key business objectives both in the short, medium and long-term while maintaining a competitive advantage.

A standard 3-step approach has been defined for Risk Management:



Our risk identification process is continuous and ongoing. The inputs to the risk assessment include changes in laws and regulations, technological changes, challenges in human resources, macroeconomic scenario, changes in policies, etc. Once the risks are identified, the risks are prioritised and later subjected to comprehensive mitigation strategies. The risks and mitigation strategies are discussed in the top management committees and later presented to the Board for analysis and approval. An internal system has been developed to address O&M and project needs.

We constantly recognise the need to leverage our opportunities and minimise risks by improving execution proficiency and operational efficiency to remain competitive. We focus on protecting our values, i.e., to mitigate any negative impact on the environment and help develop communities within which we operate by adopting business strategies that meet the needs of all stakeholders.

A **Risk Management Committee** prescribes the roles and responsibilities of various stakeholders within the company, the structure for managing risks and the framework for risk management. In the reporting period, key risks, ratings and responses have been captured and evaluated in an ERP platform. Based on the scoring of risks, critical concerns arising if any, are highlighted to the Board. Critical concerns for various stakeholders are captured through our management systems by respective heads and communicated through our CEO dashboard. The CEO regularly updates the Board on such critical concerns which may impact business drivers.

During the year, no critical concerns were communicated to the Board, as timely and appropriate action and responses were carried out to mitigate highly-rated risks and reduce risk ratings to acceptable levels. The risks that are prioritised are subjected to comprehensive mitigation strategies and risk ratings are reviewed periodically.

The Risk Management Committee's responsibilities include:

- Frame the risk management policy
- Identify the company's risk appetite for various elements of risk
- Review the risk management practices and structures
- Recommend changes to ensure their adequacy
- Approve and review the risk treatment plans put in place by management
- Ensure the adequacy of risk management practices

Risk Management Framework for Projects

The Risk Management framework for projects is a sequential and closed-loop process wherein the risk categories are classified to cover strategic as well as technical, economic, commercial, operational, organisational and political aspects. Within this

We constantly recognise the need to leverage our opportunities and minimise risks by improving execution proficiency and operational efficiency to remain competitive.

All identified risks are validated and prioritised by the designated risk analyst to finalise a risk mitigation and control plan.

framework, the risks are functionally detailed to include health, safety, environment and social risks.

The system has been designed to accept risks identified by stakeholders through employees working on the project. The process of risk identification is collectively performed by a cross-functional task force which includes the risk analyst, project engineering manager, project procurement manager, project control manager, project contract administrator, construction manager, commissioning manager, O&M manager, health, safety and environment (HSE) manager, quality manager and land acquisition manager, with support from the head of business development. The identification takes place through discussions and interviews which are co-ordinated by the risk analysts. All identified risks are validated and prioritised by the designated risk analyst in order to finalise a risk mitigation and control plan.

Key Risks and Opportunities of ATL (Projects & O&M)

Risks and opportunities identified are applicable to the sector, as well as, specific to the company's businesses.

These risks include climate change related risks. The key sustainability risks are:

- Regulatory risks including changes in tariffs

- Climate change risks such as disruption in operations
- Delay in administrative approvals
- Right of Way (ROW) on land for new transmission lines
- Timely financial closure
- Forex variations
- Availability of Human Resources
- Availability of Contractor Workforce for Project Execution
- Forest clearances for new projects
- Human Rights in supply chain
- Commodity price fluctuation
- Growth and expansion
- Smart Grids

We are in the process of assessing climate change impacts; we have mitigated financial impacts to a significant extent by insuring our assets through appropriate policies such as industrial all-risk policy, which is arrived at based on exposures and covers all our substations. However, certain assets like transmission lines are offered limited insurance, as per industry-wide practices – in this respect, our technical team is considering the creation of an alternate contingency fund.

Our corporate office is covered under a fire policy as a standard practice. There were no significant fire-related incidents in the reporting period.

Major activities under construction are covered under CAR (Constructor's All Risk) and EAR (Erector's All Risk) policies, which have third party liability clauses built in.

Major climate related events which affect our operations include heavy rains and floods in our regions of operations. We ensure adequacy through design to withstand normal impacts of climate change. Insurance premiums against eventualities are accounted under operating costs and force majeure coverage is taken by ATL in case of any other eventuality; this will not affect the revenue. We have an Emergency Restoration System (ERS) in place to mitigate damages caused by natural calamities like storms, earthquake, flooding or wilful destruction of our transmission

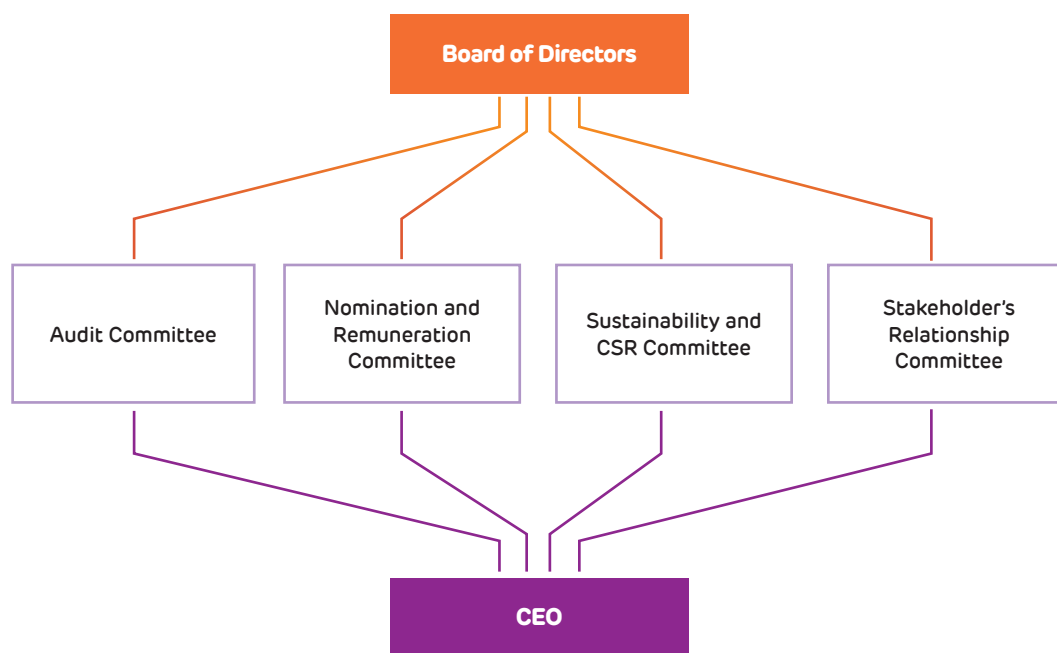
towers. This system restores the line back by bypassing permanent transmission towers quickly and safely in any terrain. We have two ERSs at an estimated cost of ₹ 138.1 million. During the year, there were no instances where ERS was deployed. Apart from above mentioned risks one of major risk that could affect the project execution stage is the commodity price fluctuation risk. We are tracking commodity prices used in manufacturing of tower parts (like steel and zinc) and ACSR conductor (aluminium ingot), which are the main cost drivers of the transmission line project. To mitigate the price fluctuation risk of the above commodities, various strategies are adopted based on their volume and risk profile. To mitigate the risk of fluctuations in market price of aluminium ingots, we take future position price and do future contracts. For protecting zinc and steel price, we are entering in to the long-term and short-term MOU with suppliers in order to mitigate the price risk.

Corporate Governance

As a group and as ATL, we consider accountability and transparency to be fundamental for our business. We have established the highest standards of corporate governance in line with the requirements of SEBI and the Companies Act. Our corporate governance covers the three dimensions of sustainability, i.e. Environment, Social and Economic.

We have an Emergency Restoration System (ERS) in place to mitigate damages caused by natural calamities like storms, earthquake, flooding or wilful destruction of our transmission towers.

Our governance structure is as below:



Our governance structure upholds the following:

- Independence
- Tenure on the governance body
- Number of each individual's other significant positions and commitments and the nature of the commitments
- Membership of under-represented social groups
- Competencies related to the economic, environmental and social impact
- Stakeholder representation

At the helm of ATL's corporate governance practice is its Board of Directors. The Board provides strategic guidance and independent views to the company's senior management while discharging its fiduciary responsibilities. The Board also provides direction and exercises control to ensure that the company is managed in a manner that fulfils stakeholders' aspirations and societal expectations. The company has a balanced board with an optimum combination of executive and non-executive directors, including independent professionals that play a crucial role in the Board's processes and provide independent judgment on issues of strategy and performance.

As a good corporate governance practice, we have separated the Chair of the highest governance body and Executive officer as separate roles. The Chairman is responsible for fostering and promoting the integrity of the Board while nurturing a culture where the Board works harmoniously for the long-term benefit of the company and all its stakeholders. The Chairman is primarily responsible for:

- Ensuring that the Board provides effective governance to the company
- Presiding over meetings of the Board and of the shareholders of the company
- Taking a lead role in managing the Board and facilitating effective communication among directors

The CEO is responsible for corporate strategy, brand equity, planning, external contacts and all matters related to the management of the company. He is also responsible for achieving annual and long-term business targets, acquisitions and sustainable development.

Overall, the Board is responsible for matters pertaining to governance, including the organisation, composition and effectiveness of the Board and its

The Board also provides direction and exercises control to ensure that the company is managed in a manner that fulfils stakeholders' aspirations and societal expectations.

committees and the performance of individual directors in fulfilling their responsibilities. The Chairman will provide independent leadership to the Board, identify guidelines for the conduct and performance of directors and oversee the management of the Board's administrative activities, such as meetings, schedules, agenda, communication and documentation.

The Chairman will actively work with the Nomination and Remuneration Committee to plan the composition of the Board and Board committees, induct directors to the Board, plan for director succession, participate in the Board

effectiveness evaluation process and meet with individual directors to provide constructive feedback and advice.

The present strength of the Board reflects a judicious mix of professionalism, competence and sound knowledge, providing effective leadership to the company.

As part of a continuous learning philosophy at all levels, the Board members enhance their knowledge and expertise on sustainability topics through business forums, newsletters and learning platforms linked to institutions such as the University of Harvard.

Further, the CSO is responsible for apprising the Board about sustainability performance as well as sensitising Board members on the current trends related to economic, social and environmental issues.

Board Composition

We believe that our Board needs to have an appropriate mix of executive and independent directors to maintain its independence and separate its functions of governance and management. SEBI listing regulations mandate that for every listed company with a non-executive chairman, at least one-third of the Board should be independent directors. We are in full compliance with the said requirement. As on 31st March 2017, our Board comprised six members, three of whom were executive or whole-time directors, while the remaining three members were independent directors, constituting 50% of the Board's strength – which is in compliance with the

The Board supervises the execution of its responsibilities by the committees and is responsible for their action.

requirements of the Companies Act, 2013 and the Listing Regulations. One out of six Board members is a woman. All our Board members are Indians. We have no foreign nationals on our Board. We encourage participation of any unrepresented or marginalised social groups in the decision-making process on a case-to-case basis, by inviting members from an NGO or civil society group to be part of committees within our governance structure. Further, we also ensure an independent director or presence of a social scientist with specific expertise. The Board continually seeks inputs from the Adani Foundation which actively works with marginalised social groups.

The Board has established the following committees:

1. Audit Committee
2. Nomination and Remuneration Committee
3. Stakeholders' Relationship Committee
4. Corporate Social Responsibility and Sustainability (CSR&S) Committee
5. Risk Management Committee
6. Securities Transfer Committee

A process of delegation exists to ensure that the Board can oversee the functioning of various committees and sub-committees reporting to it. For details, refer AR Page nos. 53-54.

Board Committees

The Board Committees play a vital role in ensuring sound corporate governance practices. The committees are designated to handle specific activities and ensure speedy resolution of diverse matters. The Board Committees are set up under the formal approval of the Board to carry out clearly defined roles to be performed by members of the Board, as part of good governance practices. The Board supervises the execution of its responsibilities by the committees and is responsible for their action. The minutes of the meetings of all the committees are placed before the Board for review. The whole-time director is responsible for key decision making on economic, environmental and social aspects. This Director has a separate function and reports to the CEO.

Audit Committee

The Audit Committee provides oversight of the company's financial reporting process and the disclosure of its financial information to ensure the financial statement is correct, sufficient and credible. It also gives recommendations for the appointment, remuneration and terms of appointment of auditors of the company and provides approval of payment to statutory auditors for any other services rendered by the statutory auditors.

Stakeholders' Relationship Committee

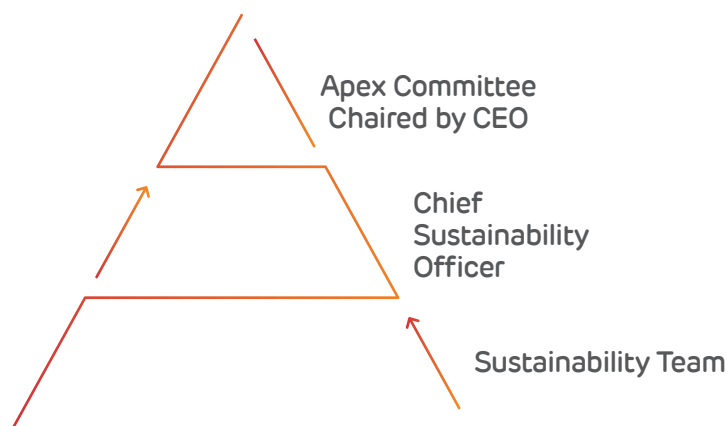
This committee looks after investor relations and redressal of shareholders' grievances relating to non-receipt of dividends, interest, non-receipt of balance sheets, etc. During FY 2016-17, we organised four meetings between the Stakeholders' Relationship Committee members and stakeholders to identify and understand concerns raised by key stakeholder groups. The head of the stakeholder representation committee presents the views of the committee at the Board level, for further review.

We plan to formally document feedback arising from these meetings in future reporting periods. For details, refer AR Page nos. 53-59.

CSR and Sustainability Committee

The CSR and Sustainability Committee is formed in keeping with our continued commitment to sustainability. In May 2016, the CSR Committee was renamed as the CSR and Sustainability (CSR&S) Committee. The Committee has been charged with the responsibility of overseeing the management of sustainability issues, sustainability performance and CSR on a quarterly basis.

The Report undergoes three levels of review:



- Resignation of Mr. V. Subramanian from the Directorship of the company with effect from 24th August 2016 due to his preoccupation.
- Mr. K. Jairaj, Dr. Ravindra H. Dholakia and Ms. Meera Shankar were appointed as Independent Directors at the Annual General Meeting of the company held on 10th August 2016.

The Independent Directors appreciated the functioning of the Board and leadership of the CEO as part of their evaluation. For further details, please refer Board Evaluation disclosures on Page 24 of the Annual Report.

Risk Management Committee

The Risk Management Committee is required to lay down the procedures to inform the Board about risk assessment and minimisation procedures, after which the Board is responsible for framing, implementing and monitoring the risk management plan of the company. The Board of Directors review the economic, environmental and social risks, impacts and opportunities during the quarterly meeting. Respective functional heads present to the Board the key concerns related to economic, environmental and social areas and respective mitigation strategies.

The Nomination and Remuneration Committee evaluates the performance of the Board and its members through a formalised and structured criteria, which includes business decisions including sustainability parameters. Independent directors also evaluate the performance of the Board, including of executive directors.

During the year, there were changes in the Board composition as below:

- Replacement due to retirement of CEO and Whole-time Director, Mr. Deepak Bhargava, w.e.f. 31st March 2017 on attaining the age of superannuation and replaced by Mr. LN Mishra w.e.f. 4th April 2017.

The remuneration policies and details on remuneration are brought out in our website (<http://www.adanitransmission.com/Investor-relation/investor-download>) and Annual Report (Page nos. 56-57). We ensure that our remuneration is as per the best benchmarks in the industry and the requirement of Companies Act. Remuneration is also arrived at as per the Remuneration Committee's evaluation of Board performance.

No external parties are involved in deciding the nomination and remuneration of Board members.

Nomination and Remuneration Committee

This committee formulates criteria for determining qualifications, positive attributes and independence of a director. It also recommends to the Board the policy relating to the remuneration of the directors, key managerial personnel and other employees. This committee comprises of four members, out of which three are independent directors.

In the process of nominating Board members, shareholders are involved in ratifying the nomination and remunerations of Board members during AGMs or through postal ballot process. Shareholder approval is required as per Section 161 of Companies Act to add/modify the Board composition. We have one woman on the Board, as required by the Companies Act and Listing Regulations.

Table 4: Members of the Board

Name of Directors/KMP	Ratio of remuneration	% Increase in remuneration in the Financial Year
Executive Directors		
Mr. Gautam S. Adani	-	-
Mr. Rajesh S. Adani	-	-
Mr. Deepak Bhargava ¹	30.40:1	7.29
Non-Executive Directors		
Mr. K. Jairaj	0.37:1	37.50
Mr. V. Subramanian ²	0.17:1	-
Ms. Meera Shankar	0.30:1	28.57
Dr. Ravindra H. Dholakia ³	0.13:1	-
Key Managerial Personnel		
Mr. Kaushal G. Shah	16.60:1	Refer Note 4
Mr. Jaladhi Shukla	-	-

1. Resigned w.e.f. 31st March 2017

2. Resigned as a Director w.e.f. 24th August 2016

3. Appointed as a Director of the company w.e.f. 26th May 2016

4. Details of Mr. Kaushal G. Shah is not given as he was appointed as Chief Financial Officer for part of the FY 2015-16 i.e. w.e.f. 20th October 2015

5. Mr. Laxmi Narayana Mishra was appointed as a Whole-time Director of the Company w.e.f. 4th April 2017

Securities Transfer Committee

In order to provide efficient and timely services to investors, the Board of directors has delegated the power of approving transfer/ transmission of company's securities, issue of duplicate share/ debenture certificates, split-up/sub-division and consolidation of shares, issue of new certificates on re-materialisation and subdivision and other related formalities to the Securities Transfer Committee. The Board of directors review the minutes of the committee at the subsequent Board meeting.

Sustainability Team

At ATL, sustainability reporting is an integrated process and includes ongoing review of our sustainability strategies, analysis of collected data and trends related to sustainability performance by respective departments and functions. We have formalised the process of data collation for sustainability reporting and reviewed the disclosure on management approach presented in this sustainability report. A cross functional Sustainability Team (ST) has been constituted to drive the reporting process across ATL.

Business Responsibility Report

Our Business Responsibility Report (BRR) is published as part of our Annual Report. Our CEO/whole-time director is

responsible for the implementation of these policies and assessment of the business responsibility performance of the company. The organisational policies, purpose, values, mission statements, strategies, goals and targets linked to sustainable development are developed by senior management committees based on identified risks, opportunities and charters to which the organisation subscribes, legal and other requirements and where required, identified stakeholders are consulted. The draft recommendations developed by respective committees and related to policies, purpose, values, mission statements, strategies, goals and targets are approved by the Board and whole-time director. The policies are framed and reviewed as per changes in business or based on needs identified by various committees for respective management systems.

Grievance Management

We believe a healthy workplace should have adequate and effective modes of registering grievances freely, as grievance management impacts an organisation's activities and relationships with multiple internal and external stakeholders.

Effective grievance mechanisms play a crucial role in remediating the impacts

in a timely manner. We focus on timely resolution of grievances raised by our human resources, communities, business partners and regulatory bodies. We have assigned responsibilities to nominate internal top management teams at each site and locations and unresolved grievances are escalated to the CEO and Board level.

My Concern is a form based system introduced for registration of concerns of all regular employees. For our contract workforce, department or package heads at projects and operating sites act as an interface between the workers and the top management. The HR department also actively interacts with contract workers to ensure that all legal requirements are met. We understand that all concerns are not grievances. If there is a regular problem with something or someone which is not easy to resolve or which can infringe the legal rights of someone or can lead to legal violation is understood as grievances. During the reporting year we received 2 grievances related to our business partners which was handled and resolved by our techno-commercial team.

As per the requirement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal)



± 500 kV HVDC Mohindergarh Substation

Act, 2013 and rules made thereunder, we have constituted an Internal Complaints Committee (ICC) which is responsible for redressal of complaints related to sexual harassment. During the year under review, there were no complaints pertaining to sexual harassment.

Ethics and Integrity

We believe ethics and integrity are not comprisable and are aligned to our values. We have developed a policy on Business Ethics, which helps guide our actions and behaviour in the course of our business.

Code of Business Conduct and Ethics (The Code)

The Code of Business Conduct and Ethics (the Code) has been approved by our Board of Directors and senior management; further, all members of the Board are bound by the Code as per listing regulations of SEBI. Page. 61 of Annual Report (Regulation 17, Sub regulation 5). All independent directors provide declarations confirming that they meet the criteria for independence provided in Section 149 (6) of the Act and Listing Regulations.

We are conscious that while covering a wide range of business practices and procedures, these standards cannot and do not cover every issue that may arise, or every situation where ethical decisions must be made, but rather set forth key guiding principles which represent our policies.

We have established a process wherein when in doubt, stakeholders are free to consult the immediate line manager, CEO and Chairman. For seeking advice or clarifications on ethical and lawful behaviour, employees can consult the HR Head or the Audit Committee Chairman either through emails or directly. We are in the process of developing an external mechanism for seeking advice on ethical and lawful behaviour and matters related to organisational integrity.

We are committed to our philosophy on corporate governance which is built on a rich legacy of fair, transparent and effective governance and includes our commitment to the highest level of ethical conduct reflecting in all business activities including, but not limited to, relationships with customers, suppliers, employees, the government and other stakeholders.

Our Code not only ensures compliance with company law, provisions of the listing agreement with stock exchanges and other laws but also ensures corporate governance. Even well-intended actions that violate the Code may result in negative consequences for the company and for the individuals involved.

For further details, please refer to our **Code of Conduct** at www.adanitransmission.com. The Board of Directors and the company's senior leadership are involved in the development of the company's values, vision and culture. They participate in the development of organisational strategies and policies related to sustainability performance. The Board has adopted the following codes:

- Guidance on ethical standards of conduct on various matters, including conflict of interest, acceptance of positions of responsibilities, treatment of business opportunities, etc.
- Responsibility to comply with insider trading regulations and applicable laws and regulations
- Procedure for annual affirmations to the Code by directors, senior management and employees

In case of any doubt or clarification in relation to the application of the Code, employees can consult with the company secretary and compliance officer of the company.

Whistle-blower Policy

We have established a vigil mechanism for directors and employees to report genuine concerns as per the provisions

We are committed to our philosophy on corporate governance which is built on a rich legacy of fair, transparent and effective governance and includes our commitment to the highest level of ethical conduct.

of Section 177 of the Companies Act, 2013, in a manner as prescribed.

The purpose and objective of this policy is to provide a framework for responsible and secure whistle-blowing and also protect employees raising concerns about any irregularities within the company. All employees are eligible for making a protected disclosure under this policy in relation to matters concerning the company and employees can utilise protected disclosure in one of the following ways:

- By sending an e-mail to whistleblower@adani.com, with the subject line 'Protected disclosure under the whistle-blower policy'
- By sending a letter in a sealed envelope and superscribed as 'Protected disclosure under the whistle-blower policy' to the vigilance and ethics officer

Further, we have amended our policy to introduce "anonymous disclosure mechanism". The objective of this policy is to provide a framework to promote responsible and secure whistle blowing.

In addition to this, we have policies against Sexual Harassment and for prevention of Insider Trading. Respective committees set up as part of these policies deliberate on any incidents identified through these committees.

As part of our operational as well as organisational level risk identification and management process, our locations undergo assessment for risks related to corruption.

Anti-corruption

To maintain our commitment towards adherence to high standards of business, including corporate governance and the law of the land, we have zero tolerance towards corruption.

Integrity, anti-corruption, work ethics are key constituents of the group policy for our vision to be a globally admired leader.

As part of our operational as well as organisational level risk identification and management process, all our locations undergo assessment for risks related to corruption. This objective is achieved by findings of internal audits, statutory audits, formal and informal information to management by employees. We have formulated a Code of Conduct which guides the way we and our value chain partners ensure we do business in an ethical way.

Awareness of the Code

This Code of Conduct has been adopted by our Directors and Senior Management personnel. Additionally, the Policy on Code of Conduct for Employees applies to all employees across the Adani Group of companies, including transmission business.

Our Code of Business Conduct is communicated to all employees during their induction programmes and through internal web portal. The Code is also communicated to our business partners and forms part of the Purchase Orders

with them; through this process, our partners are expected to follow and adhere to our Code. In case of any doubt or clarification in relation to the application of the Code of Conduct, employees can consult with the Company Secretary and Compliance Officer of the Company.

We have also established a vigil mechanism for directors and employees to report genuine concerns as per the provisions of Section 177 of the Companies Act, 2013 in a manner as prescribed. The revised clause 49 of the listing agreement between listed companies and the stock exchanges provides a mandatory requirement to devise an effective whistle blower mechanism for Directors and employees to report concerns about unethical behaviour, actual or suspected fraud or violation of the company's Code of Conduct or Ethics Policy.

Besides during induction, regular trainings and refresher courses are carried out for training our personnel on our Code of Conduct and other applicable laws and requirements including prevention of insider trading and ethical behaviour. During the year employees underwent training on these topics. There were no reported cases of corruption during FY 2016-17 and FY 2015-16.

All policies and Code of Conduct have been communicated to the Board of Directors, senior management and all our employees. All new employees are introduced to our policies and Code of Conduct during their induction training. As part of our operational as well as organisational level risk identification and management process, our locations undergo assessment for risks related to corruption.

During the reporting year, there were no significant fines and non-monetary sanctions related to non-compliance with applicable laws and regulations.

We have developed a system for internal control commensurate with the size

and nature of our business. Some key features of our internal control mechanism include:

- Adequate documentation of policies, guidelines, authorities and approval procedures such as Standard Operating Procedure (SOP) and Delegation of Authority (DOA) that are in place for controlling important functions of the company
- Monitoring of all laws, regulation and statutory compliances is being done through an internal online portal
- The Audit Committee, comprising Independent Directors, regularly reviews the adequacy of internal controls and ensures compliance with Accounting Standards, among others
- A comprehensive Information Security Policy and continuous updating of IT systems

Compliance

As a responsible corporate, compliance refers to complying with all laws and regulations at national and local levels as this is vital for our future growth and essential to run our business smoothly while maintaining stakeholders' trust and confidence. In addition, we also follow and abide by Group policies. Our Board periodically reviews compliance reports of all laws applicable to the company as required under Regulation 17(3) of the SEBI Listing Regulations.

Our IT-enabled Legatrix system helps in monitoring our economic, environmental and social compliance at all our business locations. This system is routinely updated based on inputs from internal teams, external consultants and other experts. The CEO has overall responsibility for compliance and the Company Secretary is the compliance officer of the company as per the requirements of SEBI's listing regulations. The Compliance requirements are delegated to the respective heads of department, to ensure each function remains in compliance to applicable requirements. We also have a system of frequent internal as well as third party assessments to ensure compliance with

all applicable laws and regulations. In our project side, we have developed a set of processes to ensure that our contractors and other business partners abide by our policies and guidelines.

Internal Control

We have developed a system for internal controls, considering the key risks, size and nature of our business. Some key features of our internal controls include:

- Documenting policies, guidelines, authorities and approval procedures such as Standard Operating Procedures (SOPs) of internal audits and Delegation of Authority (DOA) for controlling important functions of the company
- Monitoring of all laws, regulations and statutory compliances through an internal online portal
- Regular reviewing of internal controls and ensuring compliance with accounting standards by the Audit Committee, comprising independent directors
- A comprehensive information security policy and continuous updating of IT systems

Internal Audit

Initiated as part of our business process transformation exercise, Management Audit & Assurance Services (MAAS) is a centralised function with direct administrative reporting to the Chairman of the Board. In its internal audit role, MAAS reports to the Audit Committee of the Board. The broad role of MAAS includes:

- Internal audit and assurance
- Checking and flagging compliance with Policies, Processes and Standard Operating Procedures (SOPs)
- Reviewing Policies, Processes and Standard Operating Procedures (SOPs), using a risk-based approach to provide reasonable assurance to management
- Reporting to the management on internal control and statuses

External Review

In addition to internally reviewing our compliance requirements, we have engaged third-party agencies to audit our operations and identify concerns related to compliance. Also, as part of our management system implementation, our compliance with environmental, health and safety and quality standards is audited regularly. As part of our annual financial reporting, we get our corporate governance systems assessed independently by an external company secretary.

Legal compliance review of all operating locations and projects is done in a systematic manner. Our internal legal team takes the views of top legal experts in all significant cases and also assesses the risk and merit of these cases. As per the corporate governance requirements, the Company Secretary submits the disclosure on legal compliance to the Board on a quarterly basis.

All acquisitions, mergers and significant contracts are subjected to due diligence and assessment of existing and

potential risks related to human rights, environment and labour practices, through an independent third party. During the reporting year, we had two acquisitions i.e., ATSCCL and MTSCCL. A due diligence was carried out and presented to the Board for their consideration.

We follow a Vendor Relationship Management (VRM) system which involves collaborative working and relationship building with vendors to meet business objectives. We ensure that we work with business partners who are not complicit in human rights violations. Our supplier selection and onboarding process includes evaluation of business partners beyond legal and quality requirements and covers environmental and social parameters.

During the year, we have onboarded thirty new suppliers and carried out an onboarding evaluation. Vendor assessment is an ongoing process at ATL. Our techno commercial team incorporates necessary changes as per best industry practices in vendor assessment process as and when required. As of FY 2016-17, 99.96% of our vendor base by volume were local i.e. from within India.

There has been no instance of non-compliance by the company on any matter related to capital markets during the last three years and no significant penalties or strictures have been imposed on the company by the stock exchanges, SEBI or any statutory authority. Also during the reporting period, we did not pay any monetary fines nor had any monetary sanctions for non-compliance with laws and regulations been imposed on us.





Economic Performance

Economic Performance

We have set milestones in pursuit of our business objectives and targets and have been playing a strategic role in the Indian power sector by creating an extensive and dependable transmission network that interconnects generating stations with load centres and distribution networks.

Being one of the largest private sector power transmission companies in India, we focus on continuously adopting new and evolving technologies. Systems and technologies suitable for bulk power transfer over long distances—such as high-capacity Extra High Voltage/ Ultra High Voltage (EHV/UHV) AC systems, High Voltage Direct Current (HVDC) systems, compact towers/substations,

Consistently performing at above normative availability standards

mitigating devices to address high short-circuit level, intelligent grids—have been developed by us.

To optimise our revenue, we continuously monitor cumulative availability and numbers of outages across our different established assets and our performance against internally set KPIs. Transmission losses are kept to the optimal levels as per design specifications which have been provided by regulatory authorities such as Central Electricity Regulatory

Commission (CERC), Rajasthan Electricity Regulatory Commission (RERC) and Maharashtra Electricity Regulatory Commission (MERC). Our engineering department ensures that designs are as per specifications.

Our robust performance can be inferred from consistent availability of over 99% in the last two years of operation. Availability is measured as a function of outages as per applicable regulations.

Our operating performance continues to set a benchmark in the country and the industry in terms of system availability of 99.76% and EBITDA margin of more than 92% of transmission business.

Table 5: System Availability

Asset Name	System	Normative Availability FY 2016-17 (%)	Cumulative Availability FY 2016-17 (%)	Normative Availability FY 2015-16 (%)	Cumulative Availability FY 2015-16 (%)
ATIL asset-1	HVDC	95	99.07	95	99.61
ATIL asset-1	EHVAC	98	99.85	98	99.99
ATIL asset-2	EHVAC	98	99.90	98	99.86
ATIL (Tiroda–Warora)	EHVAC	98	99.92	98	99.93
MEGPTCL	EHVAC	98	99.86	98	99.83
ATSCCL	EHVAC	98	99.79	NA	NA
MTSCCL	EHVAC	98	99.93	NA	NA

Government’s Assistance or Benefits:

Under section 80-IA of the Income Tax Act, 1961, ATIL & Maharashtra Eastern Grid Power Transmission Company Limited (MEGPTCL) are entitled to deduct all gains on account of transmission system operations for any 10 consecutive years within the first 15 years from the date they began operation. Neither ATIL nor MEGPTCL has, as on date, elected to commence this 10-year period. LIC forms a part of ATIL’s shareholding (2.61% in FY 2016-17). Only 1 share at face value of ₹ 10 is held with the Government of Rajasthan out

of 25 lakh shares of Adani Transmission Rajasthan Limited (ATRL). We have not received any financial assistance from the Government in terms of tax relief, subsidies, investment grants, royalty holiday, or other financial incentives.

We recognise the impacts we have on the communities around us, both direct and indirect, as well as the importance of maintaining the license to operate and the trust of society. Besides, we engage and interact with vendors operating locally through capacity building so as to build their expertise and delivery quality. Our impacts are

also seen through the activities of the Adani Foundation.

System Efficiency and Availability

The extent of availability of our infrastructure is essential for our end user, as per SLAs and our performance on this aspect is monitored through comparison of cumulative availability numbers provided on a monthly basis by regulatory authorities, with normative availability values.

Project Financing and Refinancing

Project finance is the long-term financing of Transmission projects based

on the projected cash flows and not on the balance sheets of its sponsor. A project financing structure involves equity from its sponsor, ATL and a 'syndicate' of lenders that provide loans to the operation, normally led by one lead lender. The financing is secured on basis of SPV formed for project purpose.

Transmission projects are sanctioned by the lender based on due diligence

of various project documents including a detailed project report, site due diligence, financial model, contracts with EPC, approvals and licenses and project insurances.

The interest cost, payment terms and tenure was renegotiated with the lender.

Refinancing is done for operational projects where there is historical cash

flow data available and risk of project execution is mitigated. During the year, ₹12,280.0 million was budgeted for projects out of which ₹11,952.1 million was utilised.

Figure 2: Direct Economic Value Generated & Distributed on consolidated basis (₹ million)



* 73% of total revenue was generated from Transmission in FY 2016-17

Remarks: Revised values as per Ind-AS accounting system change for both FY 2015-16 and FY 2016-17





Environmental Performance

Transmission businesses have minimal environmental impact and are inherently non-polluting in nature, when compared with other industrial sectors.

We have identified the following material aspects related to environment



Environmental Compliance



Biodiversity



Energy



Emissions



Waste

Business growth in line with our Vision 2020 and 2022 for 13,000 circuit km and 20,000 circuit km respectively will require execution of new projects and interaction with environmentally sensitive areas. For new projects, we also foresee funding through external commercial borrowings which will bring international standards and criteria for funding such as IFC guidelines into the picture.

Environment Management System

Our projects and O&M are executed with due care and our environmental management system includes risk assessment related to identified material aspects. We have documented aspects and impact along with the environmental management plans.

We have developed an environmental policy which guides all our actions and is focused at reducing, recycling and reusing.

Further, for each new project, at the planning phase, we carry out

appropriate due diligence. The outcome of the due diligence is built into our Integrated Management System and through appropriate mechanisms, we communicate with identified stakeholders.

Feedback from the stakeholders is incorporated to strengthen our environmental performance. Our management systems are subject to management reviews, internal and external audits to improve our environmental performance. To continually improve our environmental performance, we have identified environmental aspects and its impact, developed management programmes and established objectives and targets on a short and medium term basis and also identified the necessary resources and competence. We review and update our management system on a regular basis.

We have developed an environmental policy which guides all our actions and is focused at reducing, recycling and reusing.



Biodiversity Management

As a policy and practice related to biodiversity management, we avoid ecologically sensitive areas such as forests, sanctuaries, national parks, biosphere reserves and Coastal Regulation Zones (CRZs) to the greatest extent possible as part of our due diligence. We evaluate various alternatives and come out with an optimum plan for each project which has the least impact. These plans are submitted to local regulatory bodies (forest departments) and upon receipt

of necessary clearances, we execute the projects. The stated requirements in such clearances are incorporated in our environment management plan.

Environmentally Responsible Supply Chain

We also evaluate the environmental impact related to our supply chain and project contractors. Our contractors at project sites carry out limited activities at sites such as fabrication and transportation of tower sections and associated materials, civil work, erection and stringing. We work towards optimising resource consumption aimed at reduction of emissions, waste minimisation and conservation of resources.

We ensure that our contractors follow ATL's policies and guidelines and environmental impact related to their operations are minimised. Our key environmental concerns in project execution are material conservation and waste management. The integrated management system includes management of activities related to project execution. We ensure EPC contractors have their own environment management system and include our requirements. Further, we monitor environmental performance of EPC contractors on a regular basis to reduce and minimise environmental impacts.

Our trading business has no environmental impacts, being purely transactional in nature.

We work towards optimising resource consumption aimed at reduction of emissions, waste minimisation and conservation of resources.



Resource Conservation

Adopting the best technologies in our business is essential in ensuring and maintaining global benchmarks in performance.

We are conscious that to be competitive we need to invest in innovation, absorb new technologies and pursue R&D. Our

engineering department has carved out R&D activities with a focus for process improvement and design customisation without compromising on technical requirements. The R&D efforts are reviewed by dedicated management teams and we report our R&D efforts including savings to the Board every

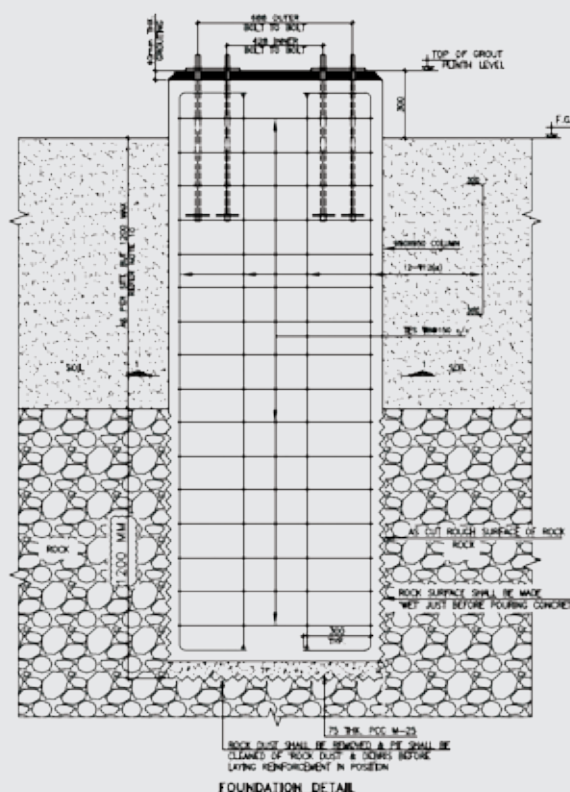
quarter. We also internally circulate our achievements to inspire young engineers to contribute towards innovation, through internal newsletters.

Rock socketed piles / pedestals supporting 765 kV equipment support structure for 765 kV Switching Station at Rajnandgaon

Equipment foundations normally consist of pedestal and raft type arrangements. Upon land acquisition, soil was predominantly found to be hard rock in and around Rajnandgaon, which required extensive excavation if normal foundations were adopted. In order to save time and costs we have adopted rock-socketed piles/pedestal type foundations. Field tests were conducted for lateral load capacity of rock socketed piles / pedestals supporting 765 kV equipment support structure for 765 kV Switching Station at Rajnandgaon. The estimated savings were approximately ₹ 15.0 million.

Table 6: Estimated Savings

Equipment Foundations	Unit	Quantity During Proposal	Quantity As per Drawing	Value Addition Saving in Quantity
RCC M 25	M ³	3,460	1,969	1,491
Reinforcement	MT	187	106.85	80.15



Our engineering department is active in bringing out new and improved designs of towers used for transmission. The key focus is on cost reduction through reduced consumption of material such as steel, aluminium, insulators etc. Additionally, in-house designs help in customising environmental and technical parameters, which would not be possible with standard designs.

We have also developed a special arrangement of the Transposition Tower using suspension type towers instead of angle tower (modified c type). This has not only reduced cost of construction but also increased the reliability.

On the substation front, we have also succeeded in eliminating repeater stations in between two substations

by deploying emerging technologies available in the market. We have also adopted a modified design of foundations using socketed piles for equipment foundations in rock which has resulted in considerable savings on cost.

A first of its kind initiative in the Transmission Sector

We have explored the feasibility of implementing repeater less solution for STM-16 over 268 km link. We explored various technology options for system design available with M/s ABB and M/s IPG, our amplifier supplier. The system was successfully tested at ABB by creating actual link length with the help of fibre spool. Thereafter, Fibre Optic Terminal Equipment (FOTE) system was designed and implemented for communication requirement for the Rajnandgaon-Bilaspur (STL) link.

The benefits of repeater less stations are:

- Savings of around ₹ 20.0 million in project cost
- Savings of around ₹ 0.65 million in O&M cost per year
- Direct and indirect amounts linked to land acquisition in between transmission lines

To optimise costs and conserve our resources, we have procured latest software's such as BOCAD and PLS-CADD worth ₹ 0.40 million. These have helped us in customising and designing in-house towers. Further, by developing in-house designs of transmission towers and foundations, we are in a position to carry out our engineering design and estimation much in advance, thus allowing more time for the execution of the project within set timelines.

To ensure skilled resources, we have trained 3 personnel in use of BOCAD software and 2 personnel for use of PLS

CADD, which has helped us, improve our efficiency in design and execution.

The reliability of our towers is very critical and we evaluate our tower designs through robust testing processes involving approved test beds as per CBIP (Central Board of Irrigation and Power) requirements.

Further, to continually improve efficiency and as a stepping stone to developing smart grid systems, we are in the initial stages of identifying opportunities leading to integration of isolated systems. We also participate in both

national and international technical forums such as CBIP seminars, the Council on Large Electric Systems (CIGRE) presentations etc. for upgrading knowledge as well as understanding the advancements in technology for optimal resource utilisation.

We invested ₹ 34 million on R&D expenses in FY 2016-17. This majorly included costs related to validation of our designs at approved test beds, procuring 2 licenses of BOCAD software in the FY 2016-17 and procuring 2 licenses of PLS Tower software.

Table 7: Material Savings Achieved - FY 2016-17

Amount of material savings achieved	Quantity	Amount ₹ in million
Lattice Structure - North Karanpura Project		
Structural Steel	277 MT*	20.77
Concrete	2,525.56 M ³ *	23.74
Lean	180.49 M ³ *	1.17
Excavation	11,519.48 M ³ *	2.30
Reinforcement Steel	150.78 MT*	9.80
Insulator - (change from Quad Tension string to Twin Tension string)	NA	30.00
Transposition Tower arrangement	1.25 million/Tower @ 2 towers	2.50
Use of Repeater less solution for FOTE		20.00
Use of Rock Socketed Piles for Equipment Foundation	1490 M ³ / Project	15.00
	80 MT/ Project	
R&D Expenditure		
Cost of Software Licensing	NA	4.00
Cost of Using Test Beds	NA	30.00

*considering Structural Steel @ ₹ 75,000/MT, Concrete @ ₹ 9,400/M³, Lean @ ₹ 6,500/M³, Excavation @ ₹ 200/M³, Reinforcement Steel @ ₹ 65,000/MT



Through in-house design and engineering capabilities for HVDC system, 765 kV & 400 kV and 765 kV & 400 kV system and FSC and use of advanced software tools (PLS CADD, STADD, LIDAR, NEPLAN, MI Power), we have successfully designed and tested the 765 kV DIC Hexa ACSR Zebra transmission line (Wind Zone -II, Reliability level -II, Terrain category-II) Tower type "DHA (0-2 deg deviation)" Normal tower with +9m body extension configuration. We successfully tested the designed tower in-house at 400 kV & 765 kV D/C level to optimise tower tonnage.

Table 8: Material Consumption Data

Materials Consumed	Unit	FY 2016-17 Total Value	FY 2015-16 Total Value
Steel (tower part)	MT	45,871.102	3,900
Aluminium Alloy (conductor)	MT	16,030	163
Steel Wires (conductor and earth wire)	MT	5,792	0
Transformer Oil	KL	71.251	0
SF ₆ (top-up)	KG	57.26	165
Concrete (M20, M15, M10)	M ³	94,341.05	13,388
Reinforcement Steel	MT	7,466.98	4.86
Silicon Rubber	Number	56,364	2,271
Porcelain	Number	55	3,089



Biodiversity

Different ecosystems, such as forests, grasslands, mangroves and urban areas, provide different services to society and these services are collectively known as ecosystem services and at ATL we are committed towards preserving these ecosystems.

During our project stage, we take efforts to ensure that our lines and substations are not located in the path of ecologically sensitive areas. Our surveyors ensure this through a route selection criteria and through consultation with the local forest departments where necessary. However, in case of transmission lines, traversing through forest land may be unavoidable due to terrain or technical reasons. In

such cases, the involvement of such area is restricted to a minimum possible extent. Our efforts towards environment conservation include programmes such as: Compensatory Afforestation, Voluntary Plantation and Environment Management and Conservation Plan Implementation.

During the reporting year, we have not added any operations/projects which fall in ecologically sensitive areas which are owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. Hence we did not create any significant impact due to our project and transmission activities. However, we

monitor the performance of our existing transmission lines. Two of our lines passing through the Wild Ass Sanctuary in Kutch, Gujarat:

- 400 kV Mundra-Dehgam transmission line, which cuts across 11.34 km and 46 metres right of way, covering 58.9680 hectares of sanctuary area (18.2 hectares forest and 40.77 hectares non-forest)
- 500 kV Mundra-Mohindergarh transmission line, which cuts across 5.917 km and 52 metres right of way, covering a total sanctuary area of 30.7684 hectares (5.6628 hectares of forest area and 25.1056 hectares of non-forest area)

Table 9: Operation sites and offset habitats

O&M Line	Forest Area (ha)	Location	Compensatory Afforestation Area (ha)
+/- 500 kV Bi-pole Mundra – Mohindergarh Transmission Line	24.8132	Mundra to Mohindergarh	28.8132
400 kV D/C (Twin) Mundra – Dehgam Transmission Line	36.90	Mundra – Dehgam	38.0
400 kV D/C (Quad) Tiroda – Warora Transmission Line	25.4193	Tiroda – Warora	25.4193
765 kV S/C Tiroda – Koradi Transmission Line (Circuit- I)	11.6447	Tiroda – Koradi	11.83
765 kV S/C Tiroda – Koradi Transmission Line (Circuit- II)	19.6702	Tiroda – Koradi	20.285
Ongoing Project	Forest Area (ha)	Location	Compensatory Afforestation Area (ha)
765 kV D/C Rajnandgaon - Warora Transmission Line	294.3352	Rajnandgaon - Warora	369.6242
765 kV S/C Champa Dharamjaygarh Transmission Line	22.182	Champa - Dharamjaygarh	22.182
400 kV Suratgarh – Bikaner Transmission Line	2.9624	Suratgarh – Bikaner	Nil

Based on environmental and social impact studies and ecological studies and surveys carried out for the areas through which transmission lines passes and there are no significant impacts on biodiversity including species due to our operations. Further we have implemented conservation plans.

Based on our nature of operations, projects and Environment and Social Impact Assessment (ESIA) studies, we did not adversely impact any habitats including International Union for Conservation of Nature (IUCN) Red List species and Schedule II species during

the reporting period. We have also carried out afforestation as required by the local forest departments. Further, we are working towards restoration by providing artificial habitats as proposed for the RRWTL and CWRTL lines.



Energy and Emissions

Fossil fuels are known to contribute to climate change and increase GHG emissions. Considering this, ATL has taken measures to reduce energy consumption and thus reducing GHG emissions. The primary energy-consuming activities include lighting and cooling at substations and offices. The energy requirement is met from grid electricity purchased from state electricity utilities and in case of exigencies (non-availability of power from grid), met through DG sets installed in the facilities.

As a proactive approach, we are exploring the feasibility of solar power to cater to auxiliary power requirements of substations in future.

Total Scope 1 emission during the year has been 21,467.14 tCo₂e. We have also started monitoring our Scope 2 and Scope 3 emission which has been 12,450.39 tCo₂e and 2,335.82 tCo₂e respectively. Scope 3 emission calculation for the year includes three areas i.e. fuel used in contractor vehicle

and equipments at sites, employee commute and energy used by the converters in processing the input materials mainly zinc ingot.

To optimise energy consumption, energy efficiency measures like conversion/retrofitting of equipment and process redesign are continuously being explored as per our identified management programmes. During the year, the following energy conservation initiatives were implemented:

Energy Conservation Initiatives and Savings



Initiative: To reduce Auxiliary power consumption at Mohindergarh +500 kV HVDC substation

Action Plan: ATL has decided to develop a 3.9 MWp Solar PV Power Project in Phase manner at HVDC Substation premises to cater auxiliary demand and reduced auxiliary billing expenses through net metering policy.

As part of Phase-I, ATIL executed work for 1.09 MWp Solar PV Power Project which was commissioned in FY 2017-18 on 14th July 2017.

Though air emissions due to DG set of operations and accidental release of Ozone Depleting Substances (ODS) are not significant; however, in line with our policy and the government's mandate and global convention, we have stopped purchasing cooling systems designed on ODS. However, at Mohindergarh, the central air-conditioning system uses R-22. During the year, we used 207 kg of R-22 Gas. Our substations use SF₆ in circuit breakers and during the year, 99.37 kg of SF₆ was used for top-ups across all substations.

During the year, our substations mostly operated under grid electricity. DG sets used for back-up power at substations resulted into 0.63 MT SO_x, 9.65 MT NO_x and 1.30 MT Particulate matters, as calculated using ChemTrac tool based on emission factors provided in US EPA AP-42 for "Gasoline and Diesel Industrial Engines".

Scope 3 Emissions

We are conscious of the fact that Energy Consumption and Waste Disposal in our supply chain including fabrication and transportation of tower components contribute significantly to GHG emissions. Hence, we are actively working with our supply chain partners to develop systems for reduction of energy and waste and data collection for reporting our Scope 3 emissions and we plan to report the significant Scope 3 emissions in our subsequent reports.



Waste

In our business, we generate wastes during project execution and O&M. The wastes generated during the project are handled as per the waste management systems agreed with EPC contractors. Wastes generated in supply chain such as fabrication of tower components are handled by respective vendors. We have also redesigned the contracting philosophy in order to mitigate the risk for the management of scrap material. Earlier we used to procure ACSR conductor in wooden drum, which generates a lot of wooden scrap at the end of the project; subsequently we have started using returnable steel drums. For disposal of smaller quantity of wooden scrap generated from earth wire and insulators packing material, we allow contractor to dispose off the scrap from the site, wherein the contractor passes on the proceeds of the scrap's salvage value.

We carry out comprehensive environmental management system assessment during selection of supply chain partners. We carried out 34 assessments of our new and existing supply chain partners in FY 2016-17,

which covered various environmental parameters including waste.

Our O&M operations generate certain hazardous and non-hazardous wastes items like metal scrap from tower parts, insulators, waste oil from transformers, used batteries and waste from offices. Our IMS includes systems for management including a system for waste segregation at the source and disposal as per waste categorisation. As a general practice, we dispose waste as per the following methods and in compliance with the relevant regulations wherever applicable:

- Metal scrap to be sold through auction
- Used batteries to be disposed through authorised vendors as per Batteries (Management and Handling) Rules, 2001
- Used transformer oil and empty containers to be disposed through authorised recycler/reprocessor as per Hazardous Waste (Management, Handling and Transboundary Movement) Rules, 2008
- For other waste items than those mentioned above, we undertake a suitable disposal mechanism in a

responsible manner on a case to case basis as documented in our IMS

The details of the total waste items generated are provided in the table below:

As a part of India's commitment to the Stockholm Convention on Persistent Organic Pollutants, only nonpolychlorinated bi-phenyl (PCB) transformer oil is used in all our substations. PCBs are persistent organic pollutants (POPs) used as insulating medium in electrical equipment.

Our integrated management system monitors leaks and spills of hazardous substances and there were no significant spills of transformer oil during the reporting period.

Further, we have not transported/ imported/ exported/ treated wastes deemed hazardous under the terms of the Basel convention Annexure I, II, III and VIII, nor shipped them internationally.

Table 10: Disposal of Hazardous and Non-Hazardous Waste

Category	Units	FY 2016-17	FY 2015-16	Disposal Method
Hazardous Waste				
Battery	Numbers	100	118	Buyback
Oil drums etc.	Numbers	392	*	Authorised Recycler
Non-Hazardous Waste (Construction Scrap)				
Insulator Scrap	Numbers	316	3,318	Auctioned by vendor
Wood Scrap	MT	8	4.37	
Steel Scrap (Tower Materials)	MT	16.425	74.8	
Aluminium Scrap (Conductor)	MT	0	61.16	
Aluminium Scrap (Others)	MT	0	0.27	
GI Scrap	MT	0.6	78.23	
Project Waste (Aggregates)	MT	6.39	-	
Plastic Scrap	-	60,000 Cement Bags	0.1 MT	

* Not captured during FY 2015-16



Water

Though transmission business is not water intensive in nature, as per our commitment to the environment, we track and optimise water consumption at our project sites. Generally, our water requirements are met from municipal water supplies, surface water, purchased water from local suppliers and rooftop harvested rainwater at office locations. During the year 53,566 M³ of water was consumed in O&M activities and 3,584 M³ in project activities.

In our Operations & Maintenance (O&M) business, water is primarily used, in offices, horticulture and operations for

fire-fighting systems (High Velocity Water Spray Systems).

During the year, we monitored our water consumption by EPC contractors who source water for construction and related activities. Our O&M operations consume water only for drinking and domestic purposes, horticulture and fire fighting systems. During the year, there were no fire incidents in any of our substations and hence, there were no discharges except for domestic discharges.

Our operations do not recycle and reuse water due to the nature of

operations; however, we are evaluating water consumption in our supply chain especially related to fabrication activities undertaken by our supply chain partners. We shall progressively identify water impact in the supply chain and develop systems to monitor, recycle and reuse water in our supply chain. Towards this, we shall start with identification of supply chain partners in water stressed zones and develop water management plans.

Our O&M and projects do not discharge wastewater or effluents to water bodies and identified habitats of high biodiversity value.



Current Transformer (CT) maintenance work in progress at 765 kV Koradi substation.





Social Performance

Human Resources

Human Capital is key to our success and growth. The transmission industry by nature requires resources with unique skills and varied capabilities to achieve a shared vision and purpose. We are proud of being innovative and agile in all our endeavours, which is the result of a vibrant workforce capable of responding quickly to changing market dynamics. We believe that our human resource team goes beyond the usual boundaries of talent acquisition, performance reviews and remuneration and focuses on the areas of holistic well-being of our workforce as well. As a young company in a complex business environment, we recognise the need to continually revisit our HR systems, focus on recruitment, retention and the development of our people.

Our HR strategy during FY 2015-16 focused on the following broad themes and we have retained the same during FY 2016-17:

- Adhering to established Standard Operating Procedures (SOPs) and HR policies of the Adani Group. We have achieved full compliance to the Group SOPs. This was confirmed during our internal audits carried out by MAAS. We are in the process of further strengthening our SOPs to meet the new challenges identified based on employee engagement
- The implementation of a structured Learning Management System (LMS) continued through FY 2016-17 and shall continue as a medium-term target till 2020. Further, based on the evaluation through LMS we are revamping and strengthening the existing learning systems and training modules to ensure end to end integration, simultaneously developing a new and robust system. We are engaging third party experts to help implement training needs in line with ATLs requirements
- We had set a target of identifying and developing high-potential talent for our business continuity and growth and we have completed the identification of these key resources for succession. 65 employees have

been identified through Harvard Courses while 7 employees were identified in the North Star category. We are also partnering with experts to develop customised courses which include a mix of virtual and classroom training and set an ambitious target by 2022, in line with personal and business guidelines

- During the year, we analysed our rewards and recognition programmes through idea generation and identification of SPOCs at each business level. This is a Group initiative driven by the Chairman's office

Our human resources are our greatest resource and we treat them like family, taking every opportunity to invest in their personal and professional development. We have implemented Group policies to ensure that the well-being of our employees is upheld across all our operations. Further fair policies, practices and benefits, allow excellence to become a way of life across ATL.

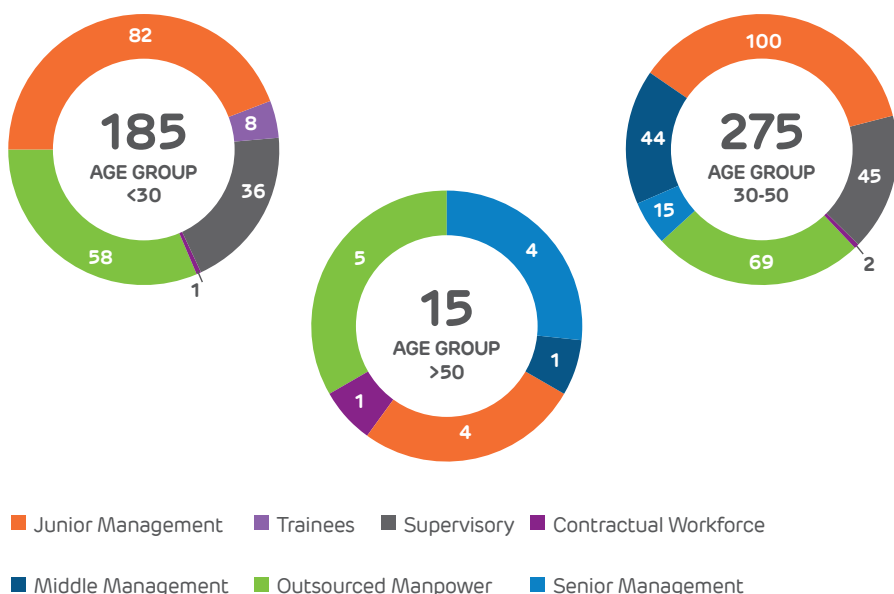
Our total employee strength, including contract workers, as on 31st March 2017 was 475; 38.77% were local employees i.e. employed in the state of domicile. Our workforce profile is as below:

We have implemented Group policies to ensure that the well-being of our employees is upheld across all our operations.



Isolator maintenance work in progress at ± 500 kV HVDC Mundra substation

Figure 3: Workforce Numbers



We ensure constant dialogue with workforce and have established a robust grievance management system. We further strive to maintain cordial relations between our workforce and management, as any disruption in relations can impact time and cost overrun.

Table 11: Workforce details by category

Employee Category*	O&M	Projects	Services (F&A, Admin, Medical, BD, etc)
Senior Management	5	8	6
Middle Management	13	10	22
Junior Management	80	66	40
Trainees	4	4	-
Supervisory	69	11	1
Contractual Workforce (FTA/ Consultant/ Advisory/ Services)	3	-	1
Outsourced Manpower	64	62	6
Total	238	161	76

*None of the employees were exclusively engaged in the trading activity of our business during the year.

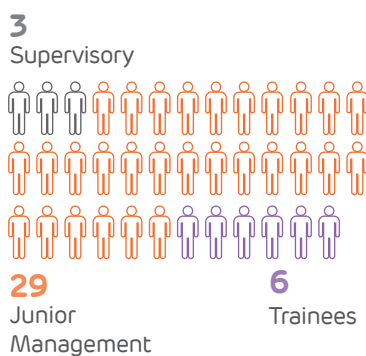
Our strategy for meeting human resource needs is based on development from within. We ensure that we constantly enhance knowledge and skill, because unavailability of talent can have repercussions on new project planning and expansion, including our goal of 20,000 circuit km by 2022. Hence, retaining existing talent is essential for smooth execution of all our projects. Further, we also engage contract workmen in our projects and O&M and have planned their development through on-the-job and off-the-job training. We need to ensure that we achieve planned targets and also our projects are delivered on time; hence, our human resources play a vital role at all stages of our business. We ensure constant dialogue with workforce and have established a robust grievance management system. We further strive to maintain cordial relations between our workforce and management, as any disruption in relations can impact time and cost overrun.

The voluntary employee attrition rate at ATL in FY 2016-17 was 5.88%. Attrition numbers in FY 2016-17 have slightly reduced; we believe this can be attributable to opportunities through other projects, which has increased employee engagement.

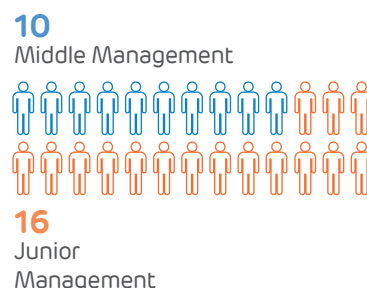
1.75% of employees are due to retire in 5 years and 9.04% are due to retire in 10 years. We strive to fill our vacancies by hiring internally. Processes for identification of successors for different positions are in place. During the year, we hired 65 new recruits.

Figure 4: Number of new hires

AGE GROUP: <30



AGE GROUP: 30 - 50



AGE GROUP: >50

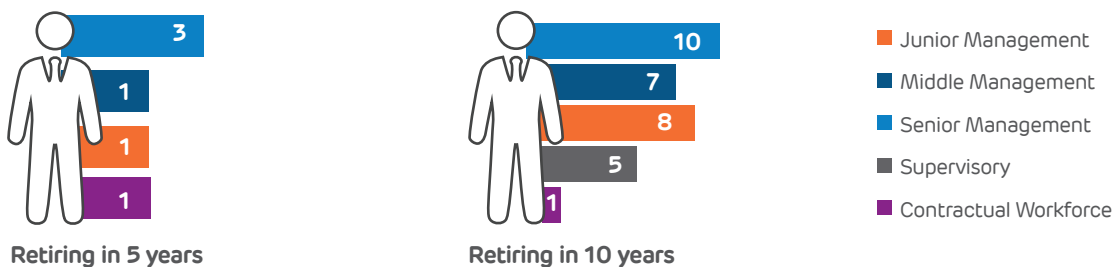


Table 12: Attrition Details for FY 2016-17

Employee Category	Age Distribution		
	<30	30-50	>50
Senior Management	-	-	3
Middle Management	-	2	-
Junior Management	6	3	-
Supervisory	1	2	-
Trainees	4	-	-
Contractual Workers (FTA/ Consultant/ Advisory/ Services)	-	-	-
Total	11	7	3
Average Length of Tenure in ATL (Employment Period by age group)	2.3	3.9	7.5

Employees are guided on how they may improve their performance and be recognised for the areas in which they have excelled.

Figure 5: Number of employees eligible for retirement in 5 and 10 years
Employees eligible to retire - FY 2016-17



We have instituted the following measures to support our people and retain talent:

- Preparing employees for their new roles by taking them through a robust induction process that introduces them to the company, structure and work culture.
- Focusing on our retention strategy to provide our employees with adequate training and development support to grow professionally
- Ensuring we are an equal opportunity employer
- Offering fair and comparable compensation and benefits to all our employees
- Rewarding and recognising meritocracy
- Mapping the talent pool across the Adani Group and encouraging internal transfers when opportunities arise

Our engagement methods include Grievance Redressal Mechanism, Employee Outreach programmes and regular one-to-one communication. These help us resolve employee concerns promptly. We have an open-door policy and any employee can approach the management with their concerns without fear of reprisal. We have also implemented a grievance redressal portal named 'My Concern' which serves as a platform for employees to voice any kind of concern or grievance.

Employee Benefits

We have a host of benefits which we provide to our employees, some of which go beyond what is required as per law.

- In addition to personal insurance, life insurance cover for employee's spouse and children are also provided; this also covers maternity benefits over and above life insurance.

- From 2016, for those employees working for more than 3 years in the company, parental (own) insurance is covered additionally.
- Interest free loans for marriage, education and medical reasons, housing loan interest subsidy and educational loans for spouse and children are some of the benefits provided to our employees.
- In case an employee wants to continue their higher education, benefits like sponsoring a portion of the fees are provided.
- Our sister concern, AIIM (Adani Institute of Infrastructure Management) provides concessional fee structure to employees interested in pursuing higher education.

Though we have a process of signing a bond, we ensure that the terms and conditions of the bond are fair and transparent and it is not construed as forced labour.

Table 13: Return to work and retention rates after parental leave

FY 2016-17	Total Number of Employees
Entitled to parental leave	6
Took parental leave	6
Returned to work after parental leave ended	6
Returned to work after parental leave ended and were still employed twelve months after returning to work	6
Percentage of employees returning to work after parental leaves	100%

* Data pertains to only male employees. There was no female employee or contract workmen during the year.

Promoting excellence as a way of life

Effective performance management plays an essential role in developing our people and promoting excellence. To evaluate the performance of our employees, we use a performance management framework that is linked to individual development goals and targets and provides inputs for the Training Need Identification (TNI) process as each employee's reporting manager assesses their developmental needs. These, along with the specific inputs from individual employees about their own training needs, help us chart out the training calendar for the year.

This framework is supplemented by ongoing formal and informal feedback discussions with each employee and focuses on objective goal setting, identification of required competencies and annual appraisals. To ensure a common understanding, objectives are defined specifically for each function and two key workshops are conducted at the beginning of the year - when identifying and setting Key Performance Indicators (KPIs) and prior to the year-end assessment, aiming to engage our staff on how the process operates. This ensures that performance appraisals are conducted in a fair and transparent manner.

While we conduct annual performance reviews for all of our employees, we have introduced mid-year performance reviews to make proactive, mid-course assessments of our employees' progress. The mid-year review also acts as a medium where employees can voice their opinions and exchange feedback. Employees are guided on how they may improve their performance and be recognised for the areas in which they have excelled. Furthermore, reviewing performance parameters every six months leads to a deeper level of engagement between employees and their managers.

Unleashing the potential within our people

Our organisational culture encourages employees to grow at all stages of their association with the company. We provide staff the space to cultivate team and leadership qualities, adopting this approach across hierarchies. Our HR development strategy is geared to provide adequate tools to equip our employees with the necessary skills to excel.

Structured training modules are offered to employees to strengthen capacities and upgrade skills based on their individual departmental roles and specific needs.

We have a clearly defined training and development policy, including the elements of the organisation's vision, mission and values. All employees, irrespective of their grade and status, are provided with many opportunities to develop as professionals and achieve their aspirations.

Our performance management system provides inputs for the Training Need Identification (TNI) process as each employee's reporting manager assesses her/his developmental needs. These, along with specific inputs from individual employees about their own training needs, help us chart out the training calendar for the year. Our trainings are aligned with the competency requirements for the various positions in our organisation.

A TNI is undertaken to assess areas for further development. Structured training modules are offered to employees to strengthen capacities and upgrade skills based on their individual departmental roles and specific needs.

Anchoring conversations at every level and ensuring that all managers are

skilled in doing so has been an area of focus. The needs are converted into various learning solutions/ training programmes offered to employees through an annual training calendar. To support this, we have adequate infrastructure with audio visual aids and

training classrooms. In addition to this, various training programmes in line with the training calendar are facilitated by external consultants and trainers.

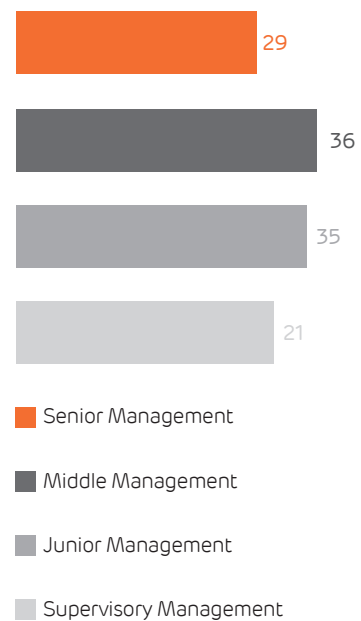
A significant effort is made towards developing strong leadership potential

across the organisation through highly focused leadership development programmes aimed at strengthening our people and supporting their career growth.

Table 14: Trainings in FY 2016-17

Employee Category*	Units	Behaviour Based Training Days	Technical Training Days
Senior Management	Number	12	6
	Manhours	348	180
	Average	29	NA
Middle Management	Number	33	20
	Manhours	1,192	330
	Average	36	NA
Junior Management	Number	82	122
	Manhours	2,886	4,064.38
	Average	35	NA
Supervisory Management	Number	40	60
	Manhours	824	1,893.5
	Average	21	NA
Trainees	Number	1	NA
	Manhours	104	NA
Contractual Workers (FTA/Consultant/ Advisory/ Services)	Number	2	NA
	Manhours	18	NA

Average Manhours - Supervisory Management and Above (₹ million)



* Data pertains to only male employees. There was no female employee or contract workmen during the year.

Our training programmes are both technical as well as behavioural in nature. Behavioural trainings cover leadership, soft skills training and include classroom trainings and practical field based trainings. The programmes are evaluated for their effectiveness to ensure that they are relevant and impactful. For the current year, the organisation designated an average of 5 person-days of training for each grade. 100% of the employees have achieved this target in FY 2016-17.

Technical training: The transmission value chain requires specific technical capabilities that are unique to the business. To keep our workforce abreast with various technical aspects, covering construction, O&M of transmission lines and substations, we identify and design tailored training modules to equip our people with job-related skills and competencies.

Behavioural training: The main objective of behavioural training interventions is to create a culture of learning in

the organisation which is anchored around our vision, values and culture. In addition, the training aims to include capability building through various tools in order to prepare employees for future assignments and challenges. Each employee is required to undergo a minimum of 3 man-days of behavioural training every year. 100% of the employees have achieved this target for behavioural training in FY 2016-17.

Table 15: Behavioural and Technical Trainings Conducted

Training Category	Manhours	Number of Individuals trained
Behaviour Based Training	5,372.00	170
Technical Training	6,467.88	208
TOTAL	11,839.88	378

Training and development needs are additionally strengthened through our sister institutions such as APTRI, Adani Institute of Infrastructure Management (AIIM) and Adani Management and Development Centre (AMDC) which offer state-of-the-art facilities to deliver learning and development programmes to employees throughout the year.

eVidyalaya - Learn anywhere, anytime

We are encouraging employees to develop knowledge and skills through an e-learning platform called 'eVidyalaya', to support and reinforce learning within and across Adani Group's diverse businesses and locations. eVidyalaya ensures that learning at Adani is not bound by time or place and can be delivered in an effective way at an employee's convenience. eVidyalaya combines a variety of rich media and interactive modules, including audio, video, quizzes and simulations that are designed to enhance learning retention, ensure a stronger grasp of the topics and strengthen employee capabilities. During the year, 178 employees undertook 50 courses through eVidyalaya.

Human Rights Training

All our employees and contract workers working on our O&M and projects, are sensitised on human rights during their induction process and thereafter regular updates are provided on aspects related to human rights. Information on human rights is also communicated in an informal manner using various case studies and news articles. This ensures that the workforce is updated and sensitised towards human rights issues. Security personnel engaged by the company are regularly sensitise on

non use of force and human rights. They are also provided training on managing crises. The training of security personnel is conducted at the projects and O&M level by utilising the services of both internal and external resources.

During the year, we dedicated 130.5 man hours towards human rights related trainings, covering 36 employees.

Nurturing an engaged workforce

At ATL, we believe that an engaged workforce is key to innovation, performance and ensuring we meet our business objectives. In addition to activities aimed at training and developing our people, we have developed ongoing team building activities to foster a trusting and collaborative working environment. The aim of our engagement programmes is to maintain communication, keep employees informed about our organisation's progress and to listen to what our people have to say. A monthly newsletter has been launched to provide updates on recent developments, events and stories about our employees from across our operations.

Commitment to Human Rights

We are committed to our Group level policy on human rights which we strictly follow. We consider the following aspects which can impact our brand and repute:

- Employment of child labour
- Forced and compulsory labour
- Freedom of association and collective bargaining
- Discrimination
- Health and safety
- Indigenous Rights

eVidyalaya combines a variety of rich media and interactive modules, including audio, video, quizzes and simulations that are designed to enhance learning retention, ensure a stronger grasp of the topics and strengthen employee capabilities.

Our policies on human capital management aim to eliminate discrimination at the workplace. We have comprehensive disciplinary and grievance procedures in place that meet all the requirements in terms of fairness as defined in the applicable legislations. We are committed to the labour rights principles provided in the Core Conventions of the International Labour Organisation, including eradication of child or forced labour and harassment or intimidation in the workplace.

We ensure that our operations, projects and business partners are not complicit in human rights incidents. We communicate our Code of Conduct which includes our approach and guidance. There were no reported incidents related to human rights in our business in FY 2016-17. Our MAAS audits include assessment of human rights.

Presently, there are no collective bargaining agreements with our workforce, including the newly acquired operations. However, our engagement activities provide sufficient avenues to our employees as well as contract workers to participate in decisions and voice their opinions. We abide by the laws of the land for the statutory and

regulatory requirements applicable. This includes a minimum notice period for operational changes in our projects and O&M.

We ensure that we do not violate any indigenous rights during the due diligence process of route selection and acquisition of right of way. An evaluation of potential violation is assessed. During the year, we did not identify any reported instances of violations of indigenous rights.

Occupational Health and Safety

The Health and Safety of our people is paramount to us. We do not compromise on personnel safety either for our own employees or the contract employees working at our premises. Our goal is to ensure 'Zero Harm' for all our employees and contractors.

By nature of our operations, we consider high safety risks in our projects and high electrical safety risks in our O&M. We ensure strict adherence to industry best practices across our operations and strive to improve our occupational health and safety performance to create a safe and secure workplace.

To this end, we have implemented Safety Management Systems (SMS 18001:2007) as part of our IMS, across our projects and O&M to identify and manage hazards, risks and emergencies.

We have a group policy on safety. In FY 2016-17, we identified specific resource requirements to strengthen safety culture, practices and increased the manpower in safety function.

Our IMS is supported by a Safety Manual for the transmission business which covers regulations to ensure that sector-specific safety procedures and protocols including Central Electricity Authority (CEA) regulations and other requirements are addressed. We have communicated these requirements to be abided by our employees and contractors. Our legal compliance tracker monitors compliance to central and state legislations and we had no significant non-compliances in the last two years.

Further, we have strengthened our safety culture through engagement of all workforce in our safety committees at all sites to meet our set objective of zero

harm - 100% of our total workforce is represented in formal joint management systems. During the year, monthly safety committee meetings were held and action plans developed. Our employees actively participate in the management of occupational health and safety and are provided regular training on health, safety, security, emergency preparedness and crisis management.

There were no fatalities or Lost Time Incidents (LTIs) either in our projects or in our O&M operations in FY 2016-17 and FY 2015-16. We initiated monitoring of safety observations, first aid and near miss cases during the reporting year and we recorded 22 first aid cases; i.e. 2 in O&M and 20 in projects and 35 near miss cases; i.e. 23 in O&M and 12 in projects.

We have a robust system to capture safety observations – consisting of unsafe acts and unsafe conditions through various mechanisms such as site safety inspection by top management, site safety representatives, internal audits, external audits and mock drill by the Group safety department. During the year, we carried out 747



Safety Committee Meeting



Fire Fighting Mock Drill

safety observations. We observed 91% compliance to Adani Group's safety standards and IMS requirements. We have worked out an action plan to monitor key non-compliance instances to achieve 100% compliance during FY 2017-18.

We are in the process of establishing systems for monitoring absenteeism and identification of occupational diseases and the same shall be reported in our next report.

At ATL, safety has also been placed at the forefront of training, ensuring that each employee has the appropriate knowledge to be able to prevent injuries in her/ his role. The safety training workshops are also extended to contractors to help improve safety performance and reduce the number of health and safety incidents across our supply chain.

Table 16: Mandays worked by Contractual Workforce

Job Category	Total Number of Manhours
Projects	30,69,340
O&M	8,31,361

Managing Occupational Health and Safety

Our Occupational Health and Safety (OHS) Policy is a statement of commitment towards working in a safe and responsible manner which protects our workers and communities, preserves the environment and maintains the integrity of our assets. To strengthen our occupational health, safety systems and processes across our transmission business, we initiated the implementation of OHSAS 18001:2007 safety management system during FY 2015-16 and we got certified for OHSAS 18001:2007 covering all our O&M locations (Substations, Transmission Lines & HVDC system), Project Sites for Transmission Lines, Substations and associated facilities during the reporting period.

A central Corporate Safety Team monitors the safety performance of all locations, while the OHS function facilitates effective implementation of all policies and protocols. On-site emergency plan and safety operating procedures are in place at all our locations. We maintain an incident log register to record all health and safety cases. This register is reviewed when we develop new preventive measures to improve our approach to OHS across ATL's operations.

We have set a system to monitor various Lead (16) and Lag (12) safety indicators to measure our safety performance at all sites. We focus on leading indicators which includes near miss, safety observation, safety training, mock drill, safety promotional campaign, tool box talk, safety committee meeting. It is ensured that labels, indicators, posters, tags and signage related to safety aspects are displayed for awareness.

Apart from personal accident, Mediclaim and workman compensation policy, we have launched power privilege services for employees and their dependents which are valid everywhere across India. These privileges cover subsidised services for our employees for access to specialist and super-specialist doctors, health check-ups, medical diagnostics and pharmacies. Our employees also have prioritised access at our network hospitals.

Safety Event (Highlights)

- Fire Service day celebrated across locations on 14th April 2016
- Two days training on Adani Group Safety Standard by Group Safety team at all O&M locations
- Road Safety Week celebrated from 2nd January 2017 to 8th January 2017 at all locations
- National Safety Week celebrated from 4th March 2017 to 10th March 2017 at all locations

Safety Training

We ensure that each worker, permanent or contractual, undergoes relevant trainings on health and safety before being deployed. During FY 2016-17, a total of 2,876) persons, including floating workforce, were provided safety induction training. Identifying safety risks and sensitising our workforce is an integral part of our orientation programme and on-site trainings for both employees and contractors. The awareness sessions on health, safety, environmental issues, the company's policies and applicable laws are imparted through in-house modules and external trainings.

We conducted 214 safety training programmes on various topics during the year and 100% of the employees and workforce under manpower contract are imparted relevant safety training. Covering 2,931 contractor workers including floating workforce and ATL employees during FY 2016-17. In addition to safety trainings, we conducted periodic mock drills (45 in FY 2016-17) across ATL locations including Head Office.

Employees in our corporate office located in Ahmedabad are trained on health and safety during their induction and through periodic refresher training as per our HSE policy. However, we have initiated collection of data related to HSE training at the corporate office and the same shall be reported in FY 2017-18.

Table 17: Safety Statistics

Employees*	Projects	O&M
First aid Injuries	0	2
Injuries Rate	0	0.02
Lost Day Rate	0	0
Absentee Rate	0	0
Work-related Fatality	0	0
Contract Work Force*	Projects	O&M
First aid Injuries	20	0
Injuries Rate	0.05	0
Lost Day Rate	0	0
Absentee Rate	0	0
Work-related Fatality	0	0

* Data pertains to only male employees. There was no female employee or contract workmen during the year.

Safety Committee

We have a dedicated safety committee at our project and O&M locations chaired by the location head as Chairman, Safety Lead as the Secretary and equal numbers of ATL representative and contractor representative. During the year, 90 safety committee meetings were conducted across our business – these are carried out on a monthly basis. We are in the process of establishing a health and safety committee at our corporate office, as per our policy.

Table 18: Percentage of Workforce represented by Health & Safety Committees

Job Category	Workforce in Health & Safety Committees	Workforce represented through Committees
Projects	100%	100%
O&M	100%	100%

The Road Ahead

In line with the Adani Group OHS policy & ATL IMS Policy, the approach is to institutionalise safety as a value-led concept with focus on inculcation of ownership at all levels, leading to the creation of a cohesive safety culture. Periodic reviews are undertaken to ensure that training and other communications are relevant to ensure the transition from “awareness developed” to “changed behaviour”. We will continue to create a safe working environment and strong safety culture through the following interventions:

- Strengthening of engineering control measures through ‘design for safety’, pre-commissioning and operational audits during design, construction and O&M stage respectively
- Businesses will be covered under various behavioural based safety initiatives that facilitate engagement of people for collaborative work on improving safety performances
- Adoption of Dupont Safety Management System which is the world class Safety System to implement the highest safety standards
- Adoption of Safety KPI in Performance appraisal system against each and every employee KRA

- Implementation of Reward & Recognition Procedure

With this approach, we would be able to achieve the goal of ‘Zero Harm’ in the coming future.

Corporate Social Responsibility Overview

Our corporate social responsibility activities are central to our goal of nation building and we have aligned the same to the UN Sustainable Development Goals (SDGs). We focus our CSR activities on four key areas, i.e. Education, Community Health, Sustainable Livelihood and Rural Infrastructure Development in line with our group and company CSR policy (available at www.adanitransmission.com/investor-relations/investor-downloads). The Company has constituted a Corporate Social Responsibility and Sustainability Committee as required under Section 135 of the Companies Act, 2013 and rules framed thereunder. The CSR&S Committee had one meeting during FY 2016-17.

The CSR programmes are implemented in partnership with the Adani Foundation for the last two years, which foster grassroots economic growth and social development in all the seven states that we operate in. During the year, the Adani Foundation worked with communities in five states of our operation. We evaluate the progress of these projects continually and the Adani Foundation briefs our management on the impacts on a regular basis. These projects are at the initial stages and hence we plan to carry out impact assessment of our development programmes through Adani Foundation, in the forthcoming years to further strengthen them and achieve the objective of sustainable development.

We have carried out a due diligence with reference to our O&M and projects, as a part of ESIA studies for our existing and ongoing projects. We did not come across any significant actual or potential impacts on local communities. However, certain issues which were flagged were addressed and adequate steps have



SUSTAINABLE DEVELOPMENT GOALS



been taken to address them as part of our future projects.

Our CSR focus areas are primarily linked to the following SDGs - No Poverty (SDG 1), Good Health and Well-Being (SDG 3), Quality Education (SDG 4), Gender Equality (SDG 5), Clean Water and Sanitation (SDG 6), Decent Work and Economic Growth (SDG 8) and Life on Land (SDG 15).

Our CSR Approach

Our CSR strategy has been formed and developed in consultation with key stakeholders including local administration, gram panchayats and impacted communities such as farmers and other land owners through a systematic, independent need assessment, as well as through Participatory Rural Appraisals (PRAs). Furthermore, we have constituted an Advisory Committee— comprising senior members from the Adani Foundation, experts and relevant stakeholders — to provide guidance and oversight.

Impact assessments are carried out before the project stage to assess potential impacts – both positive and adverse – on nearby communities.

During the year, we had regular meetings with stakeholders and the key concerns raised were documented. Also, we have resolved all grievances which have been raised by community members.

At project stage, care is taken so that there is minimal or no displacement/ disruption of communities; in cases where right of way is required, terms are mutually agreed with the land owners. We believe in positive relationships that are built with constructive engagement to enhance the economic, social and cultural well-being of individuals and regions connected to our activities. We ensure that all our initiatives are successfully adopted by the community by promoting their active involvement throughout the planning, development and implementation of projects. Furthermore, internal as well as external impact assessments of our community development projects are carried out to measure their success. Besides the ongoing stakeholder engagement processes, our O&M team monitors requests made by the local community for infrastructure development in nearby areas and evaluates these requests for implementation on a need basis.

Considering the safety of the communities around our areas of operation, our engineering and maintenance teams proactively set up safeguards and provide awareness to communities about hazards linked to our assets. We encountered one incident in Maharashtra, which was immediately addressed by ATL.

Focus Areas

Education

Education is a powerful means to reduce social inequality. We focus on three strategic interventions – program support, material support and infrastructure support – to improve quality, enable better access to learning resources and widen the reach of education. We work with government institutions and private entities to achieve our objective of effective teaching to children for their learning and growth.

Education is believed to be the stepping stone to improve the quality of life, especially for the poor and the most vulnerable. The ideology behind all the education initiatives undertaken lies in the very essence of transforming lives through the continuous generation of

We ensure that all our initiatives are successfully adopted by the community by promoting their active involvement throughout the planning, development and implementation of projects.

knowledge and empowerment. Taking forward this ideology, at Tiroda, we started coaching classes on regular basis for students aspiring for admission in Jawahar Navodaya Vidyalayas (JNVs). We have partnered with the Education department of Maharashtra Government for capacity building campaign and about 600 senior, middle and junior level government officers and teachers were trained under this programme. We have also provided e-learning kits and training to teachers to utilise in government schools.

Community Health

We are committed to promote and protect community health through a range of initiatives from delivering preventive healthcare services, improving community hygiene and sanitation, organising health camps, blood donation drives and improving the quality of healthcare infrastructure. We have contributed to community healthcare at Kawai site - 28 villages in Baran, Rajasthan and 45 villages at Tiroda site, Gondia, Maharashtra. Mobile Healthcare Unit (MHCU) provides free consultancy and medicine at the doorstep, home visit treatment for weak and aged patients; regular check-up and follow up for treatments at Tiroda site

(Gondia), Maharashtra. During FY 2016-17, the MHCUs have provided nearly 80,000 treatments.

Rural Infrastructure

Rural infrastructure development initiatives are aimed at addressing community needs especially by bridging gaps to enhance their quality of life. Supporting the development of rural infrastructure has direct effects on economic growth and wellness within a community. Access to resources, increased opportunities for income generation, safe and clean sources of drinking water, access to primary healthcare facilities leads to productive and healthier lives, in turn improving the overall well-being of communities.

Since water scarcity has become a critical issue around some of our areas of operation, we have worked towards pond deepening and widening of 39 ponds in Gondia, Maharashtra and a large pond at Baran, Rajasthan. We have also taken up road construction directly near its operations.

Sustainable Livelihoods

We intend to improve the bargaining power of marginalised communities by providing them with a range of





informed choices and livelihood options, facilitating stakeholder consultations and developing dynamic local partnerships to upgrade their skill sets. This is achieved by building social capital, promoting co-operation through Self-Help Groups (SHGs), supporting initiatives towards preservation of traditional arts and organising skills development training for youth and women artisans.

In order to empower farmers, adopting methods like SRI – Systematic Rise Intensification was encouraged which resulted in better yield and reduction in production cost. This financial year, we have roped in 950 more farmers from 42 villages who have adopted the SRI technique covering a total of 2,684 acres of land.

Other Initiatives

Other initiatives include adoption of sports as a youth engagement activity in

Raigarh, aimed at better participation of youth in community development.

Building Village road under rural infrastructure development programme in Maharashtra.

Road Safety Awareness

During National Safety Week Celebration we have conducted road shows for road safety awareness in cities near our operations in Chhattisgarh and Rajasthan.

Activities for Swachh Bharat Abhiyan

Cleanliness drives at public places like railway and bus stations to motivate people towards Swachh Bharat Abhiyan has also been part of our CSR activities during the year.

During the year, we did not make any net profits and hence were not expected to make any mandatory CSR expenditures.

However, considering our social responsibility, the company's subsidiaries have spent ₹ 47.3 million towards various CSR activities. The key CSR activity during the year has been undertaken under education, health care support, project 'Udaan', skill development initiatives, etc.

Looking Ahead

Our projects are focused on being catalysts for social transformation and helping beneficiaries to become empowered through innovative and sustainable solutions. Through committed actions, we have and we will continue contributing to society and trigger a chain reaction that will help make future generations self-reliant.

Conversion Factors and Assumptions

Considering diesel = 43.33 GJ/tonne and density 0.84 and emission factor of 2.67 T CO₂e/KL from IPCC emission factors

Considering 3 km/L mileage*

Considering 0.82 tCO₂e/MWh

Considering international flights of 3,000 km and domestic of 1,000 km and IPCC emission factors of 0.083 kg CO₂e/pax.km and 0.171 kg CO₂e/pax.km

Considering CO₂ release of 22.8 tonnes per kg of SF₆

Considering 10 L consumed by one truck in local transportation at the project stage

We have converted 2,436.24 MT input materials (ex. Zinc or Any other) and currently are in the process of evaluating the energy expended in these processes for reporting in future reporting periods

* We estimated the emissions involved in logistics from local factory to project site stores using trucks with 35 MT capacity

We have expanded our boundary of reporting on emissions and have included additional sources of emissions in the current reporting period

We did not estimate the energy intensity values in FY 2015-16

Independent Assurance Statement

Scope and Approach

DNV GL represented by DNV GL Business Assurance India Private Limited ('DNV GL') was commissioned by Adani Transmission Limited (ATL) to undertake an independent assurance of the Company's Sustainability Report 2016-17 ('the Report') in its printed and web format. The intended user of this assurance statement is the management of the Company. Our assurance engagement was planned and carried out in June 2017 – October 2017 for the financial year ending 31st March 2017.

We performed our work using AccountAbility's AA1000 Assurance Standard 2008 (AA1000AS) and DNV GL's assurance methodology VeriSustain^{TM1}, which is based on our professional experience, international assurance best practice including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised* and the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines.

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion for providing a Type 2, Moderate Level of assurance based on AA1000AS. In doing so we evaluated the performance data presented in the Report using the Reliability principle, together with ATL's data protocols for how the data is measured, recorded and reported. The performance data in the agreed scope of work included the qualitative and quantitative information on sustainability performance disclosed in the Report prepared by ATL based on GRI G4 in line with its 'in accordance' – Comprehensive option, and covering economic, environmental and social performance for the activities undertaken by the Company over the reporting period 1st April 2016 to 31st March 2017, including identified material

Aspects of GRI's Electrical Utilities Sector Disclosures.

The reporting 'Aspect' boundary of sustainability performance is based on the internal and external materiality assessment predominantly covering ATL's operations in India as set out in the Report in the section "Stakeholder Engagement and Materiality Assessment".

We understand that the reported data on economic performance, including CSR expenses incurred by the business and contribution to Adani Foundation towards CSR expenses, are based on disclosures and data from ATL's Annual Report 2016-17, which is subjected to a separate independent statutory audit process, and is not included in our scope of work.

Responsibilities of the Management of ATL and of the Assurance Providers

The Management team of the Company have the sole responsibility for the preparation of the Report and are responsible for all information disclosed in the Report as well as the processes for collecting, analysing and reporting the information presented in the printed Report, including the references to website and its maintenance and integrity. In performing this assurance work, our responsibility is to the management of ATL; this statement is intended to represent our DNV GL's independent opinion and is intended to inform the outcome of assurance to the stakeholders of ATL.

DNV GL provides a range of other services to ATL, none of which constitute a conflict of interest with this assurance work. DNV GL was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement and Management Report.

DNV GL's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith and free from any misstatement. We were not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV GL expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

Basis of our Opinion

A multi-disciplinary team of sustainability and assurance specialists performed work at ATL's Corporate Office at Ahmedabad and visited two sites of ATL i.e. Sami and Koradi substations. We adopted a risk based approach, i.e. we concentrated our verification efforts on the issues of high material relevance to Company's power transmission (O&M) and trading business, and its key stakeholders. We undertook the following activities:

- Reviewed the Company's approach to stakeholder engagement and its materiality determination process;
- Verified the sustainability-related statements and claims made in the Report and assessed the robustness of the data management system, data accuracy, information flow and controls;
- Examined and reviewed documents, data and other information made available by the Company;
- Conducted in-person interviews with top and senior management team of Company and other representatives, including data owners and decision-makers from different divisions and functions of the Company;
- Performed sample-based reviews of

1 The VeriSustain protocol is available on www.dnvgl.com

* Assurance Engagements other than Audits or Reviews of Historical Financial Information.

the mechanisms for implementing the Company's sustainability related policies, as described in the Report;

- Performed sample-based checks of the processes for generating, gathering and managing the quantitative data and qualitative information included in the Report.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement.

Opinion

On the basis of the verification undertaken, nothing came to our attention to suggest that the Report does not properly describe ATL's adherence to the GRI G4 reporting requirements including the Principles for Defining Report Content, representation of the material aspects, related strategies and disclosures on management approach and performance indicators as below:

- **General Standard Disclosures:** The reported information on General Standard Disclosure generally meets the disclosure requirements for the 'in accordance' – Comprehensive option and the reasons for omissions and partial disclosure were explained to us and explained within the Report.
- **Specific Standard Disclosures:** The Report describes the generic Disclosures on Management Approach (DMA) and Performance Indicators for identified material Aspects/Topics as below:

Economic

- Economic Performance – G4-EC1, G4-EC2*, G4-EC3, G4-EC4;
- Indirect Economic Impacts – G4-EC7, G4-EC8;
- Procurement Practices – G4-EC9;

Environment

- Energy – G4-EN3, G4-EN4*, G4-EN5, G4-EN6;
- Water – G4-EN8*;
- Biodiversity – G4-EN11, G4-EN12, G4-EN13, G4-EN14, EU13;

- Emissions – G4-EN15, G4-EN16, G4-EN17*, G4-EN18, G4-EN19, G4-EN20, G4-EN21;
- Effluents and Waste – G4-EN23, G4-EN24, G4-EN25;
- Compliance - G4-EN29;
- Transport - G4-EN30* ;

Social

Labour Practices and Decent Work

- Employment – G4-LA1, G4-LA2, G4-LA3;
- Labour Management Relationship - G4-LA4;
- Occupational Health and Safety – G4-LA5, G4-LA6, G4-LA7, G4-LA8;
- Training and Education – G4-LA9, G4-LA10, G4-LA11, EU18;

Human Rights

- Investment – G4-HR1, G4-HR2;
- Non-discrimination – G4-HR3;
- Freedom of association and Collective Bargaining – G4-HR4;
- Child labour – G4-HR5;
- Forced or Compulsory Labor – G4-HR6;
- Indigenous Rights – G4-HR8;

Society

- Local Communities – G4-SO1, G4-SO2, EU22;
- Anti-corruption – G4-SO3, G4-SO4, G4-SO5;
- Compliance - G4-SO8;

Other Topics

- Resource Optimisation;
- Tower Safety – G4-PR3;
- System Availability including Asset Security and Disaster Management – EU25;
- Supplier Sustainability Assessment- G4-EN32, G4-LA14, G4-HR9.

*Partially reported as systems are being developed.

Observations

Without affecting our assurance opinion, we also provide the following observations. We have evaluated the Report's adherence to the following principles on a scale of 'Good', 'Acceptable' and 'Needs Improvement':

Inclusivity

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report articulates the stakeholder engagement process and planned engagement with key stakeholders to identify and respond to significant sustainability concerns. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Materiality

The process of determining the issues that is most relevant to an organization and its stakeholders.

The Report articulates identified material issues emerging from materiality analysis. The materiality determination process is based on inputs from key stakeholders including global and peer sector reports, company and Group policies, value chain impacts of operations, business risks and inputs from the senior management at ATL. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Responsiveness

The extent to which an organization responds to stakeholder issues.

We consider that the Report has fairly disclosed the strategies and management approach related to identified key sustainability aspects and challenges considering the overall sustainability context of the transmission sector for its Operation and Maintenance and related activities defined within the Report. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Reliability

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The sustainability performance indicators are captured in data formats generated by ATL, the majority of data

and information verified at the Corporate Office and sampled operational sites were found to be accurate. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors and the errors were communicated and subsequently corrections made in the reported data and information. In our opinion, level at which the Report adheres to this principle is 'Acceptable'.

Specific Evaluation of the Information on Sustainability Performance

We consider the methodology and process for gathering information developed by ATL for its sustainability performance reporting to be appropriate, and the qualitative and quantitative data included in the Report was found to be identifiable and traceable; the personnel responsible could demonstrate the origin and interpretation of the data and its reliability. We observed that the Report presents a faithful description of the reported sustainability activities for the reporting period.

Additional principles as per DNV GL VeriSustain Completeness

How much of all the information that has been identified as material to the organisation and its stakeholders is reported.

The Report has fairly reported the General and Specific Standard Disclosures including the management approach, monitoring systems and sustainability performances indicators against GRI G4 requirements corresponding to the 'in accordance' – Comprehensive option of reporting, except certain indicators which are partially reported as ATL is in the process of strengthening its data capture processes. In our opinion, the level at which the Report adheres to this principle is 'Acceptable'

Neutrality

The extent to which report provides a balanced account of an organization's performance, delivered in neutral tone.

The disclosures related to sustainability issues and performances are fairly reported in a neutral tone, in terms of content and presentation, however Report could further bring out responses related to the challenges faced during the reporting period. In our opinion, the level at which the Report adheres to the principle of Neutrality is 'Acceptable'

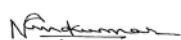
Opportunities for Improvement

The following is an excerpt from the observations and opportunities for improvement reported to the management of the Company and are not considered for drawing our

conclusions on the Report; however, they are generally consistent with the management's objectives:

- To further strengthen the reliability and accuracy of sustainability parameters and for consistency in monitoring and recording sustainability performance indicators, ATL may:
 - Integrate data and information's for sustainability reporting into the existing management system (IMS) and establish Standard Operating Procedures (SOP's) for calculation and data aggregation at regular intervals,
 - Increase awareness and IT enablement of Sustainability Performance Management,
 - Integrate sustainability parameters within existing framework of internal audit under IMS;
- ATL may disclose short, medium and long term operational and strategic objectives and targets and its trend related to identified material Aspects and topics, including social aspects;
- Sustainability performance may also be benchmarked with peers.

For and on behalf of DNV GL AS
Bengaluru, India 5th October 2017



Nandkumar Vadakepatth

Lead Verifier

Regional Sustainability Manager – India Subcontinent and Middle East
DNV GL Business Assurance India Private Limited, India.



Prasun Kundu

Assurance Reviewer,
DNV GL Business Assurance India Private Limited, India.



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GRI Content Index

General Standard Disclosures				
General Standard Disclosures	Pg. no. of SR	Reference	Omission	External Assurance
Strategy and Analysis				
G4-1	6	COO's Statement, CSO's Statement	-	Yes
G4-2	32	Risk Management and Corporate Governance	-	Yes
Organisational Profile				
G4-3	14	About Adani Transmission Limited	-	Yes
G4-4	14	About Adani Transmission Limited	-	Yes
G4-5	14	About Adani Transmission Limited	-	Yes
G4-6	14, 16	About Adani Transmission Limited	-	Yes
G4-7	14	About Adani Transmission Limited Pg 30-31, AR indicates major shareholding in ATL	-	Yes
G4-8	20	Our Supply Chain	-	Yes
G4-9	18	Key Highlights	-	Yes
G4-10	58	Human Resources	-	Yes
G4-11	63	Human Resources	-	Yes
G4-12	20	Our Supply Chain	-	Yes
G4-13	20	Our Supply Chain	-	Yes
G4-14	8	COO's Statement	-	Yes
G4-15	28	Our Commitment to SDGs and other Guidelines	-	Yes
G4-16	28	Our Commitment to SDGs and other Guidelines	-	Yes
Identified Material Aspects and Boundaries				
G4-17	26	Pg. 69, Pg. 136 of Annual Report	-	Yes
G4-18	27	Stakeholder Engagement and Materiality Assessment	-	Yes
G4-19	27	Stakeholder Engagement and Materiality Assessment	-	Yes
G4-20	27	Stakeholder Engagement and Materiality Assessment	-	Yes

General Standard Disclosures				
General Standard Disclosures	Pg. no. of SR	Reference	Omission	External Assurance
G4-21	27	Stakeholder Engagement and Materiality Assessment	-	Yes
G4-22	10	CSO's Statement	-	Yes
G4-23	27	Stakeholder Engagement and Materiality Assessment	-	Yes
Stakeholder Engagement				
G4-24	24	Stakeholder Engagement and Materiality Assessment	-	Yes
G4-25	24	Stakeholder Engagement and Materiality Assessment	-	Yes
G4-26	24	Stakeholder Engagement and Materiality Assessment	-	Yes
G4-27	24	Stakeholder Engagement and Materiality Assessment	-	Yes
Report Profile				
G4-28	10	CSO's Statement	-	Yes
G4-29	6	COO's Statement	-	Yes
G4-30	6	COO's Statement	-	Yes
G4-31	11	CSO's Statement	-	Yes
G4-32	6, 11	COO's Statement, CSO's Statement, Independent Assurance Statement	-	Yes
G4-33	11	CSO's Statement	-	Yes
Governance				
G4-34	36	Risk Management and Corporate Governance	-	Yes
G4-35	36	Risk Management and Corporate Governance Pg. 53, 54 of Annual Report	-	Yes
G4-36	35, 36	Risk Management and Corporate Governance	-	Yes
G4-37	36	Risk Management and Corporate Governance	-	Yes
G4-38	36	Risk Management and Corporate Governance Annual Report Pg. 51	-	Yes
G4-39	36	Risk Management and Corporate Governance No, stated in Pg. 51 of Annual Report	-	Yes
G4-40	37	Risk Management and Corporate Governance Nomination committee is brought out in Pg. 55	-	Yes

General Standard Disclosures				
General Standard Disclosures	Pg. no. of SR	Reference	Omission	External Assurance
G4-41	38	Risk Management and Corporate Governance Pg. 61 and pg. 185 of Annual Report	-	Yes
G4-42	38	Risk Management and Corporate Governance	-	Yes
G4-43	36	Risk Management and Corporate Governance	-	Yes
G4-44	37	Risk Management and Corporate Governance Pg. 24 of Annual Report	-	Yes
G4-45	32	Risk Management and Corporate Governance Pgs 24, 49 of Annual Report - Risk Management and MDA - Risk Management and Analysis	-	Yes
G4-46	32	Risk Management and Corporate Governance Pg. 24 of Annual Report	-	Yes
G4-47	37	Risk Management and Corporate Governance	-	Yes
G4-48	36	Risk Management and Corporate Governance	-	Yes
G4-49	33	Risk Management and Corporate Governance	-	Yes
G4-50	33	Risk Management and Corporate Governance	-	Yes
G4-51	37	Risk Management and Corporate Governance Pg. 56-57 of Annual Report - broad criteria are mentioned	-	Yes
G4-52	37	Risk Management and Corporate Governance	-	Yes
G4-53	37	Risk Management and Corporate Governance	-	Yes
G4-54	37	Risk Management and Corporate Governance Pg. 38 of Annual Report	-	Yes
G4-55	37	Risk Management and Corporate Governance Pg. 38 of Annual Report	-	Yes
Ethics and Integrity				
G4-56	-	http://www.adanitransmission.com/about-us/value-vision-culture	-	Yes
G4-57	38	Risk Management and Corporate Governance	-	Yes
G4-58	39	Risk Management and Corporate Governance	-	Yes

Specific Standard Disclosures				
Material Aspect/ Indicators	Pg. no. of SR	Reference	Omission	External Assurance
Economic				
Economic Performance				
DMA	44	Economic Performance	-	Yes
G4-EC1	45	Economic Performance	-	Yes
G4-EC2	34	Risk Management and Corporate Governance	Financial impacts of climate changes are being evaluated; these shall be reported in future reporting periods	Yes
G4-EC3	45	Economic Performance Pg. 92, 157 of Annual Report	-	Yes
G4-EC4	44	Economic Performance	-	Yes
Indirect Economic Impacts				
DMA	67	Corporate Social Responsibility	-	Yes
G4-EC7	68	Corporate Social Responsibility	-	Yes
G4-EC8	68	Corporate Social Responsibility	-	Yes
Procurement Practices				
DMA	21, 41	Supply Chain Management, External Review	-	Yes
G4-EC9	21, 41	Supply Chain Management, External Review	-	Yes
Environmental				
Energy				
DMA	53	Energy and Emissions	-	Yes
G4-EN3	53	Energy and Emissions	-	Yes
G4-EN4	53	Energy and Emissions	Systems are being developed for full reporting on value chain energy consumption	Yes
G4-EN5	53	Energy and Emissions	-	Yes
G4-EN6	53	Energy and Emissions	-	Yes
G4-EN7	53	Energy and Emissions	Not applicable	Yes
Water				
DMA	54	Water	-	Yes
G4-EN8	54	Water	Systems are being developed for full/ detailed reporting	Yes
G4-EN9	-	-	Not material	-
G4-EN10	-	-	Not material	-

Specific Standard Disclosures				
Material Aspect/ Indicators	Pg. no. of SR	Reference	Omission	External Assurance
Biodiversity				
DMA	52	Biodiversity	-	Yes
G4-EN11	52	Biodiversity	-	Yes
G4-EN12	52	Biodiversity	-	Yes
G4-EN13	52	Biodiversity	-	Yes
G4-EN14	52	Biodiversity	-	Yes
EU13	52	Biodiversity	-	Yes
Emissions				
DMA	53	Energy and Emissions	-	Yes
G4-EN15	53	Energy and Emissions	-	Yes
G4-EN16	53	Energy and Emissions	-	Yes
G4-EN17	53	Energy and Emissions	We are in the process of strengthening our processes to estimate metal conversion processes in future reporting periods	Yes
G4-EN18	53	Energy and Emissions	-	Yes
G4-EN19	53	Energy and Emissions	-	Yes
G4-EN20	53	Energy and Emissions	-	Yes
G4-EN21	53	Energy and Emissions	-	Yes
Effluents and Waste				
DMA	54	Waste	-	Yes
G4-EN22	-	-	Not material	-
G4-EN23	54	Waste	-	Yes
G4-EN24	54	Waste	-	Yes
G4-EN25	54	Waste	-	Yes
G4-EN26	-	-	Not applicable	-
Transport				
DMA	48	Environmentally Responsible Supply Chain	-	Yes
G4-EN30	48	Environmentally Responsible Supply Chain	Systems are being developed for detailed reporting	Yes

Specific Standard Disclosures				
Material Aspect/ Indicators	Pg. no. of SR	Reference	Omission	External Assurance
Social				
Labour Practices and Decent Work				
Employment				
DMA	59	Human Resources	-	Yes
G4-LA1	59	Human Resources	-	Yes
G4-LA2	60	Human Resources	-	Yes
G4-LA3	61	Human Resources	-	Yes
EU15	60	Human Resources	-	Yes
EU17	65	Managing Occupational Health and Safety	-	Yes
EU18	65	Managing Occupational Health and Safety	-	Yes
Labour/Management Relationship				
DMA	59	Human Resources	-	Yes
G4-LA4	63	Commitment to Human rights	-	Yes
Occupational Health and Safety				
DMA	64	Occupational Health and Safety	-	Yes
G4-LA5	66	Occupational Health and Safety	-	Yes
G4-LA6	66	Occupational Health and Safety	-	Yes
G4-LA7	65	Occupational Health and Safety	Systems are being developed for detailed reporting	Yes
G4-LA8	-	-	Not Applicable	-
Training and Education				
DMA	61	Human Resources	-	Yes
G4-LA9	62	Human Resources	-	Yes
G4-LA10	61	Human Resources	-	Yes
G4-LA11	61	Human Resources	-	Yes
EU18	65	Human Resources	-	Yes
Human Rights				
Investment				
DMA	63	Commitment to Human rights	-	Yes
G4-HR1	63	Commitment to Human rights	-	Yes
G4-HR2	63	Commitment to Human rights	-	Yes

Specific Standard Disclosures				
Material Aspect/ Indicators	Pg. no. of SR	Reference	Omission	External Assurance
Non-discrimination				
DMA	63	Commitment to Human rights	-	Yes
G4-HR3	63	Commitment to Human rights	-	Yes
Freedom of Association and Collective Bargaining				
DMA	63	Commitment to Human rights	-	Yes
G4-HR4	63	Commitment to Human rights	-	Yes
Child Labour				
DMA	63	Commitment to Human rights	-	Yes
G4-HR5	63	Commitment to Human rights	-	Yes
Forced or Compulsory Labour				
DMA	63	Commitment to Human rights	-	Yes
G4-HR6	63	Commitment to Human rights	-	Yes
Indigenous Rights				
DMA	63	Commitment to Human rights	-	Yes
G4-HR8	63	Commitment to Human rights	-	Yes
Society				
Local Communities				
DMA	66	Corporate Social Responsibility	-	Yes
G4-SO1	67	Corporate Social Responsibility	-	Yes
G4-SO2	69	Corporate Social Responsibility	-	Yes
EU22	67	Corporate Social Responsibility	-	Yes
Anti-corruption				
DMA	39	Anti-corruption	-	Yes
G4-SO3	39	Anti-corruption	-	Yes
G4-SO4	39	Anti-corruption	-	Yes
G4-SO5	39	Anti-corruption	-	Yes
Compliance				
DMA	40	Compliance, External Review	-	Yes
G4-SO8	41	External Review	-	Yes
Other Topics				
Resource Optimisation	49	Resource Conservation	-	Yes

Specific Standard Disclosures				
Material Aspect/ Indicators	Pg. no. of SR	Reference	Omission	External Assurance
Tower Safety				
G4-PR3	67	Corporate Social Responsibility	-	Yes
System Availability	44	Economic Performance	-	
EU25	67	Corporate Social Responsibility	-	Yes
Supplier Sustainability Assessment				
G4-EN32	21	Supply Chain Management	-	Yes
G4-LA14	21	Supply Chain Management	-	Yes
G4-HR9	21	Supply Chain Management	-	Yes

Mapping with IFC Performance Standards

Performance Standards for Environment & Social Sustainability

Performance Standard	Description	Performance Aspects- GRI G4	Page No.
PF1	Social and Environmental Assessment & Management Systems	Labour Practices, Human Rights, Vendor Management System	Pgs. 21, 59, 63
PF2	Labour and Working Conditions	Occupational Health and Safety, Human Rights, Training and Education	Pgs. 63, 61
PF3	Pollution Prevention and Abatement	Local Communities - Society, Energy and Emissions, Compliance	Pgs. 53, 67
PF4	Community, Health, Safety and Security	Society, Occupational Health and Safety	Pgs. 67, 65, 64
PF5	Land Acquisition and Involuntary Resettlement	Environment - Biodiversity, CSR Approach	Pgs. 52, 67
PF6	Biodiversity Conservation and Sustainable Resource Management	Environment – Biodiversity, Resource Conservation	Pgs. 49, 52
PF7	Indigenous Peoples	Human Rights	Pg. 64
PS8	Cultural Heritage	-	Pg. 67

Abbreviations

Abbreviation	Full Form
AC	Alternating Current
AIIM	Adani Institute of Infrastructure Management
AMC	Annual Maintenance Contract
AMDC	Adani Management and Development Centre
AP	Air Pollution
APTRI	Adani Power Training and Research Institute
ASCR	Aluminium Conductor Steel-Reinforced
ATIL	Adani Transmission (India) Limited
ATL	Adani Transmission Limited
ATRL	Adani Transmission (Rajasthan) Limited
BBB	Better Business Bureau
BBS	Behavioural Based Safety
BD	Business Development
BOOM	Build, Own, Operate and Maintain
BR	Business Responsibility
CAR	Constructor's All Risk
CBD	Convention on Biological Diversity
CBIP	Central Board of Irrigation and Power
CEA	Central Electricity Authority
CEO	Chief Executive Officer
CERC	Central Electricity Regulatory Commission
CIGRE	Conseil International des Grands Réseaux Électriques
ckt km	Circuit Kilometre
CRO	Chief Risk Officer
CRZ	Coastal Regulation Zones
CSO	Chief Sustainability Officer
CSR	Corporate Social Responsibility
CSR&S	Corporate Social Responsibility and Sustainability
CTU	Central Transmission Utility
CWRTL	Chhattisgarh-WR Transmission Limited
D/C	Double Circuit
DG	Diesel Generator
DOA	Delegation of Authority
EAR	Erectos' All Risk
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortisation
EHV	Extra High Voltage
EPA	Environmental Protection Agency
EPC	Engineering, Procurement and Construction
ERS	Emergency Restoration System
ESZ	Eco Sensitive Zone
ESIA	Social Impact Assessment
EUSD	Electric Utilities Sector Disclosure
F&A	Finance and Accounts
FMEA	Failure Mode Effects Analysis
FOTE	Fibre Optic Terminal Equipmen
FSC	Fixed Series Compensation
FTA	Fixed Term Appointment
FY	Financial Year

Abbreviation	Full Form
GETCO	Gujarat Energy Transmission Corporation
GHG	Green House Gas
GIS	Geographic Information System
GPS	Global Positioning System
HODs	Head of Departments
HR	Human Resources
HSE	Health, Safety and Environment
HVAC	High Voltage Alternating Current
HVDC	High Voltage Direct Current
ICC	Internal Complaints Committee
IEEMA	Indian Electric and Electronics Manufacturiers' Association
IFC	International Finance Corporation
ILP	Industrial Liaison Program
IMS	Integrated Management System
IND-AS	Indian Accounting Standard
INR	Indian Rupees
ISO	International Organization for Standardization
ISTS	Inter State Transmission System
IT	Information Technology
IUCN	Union for Conservation of Nature
KG	Kilo Gram
KL	Kilo Litres
KM	Kilometres
KPIs	Key Performance Indicators'
KRA	Key Result Areas
kV	Kilo Volts
LED	Light-Emitting Diode
LIDAR	Light Detection and Ranging
LMS	Learning Management System
LTI	Lost Time Incidence
M&A	Merger and Acquisitions
MAAS	Management Audit & Assurance Services
MEGPTCL	Maharashtra Eastern Grid Power Transmission Company Limited
MERC	Maharashtra Electricity Regulatory Commission
MT	Metric Tonnes
MVA	Mega Volt Amp
MW	Mega Watts
MWh	Megawatt Hours
MWp	Mega Watt peak
M ³	Cubic Metre
NA	Not Applicable
NKTL	North Karanpura Transco Limited
No.	Number
NOx	Nitrogen Oxides
NVG	National Voluntary Guideline
O&M	Operation & Maintenance
ODS	Ozone depleting substances
OHS	Occupational Health and Safety
OHSAS	Occupation Health and Safety Assessment Series
OPGW	Optical Fibre Ground Wire
PCB	Polychlorinated bi-phenyl
PF	Provident Fund

Abbreviation	Full Form
PFC	Power Finance Corporation Limited
PGDM	Post Graduate Diploma in Management
PLS-CADD	Power Line Systems - Computer Aided Design and Drafting
POPs	Persistent Organic Pollutant
POSH	Prevention Of Sexual Harassment
PRA	Participatory Rural Appraisals
PRA	Participatory Rural Appraisals
PV	Photovoltaic
R&D	Research & Development
REC	Rural Electrification Corporation Limited
RERC	Rajasthan Electricity Regulatory Commission
ROW	Right of Way
RRVPL	Rajasthan Rajya Vidyut Prasaran Nigam Limited
RRWTL	Raipur-Rajnandgaon-Warora Transmission Limited
S&P	Standard & Poor's
SDG	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SF ₆	Sulfur Hexafluoride
SLA	Service Level Agreement
SOP	Standard Operating Procedure
SOx	Sulphur Oxides
SPOC	Single Point of Contact
SPV	Specila Purpose Vehicle
SRI	Systematic Rise Intensification
ST	Sustainability Team
STL	Sipat Transmission Limited
TBCB	Tariff Based Competitive Bidding
tCO ₂ e	Tonnes of carbon dioxide equivalent
TNI	Training Need Identification
UAS	Unmanned Aerial System
UHV	Ultra High Voltage
US	United States
USA	United States of America
VRM	Vendor Relationship Management
WR	Western Region
YTD	Year to date

adani™

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