

**Juniper Green Energy  
Private Limited**

**Business  
Responsibility  
and  
Sustainability  
Report  
FY 2023-24**

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## Message from the CEO

Dear Stakeholders,

I am pleased to present Juniper Green Energy's first-ever Business Responsibility and Sustainability Report for the fiscal year, 2023-24. Juniper treads forward with the core motive of synchronising the United Nations Sustainable Development Goals to provide clean and affordable renewable energy solutions while keeping the health and well-being of the community in check. We focus on generating electrical power from renewable energy, thereby displacing non-renewable fossil resources for long-term economic and environmental development. Our project activities not only reduce greenhouse gas emissions but also aim for overall social, environmental, economic, and technical well-being.

As a company committed to being a good corporate citizen, we prioritise taking care of the communities we operate in. Understanding our responsibilities, Juniper Green Energy is dedicated to complying with Securities and Exchange Board of India (SEBI) Standards, ensuring transparency, integrity, and accountability in all our operations. We believe in cultivating positive relationships and contributing to the prosperity of the regions where we are present.

Businesses today must strike a delicate balance between growth and environmental responsibility. A study by Oxford Economics and SAP indicates that 62% of Indian companies believe sustainability and profitability can coexist, with a well-defined sustainability plan in place. Yet, a report from Bain & Company suggests that over 60% of businesses in India are off track in meeting their sustainability targets. Despite these challenges, companies that manage to align the triple bottom line—profits, people, and the planet—not only survive but often thrive, adapting more quickly to changing market conditions. However, achieving the triple bottom line presents unique challenges. While profitability is easily measurable, social and environmental impacts are more difficult to quantify. It can be challenging to balance competing priorities—like maximising financial returns while also considering the broader impact on people and the planet.

Juniper Green Energy is striving to walk this path by prioritizing renewable energy solutions that both generate profits and contribute positively to society and the environment. We are investing in sustainable technologies that reduce resource consumption and minimize waste. In addition, we are actively engaged in understanding regulatory requirements, ensuring compliance with environmental laws, and adopting sustainable practices throughout our operations.

By focusing on sustainability, Juniper Green Energy aims to drive long-term success while contributing to the well-being of the planet and its people. We are committed to making sustainability a core aspect of our business model, ensuring that our growth aligns with the broader goals of environmental responsibility and ethical business practices.

We recognise that the journey towards sustainability is ongoing, and the BRSR represents the next step we want to take in our efforts to be more accountable and transparent. We are committed to continuously exploring ways to incorporate sustainability principles across our operations and look forward to updating you on our progress. Together, we can build a world where clean energy powers prosperity for generations to come.

Warm regards,  
Naresh Mansukhani,  
CEO, Juniper Green Energy

## BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

Section C: Principle-wise Performance Disclosure

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

## SECTION A: GENERAL DISCLOSURES

### I. Details of the reporting entity

1.	Corporate Identity Number (CIN) of the listed entity	U40100DL2011PTC228318
2.	Name of the reporting entity	Juniper Green Energy Private Limited
3.	Year of Incorporation	2011
4.	Registered office address	F-9, First Floor, Manish Plaza-1, Plot no. 7 MLU, Sector-10, Dwarka, New Delhi- 110075
5.	Corporate address	Plot No. 18, 1st Floor, Institutional Area, Sector 32, Gurugram Haryana-122001
6.	E-mail	<a href="mailto:cs@junipergreenenergy.com">cs@junipergreenenergy.com</a>
7.	Telephone	0124-4739600
8.	Website	<a href="https://www.junipergreenenergy.com/">https://www.junipergreenenergy.com/</a>
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	Not applicable
11.	Paid-up Capital	INR 259056400 as on 31 <sup>st</sup> March 2024
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries in the BRSR report	Indranil Roy Choudhuri Head – Corporate Communications Tel: +91-124 4739326(O), Mobile: +91 8700378346 Email: <a href="mailto:indranil.choudhuri@junipergreenenergy.com">indranil.choudhuri@junipergreenenergy.com</a>
13.	Reporting boundary	Standalone
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

### II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Generation of power in the field of renewable energy	The Company is primarily engaged in the business of setting up, operating, maintaining, generation, supply and sale of power in the field of renewable energy. The Company had commissioned 30 MW Solar Power Project in the state of Maharashtra ("Project") and electricity generated from it is sold to Maharashtra State Electricity Distribution Company Limited.	100% turnover (except other income) is from the business activity.

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electricity	35105	100% turnover (except other income) is from the business activity

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	0	3
International	0	0	0

#### 19. Markets served by the entity

##### a) Number of locations

Locations	Number
National (No. of states)	3
International (No. of Countries)	0

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

Not applicable

**c. A brief on types of customers**

Juniper Green Energy is an independent renewable energy power producer and operator of solar, wind and hybrid power projects with significant experience in conceptualizing, building, and developing renewable energy assets. Being a utilities company, the customers are government entities, at centre and state level through Ministry of New and Renewable Energy.

**IV. Employees**

**20. Details as at the end of the Financial Year:**

**a) Employees and Workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	22	22	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D + E)</b>	22	22	100%	0	0%
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total workers (F + G)</b>	0	0	0	0	0

**b. Differently abled Employees and workers:**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	0	0	0	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differentlyabled workers (F + G)</b>	0	0	0	0	0

**21. Participation/Inclusion/Representation of women**

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
<b>Board of Directors (BoD)</b>	6	0	0%

Key Management Personnel (KMP)	1	0	0%
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## 22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.66%	0	16.66%	26.66%	0	26.66%	NA	NA	NA
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ subsidiary/ Associate company/ joint venture	% of shares held by reporting entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the reporting entity? (Yes/No)
1	Juniper Green Power Trading Private Limited	Subsidiary	Juniper does not wish to disclose this information at this time.	Yes, all our entities follow the same Business Responsibility initiatives as the reporting entity.

## VI. CSR Details

### 24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.): 283,617,213.72

(iii) Net worth (in Rs.): 15,57,44,58,400

## VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If yes, then provide web-link for grievance redress policy)</i>	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes The company has a grievance redressal policy (outlined under Vigil Mechanism & Whistle Blower Policy) the process and procedure for capturing and addressing grievances of all the various stakeholders. The policy can be found on our website, on the below weblink: <a href="https://www.junipergreenenergy.com/assets/pdf/Annexure-C-Vigil-Mechanism-Policy.pdf">https://www.junipergreenenergy.com/assets/pdf/Annexure-C-Vigil-Mechanism-Policy.pdf</a>	0	NA		0	NA	
Investors (Other than shareholders)		0	NA		0	NA	
Shareholders		0	NA		0	NA	
Employees and workers		0	NA		0	NA	
Customers		0	NA		0	NA	
Value Chain Partners		0	NA		0	NA	
Other (Please specify)		0	NA		0	NA	

**26. Overview of the entity's material responsible business conduct issues**

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
1	Health and Safety	Risk	Employee health and safety is a risk area for the Company due to potential workplace accidents, injuries, and illnesses. Failure to prioritize these concerns can lead to decreased productivity, increased insurance premiums, legal liabilities, and damage to reputation.	The company implements safety protocols and regular training programs to ensure a safe working environment. Health and safety risks are mitigated efficiently by fostering a culture of safety and resilience in all operations.	Negative financial implication: 1. Increased costs 2. Legal penalties 3. Operational disruptions 4. Reputation damage 5. Talent retention issues
2	Business Ethics	Risk/Opportunity	Adhering to strong business ethics can give the company a competitive advantage and improve stakeholder trust. Unethical business actions such as corruption and fraud can lead to long-term financial instability.	The company has a clearly defined Code of Conduct and policies for ethical practices.	Positive financial implications: 1. Improved stakeholder trust 2. Enhanced brand reputation 3. Mitigation of reputation and legal risks  Negative financial implications: 1. Reputational damage 2. Legal consequences 3. Employee dissatisfaction
3	GHG Emissions Management	Opportunity	GHG emissions management presents a strategic opportunity for the Company by reducing operational costs, ensuring regulatory compliance. It fosters environmental stewardship, attracts socially responsible investors, mitigates climate risks, and enhances brand reputation, driving long-term sustainability and financial growth.		Positive financial implications: 1. Cost savings 2. Regulatory compliance 3. Investment attraction 4. Operational resilience
4	Employee Attraction, Retention and Well-Being	Opportunity	Attracting skilled individuals by establishing the company as an employer of choice. And retaining employees by offering mentorship, skilling, and performance incentives are crucial to maintaining a long-term competitive edge.		Positive financial implications: 1. Higher productivity and innovation 2. Stronger employee loyalty 3. Operational efficiency
5	Corporate Governance	Risk/Opportunity	Corporate governance enhances every aspect of business, from strategic decision-making to daily business operations. Effective governance is crucial in sustaining the success of the company.	By ensuring the Board composition is diverse in terms of age, gender, skill set and experiences, its functioning and decision-making are enhanced.	Positive financial implications: 1. Strengthened decision-making. 2. Operational efficiency 3. Improved stakeholder trust  Negative financial implications: 1. Inadequate decision-making 2. Stakeholder distrust
6	Human Rights	Risk	Human rights assessment for a company is crucial due to the significant impact any violation of human rights issues can have for a company's operations, reputation and financial health.	By ensuring a robust human rights risk assessment across the value chain and conducting thorough due diligence to identify potential human rights risks across the supply chain.	Negative financial implications: 1. Reputation damage 2. Legal consequences 3. Operational disruptions 4. Damage to investor relations
7	Opportunities in Renewable Energy	Opportunity	The global shift towards sustainable energy sources is accelerating, driven by environmental concerns and stringent regulatory frameworks. As a renewable energy company investing in alternative energy options is crucial to the long-term resilience of the company and is directly aligned with its purpose.		Positive financial implications: 1. Cost savings 2. Investor appeal 3. New revenue streams 4. Government incentives 5. Energy security

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
8	Climate Change Strategy	Opportunity	As global awareness of climate change intensifies, there is an increasing demand for sustainable energy solutions. This shift presents a unique opportunity for leading the transition to a low-carbon future.		Positive financial implications: <ol style="list-style-type: none"> <li>1. Attracting investors</li> <li>2. Reduced regulatory costs</li> <li>3. Enhanced reputation</li> <li>4. Supply chain stability</li> </ol>
9	Compliance	Risk	Non-compliance can lead to severe financial penalties, legal actions, and reputational damage. It can also result in operational disruptions and loss of business licenses, directly impacting profitability. Additionally, failure to adhere to compliance requirements can erode stakeholder trust and investor confidence, making it harder to attract capital and sustain growth.	To mitigate compliance related risk the company ensures comprehensive monitoring and maintaining transparent reporting practices. Additionally having a team of legal experts engaged to proactively address potential compliance issues.	Negative financial implications: <ol style="list-style-type: none"> <li>1. Reputational damage</li> <li>2. Legal costs</li> <li>3. Operational disruptions</li> <li>4. Fines and penalties</li> <li>5. Loss of business opportunities</li> </ol>
10	Economic Performance	Opportunity	Economic performance as an opportunity attracts investors, enhances stakeholder confidence, and provides the financial resources needed for sustainable growth. Strong economic health enables compliance with regulatory requirements, investment in innovative technologies, and meaningful CSR activities, all of which contribute to long-term viability and a competitive market position.		
11	Risk Management	Opportunity	Risk management presents an opportunity for the Company to proactively identify and mitigate potential threats, such as climate change impacts or regulatory changes. By addressing risks effectively, the Company can safeguard its operations, enhance resilience, and capitalize on emerging opportunities in sustainable practices and markets.		Positive financial implications: <ol style="list-style-type: none"> <li>1. Regulatory compliance</li> <li>2. Business continuity</li> <li>3. Market confidence</li> <li>4. Operational efficiency</li> <li>5. Cost savings</li> </ol>
12	Diversity, Equity, and Inclusion	Risk	Failing to foster an inclusive environment can lead to legal challenges, including discrimination lawsuits and regulatory penalties. It can also harm the company's reputation, reducing its appeal to customers, investors, and top talent. Additionally, lack of diversity can stifle innovation and limit market competitiveness, impacting overall business performance and growth.	As part of the ESG commitments, the company implemented an equal hiring opportunity process. This encourages equal representation in the recruitment process and fostering a diverse & inclusive workplace. It is also mentioned as the priority area in the ESG Policy and the employee handbook.	Negative financial implications: <ol style="list-style-type: none"> <li>1. Reduced talent attraction</li> <li>2. Reputation damage</li> <li>3. Legal penalties</li> <li>4. Stakeholder discontent</li> </ol>



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core element of the NGRBCs. (Yes/No)	Ant-bribery policy – AT Group, Whistleblower policy	No	Employee handbook, leave policy	Stakeholder engagement policy	Human Rights policy	ESG Policy	No	Gender sensitization policy	No
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	No	Yes	Yes	Yes	No	Yes	No
c. Web Link of the Policies, if available	<a href="https://www.junipergreenenergy.com/assets/pdf/Annexure-C-Vigil-Mechanism-Policy.pdf">https://www.junipergreenenergy.com/assets/pdf/Annexure-C-Vigil-Mechanism-Policy.pdf</a>			<a href="https://www.junipergreenenergy.com/assets/pdf/stakeholder_engagement_policy.pdf">https://www.junipergreenenergy.com/assets/pdf/stakeholder_engagement_policy.pdf</a>	<a href="https://www.junipergreenenergy.com/assets/pdf/human_rights_policy.pdf">https://www.junipergreenenergy.com/assets/pdf/human_rights_policy.pdf</a>	<a href="https://www.junipergreenenergy.com/assets/pdf/esg_policy_juniper.pdf">https://www.junipergreenenergy.com/assets/pdf/esg_policy_juniper.pdf</a>			
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes			Yes	Yes	Yes		No	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No			Yes	Yes	Yes			
4. Name of the national and international codes/certifications /labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle									
5. Specific commitments, goals, and targets set by the entity with defined timelines if any									
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	<p>Juniper Green Energy has finalised its ESG policy, which guides the company's commitment to environmental protection, social responsibility, and corporate governance, in alignment with the United Nations Sustainable Development Goals. Through a materiality assessment, the company has identified and prioritized key ESG issues, enabling the company to set specific, measurable targets for the future. Juniper's key ESG efforts include implementing health and safety protocols, conducting due diligence to identify potential human rights risks,, enhancing resource efficiency, and promoting diversity and inclusion. As Juniper strives to balance growth with environmental responsibility, the company is investing in sustainable technologies that minimize waste and resource consumption. Juniper demonstrates its commitment to transparency, integrity, and accountability through adherence to SEBI standards and proactive community engagement. By persistently integrating sustainability principles into its operations, Juniper aims to achieve long-term success while making a positive impact on society and the environment. The Business Responsibility and Sustainability Report (BRSR) signifies Juniper's ongoing dedication to accountability and transparency, ensuring that its expansion aligns with the broader objectives of environmental stewardship and ethical business conduct.</p>								

## Governance, leadership, and oversight

### 7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

Our commitment is aligned with the UN Sustainable Development Goals, focusing on providing clean, affordable renewable energy while safeguarding community health and well-being. By transitioning from non-renewable to renewable energy sources, we aim to promote long-term economic and environmental sustainability.

We uphold SEBI Standards to ensure transparency, integrity, and accountability in our operations. While balancing profitability with social and environmental impacts is challenging, we are dedicated to integrating sustainability into our core practices.

Our investments in sustainable technologies, waste reduction, and regulatory compliance underscore our commitment to both profitability and positive societal impact. This BRSR represents our ongoing dedication to transparency and accountability as we advance our sustainability goals.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Management Committee and the Board is chaired by the CEO, CFO and COO and is responsible for the oversight of assigning teams to handle human rights impacts or issues.

### 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Details of Review of NGRBCs by the Company:																				
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee.									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
10	Performance against above policies and follow up action	The Management Committee is chaired by the CEO, CFO and COO and is responsible for the oversight of assigning teams to handle human rights impacts or issues.									Annually									
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all the statutory requirements as applicable																		
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9										
		No																		

### 12. If answer to question (1) above is “No” i.e., not ALL Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	N.A.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BOD)	0	NA	0
Key Managerial Personnel (KMP)			
Employees other than Board of Directors and Key Managerial Personnel (KMPs)	0	NA	0
Workers	NA	NA	NA

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2023-24 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
NIL – In accordance with Materiality Threshold as mentioned under Regulations 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015					
Penalty/ Fine	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding fee	NA	NA	0	NA	NA
<b>Non-Monetary</b>					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	NA		NA	NA
Punishment	0	NA		NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

Yes, Juniper follows the AT Group's Anti-Bribery and Anti-Corruption policy. Juniper is committed to ethical business practices and its policy is to never to offer, pay, request, solicit or receive bribes, or to facilitate, assist in or abet any offer or payment of bribes and to refuse any request to pay them. The policy covers the anti-bribery procedures, prohibited behavior, guidelines on gifts, events and donations, as well as guidelines on partners, agents and third parties and tenders.

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

Segment	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Directors	0	0
Key Managerial Personnel (KMP)	0	0
Employees	0	0

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

Particulars	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	29	14

**9. Open-ness of business**

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

Parameter	Metrics	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N/A	N/A
	b. Number of trading houses where purchases are made from	N/A	N/A
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N/A	N/A
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	79.34%	93.73%
	b. Number of dealers / distributors to whom sales are made	1	1
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	N/A	N/A
	b. Sales (Sales to related parties / Total Sales)	18.47%	N/A
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
0		

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

Not Available

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

**Essential Indicators**

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

Particulars	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research and Development (R&D)	NA	NA	Juniper Green Energy's nature of business is one which improves environmental impact as it is an independent renewable energy power producer and operator of solar, wind and hybrid power projects. with significant experience in conceptualizing, building, and developing renewable energy assets.
Capex	100%	100%	

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

No, we do not have specific sustainable sourcing programmes specifically. However, our procurement and supply chain management processes do include screening all our suppliers as a part of our supplier onboarding process. ESG factors such as human rights issues, child labour, forced labour, health and safety parameters are evaluated at the time of onboarding of suppliers.

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

NA

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

We are registered in EPR (Extended Producer Responsibility) and comply to all the Central Pollution Control Board (CPCB) guidelines.

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

Yes, our waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Boards.

**Leadership Indicators**

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

No

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

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

No

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

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

NA

Indicate input material	Recycled or re-use input material to total material	
	FY2023-24	FY2022-23

Indicate input material	Recycled or re-use input material to total material	
	(Current Financial Year)	(Previous Financial Year)

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

For our projects, the recycling would be applicable after 20 to 25 years. We have not seen any requirements for recycling or replacement in the past 2 years.

	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste (Includes E-wastes and Battery waste)	0	0	0	0	0	0
Hazardous waste (includes ETP Sludge, Paint Sludge & Cotton Rags)	0	0	0	0	0	0
Other waste (includes Used Oil & Used Grease)	0	0	0	0	0	0

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

NA

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

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

**Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Employees</b>											
Male	22	22	100%	22	100%	0	0%	22	100%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>22</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>22</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.40%	0.58%

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

Benefits	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y



Gratuity	100.00%	NA	NA	100.00%	NA	NA
ESI	22.7%	NA	Y	19.2%	NA	Y
Others- Please specify	0	NA	NA	0	NA	NA

### 3. Accessibility of workplaces –

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

Yes, the corporate office is accessible. Inclusive infrastructure facilities are available at the corporate office, including ramps for mobility impaired persons with disability and facial recognition equipment installation to promote digital accessibility.

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

Yes. The company has a Human Rights policy which focuses on following fair employment policies and ensures equal opportunity for all employees. The company strictly follows non-discrimination against any employees ensuring people are treated with dignity and respect, irrespective of race, color, ethnicity, nationality, religion, age, gender, sexual orientation, disability, marital status, or any other characteristic protected by applicable laws.

Link: [https://www.junipergreenenergy.com/assets/pdf/human\\_rights\\_policy.pdf](https://www.junipergreenenergy.com/assets/pdf/human_rights_policy.pdf)

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

Not applicable as none of our employees took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

The company has an effective grievance redressal mechanism in place as a part of our employee handbook manual. Our process begins at an immediate supervisor level, and if any employee has any complaints or grievances they are expected to reach out to their supervisor. In case of any further escalation or if the issue is not resolved, then the Human Resources representative takes over and reaches out to the senior management for prompt resolution of said grievances.

Particulars	Yes/No
Permanent Employees	NA
Other than Permanent Employees	NA
Permanent Workers	NA
Other than Permanent Workers	NA

If Yes, then give details of the mechanism in brief:

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

Category	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	22	0	0	26	0	0
Male	22	0	0	26	0	0
Female	0	0	0	0	0	0
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA

Female	NA	NA	NA	NA	NA	NA
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**8. Details of training given to employees and workers:**

Category	FY2023-24 (Current Financial Year)					FY2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	22	0	0%	0	0	26	0	0%	0	0%
Female	0	0	0%	0	0	0	0	0%	0	0%
<b>Total</b>	<b>22</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Workers</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**9. Details of performance and career development reviews of employees and workers:**

Category	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	22	22	100%	26	26	100%
Female	0	0	0	0	0	0
<b>Total</b>	<b>22</b>	<b>22</b>	<b>100%</b>	<b>26</b>	<b>26</b>	<b>100%</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**10. Health and Safety Management System:**

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

Yes, the company has its own safety code of conduct in-place that is implemented across all its sites and offices. The safety code of conduct followed by the company follows a proactive approach of having guidelines and practices in place to prevent safety incidents at its source.

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

The company conducts Hazard Identification and Risk Assessment (HIRA) and is effectively equipped to manage health and safety hazards and risks across its sites and offices. HIRA systematically identifies potential hazards, evaluates the associated risks, and determines appropriate control measures to mitigate them. This proactive approach enables the company to address various threats, from physical and chemical hazards to ergonomic and psychosocial risks. By continually monitoring and updating the HIRA process, the company ensures compliance with safety regulations, reduces workplace accidents, and promotes a culture of safety among employees.

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

Yes, the company has implemented straightforward processes for reporting work-related hazards and removing employees from such risks to ensure workplace safety. Firstly, employees are encouraged to immediately report any hazards or unsafe conditions to their supervisors or through a dedicated safety reporting system, such as an online portal or a hazard report form. Regular training, safety drills and clear communication of these procedures ensure that employees understand how to report hazards and the importance of doing so for their safety and that of their colleagues.

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

Yes

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

Safety Incident/Number	Category	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
<b>Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)</b>	Employees	0	0
	Workers	0	0
<b>Total recordable work-related injuries</b>	Employees	0	0
	Workers	0	0
<b>No. of fatalities</b>	Employees	0	0
	Workers	0	0
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	0	0
	Workers	0	0

\*Including in the contract workforce

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

To ensure a safe and healthy workplace, the company utilizes a combination of awareness trainings, motivation programs, and industrial trainings. Awareness trainings educate employees about potential workplace hazards and the importance of safety protocols, fostering a culture of vigilance and responsibility. Motivation programs incentivize safe behavior by recognizing and rewarding employees who adhere to safety standards and contribute to a secure work environment. Industrial trainings provide hands-on experience and practical skills needed to safely operate machinery and handle materials, ensuring that all employees are competent and confident in their roles. By integrating these three strategies, the company effectively reduces accidents, enhances employee well-being, and maintains a robust safety culture.

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

Particulars	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	0	0	0	0	0	0
<b>Health and Safety</b>	0	0	0	0	0	0

**14. Assessments for the year:**

Particulars	% of your plants and offices that were assessed by the entity
<b>Health and safety practices</b>	100%
<b>Working Conditions</b>	100%

Yes, 100% of the assessments were carried out such as Vehicle & Equipment Inspection which monitors JCBs, Tractors, Mobile Concrete Mixer, and many others. Along with this, Fire Protection Inspection which routinely checks the fire safety equipment, Plant Safety Inspection which monitors various operational aspects such as cable laying and evaluates safety measures for gas cutting and electrical installations, General & PPE Inspection which regularly checks on first aid kits and PPEs, and Electrical Item Inspection which monitors electrical tools and machinery are also conducted.

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

In response to safety-related incidents, a comprehensive set of corrective actions has been implemented to enhance safety standards across various domains. These actions include:

1. Vehicle & Equipment Inspection:
  - o Thorough inspections of critical machinery and vehicles such as JCBs, Hydras, Tractors, DTH drills, and mobile cranes to ensure operational safety.
  - o Regular checks for staff transportation vehicles and mobile concrete mixers, as well as inspections for equipment like Ajax and Hitachi machines.
2. Fire Protection Inspection:
  - o Routine inspections of fire safety equipment including extinguishers, buckets, canopies, and fire balls.
  - o Regular checks on diesel generator sets to ensure they are equipped to handle emergency situations.
3. Plant Safety Inspection:
  - o Safety assessments for various operational aspects such as cable laying, module mounting, excavation, piling, and fencing.
  - o Inspections to ensure safe work practices at heights, welding operations, mechanical installations, pre-commissioning procedures, and stringing tasks.
  - o Evaluation of safety measures for concreting, gas cutting, electrical installations, lifting operations, and transmission tower erections.
4. General & PPE Inspection:

- Inspections of personal protective equipment (PPE) to confirm adequacy and condition.
  - Regular checks on first aid kits and ladders to ensure they meet safety standards.
5. Electrical Item Inspection:
- Comprehensive inspections of electrical tools and machinery including welding machines, portable cutting and grinding machines, chipping and drilling machines, and bar bending machines.
  - Regular checks on distribution boards, switch boards, emergency sirens, and smoke detectors to maintain safety and functionality.

## Leadership Indicators

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

Yes, for employees.

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

Yes.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
<b>Employees</b>	0	0	0	0
<b>Workers</b>	0	0	0	0

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

Yes, the company provides permanent extensions for technocrats and subject matter experts on a case-by-case basis, to ensure top talent is retained and high standards of expertise and innovation are maintained.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
<b>Health and safety practices</b>	100%
<b>Working Conditions</b>	100%

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

No significant risk & concerns have been identified.

## Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

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

Juniper Green Energy Pvt Ltd recognizes the importance of engaging with our stakeholders to foster transparency, build trust, and ensure that our operations align with their expectations and needs.

The company follows five principles of stakeholder engagement which are given below:

1. **Inclusivity:** We will strive to engage with a diverse range of stakeholders representing various perspectives, interests, and concerns.
2. **Transparency:** We are committed to providing timely and accurate information about our activities, decisions, and performance to our stakeholders.
3. **Respect:** We will listen to and respect the views, opinions, and rights of all stakeholders, even when there are differences of opinion.
4. **Responsiveness:** We will actively seek feedback, address concerns, and incorporate stakeholder input into our decision-making processes whenever possible.
5. **Accountability:** We will hold ourselves accountable for the impacts of our actions on stakeholders and society at large and take appropriate measures to mitigate negative impacts.

The company has also formulated a Stakeholder Engagement policy, which serves as the guiding principle for engaging with its stakeholders in a transparent and equitable manner, removing possibilities of any biases.

The policy link can be found on our website - [https://www.junipergreenenergy.com/assets/pdf/stakeholder\\_engagement\\_policy.pdf](https://www.junipergreenenergy.com/assets/pdf/stakeholder_engagement_policy.pdf)

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> <li>• Regular review meetings</li> <li>• Investor conferences and calls</li> <li>• Financial reports</li> <li>• Investor relations website</li> </ul>	<ul style="list-style-type: none"> <li>• Annual</li> <li>• Others - Need-basis</li> </ul>	The company actively engages in fostering strategic partnerships with key investors like AT Capital and Vitol to leverage their financial expertise and industry relationships and attract more investments.
Leadership	No	<ul style="list-style-type: none"> <li>• Board Meetings</li> <li>• Company Website</li> <li>• Press Release</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly</li> <li>• Others - Need-basis</li> </ul>	The company engages with shareholders & leadership to provide accurate and comprehensive information about its business and financial conditions and to maintain transparency.
Employees	No	<ul style="list-style-type: none"> <li>• Team meetings</li> <li>• Company-wide meetings/ announcement</li> <li>• Recreational activities</li> <li>• Annual reviews</li> <li>• Onsite events</li> <li>• Celebrating important days</li> </ul>	<ul style="list-style-type: none"> <li>• Annual</li> <li>• Others – Need-basis</li> </ul>	The company follows a robust performance management system to ensure regular feedback and opportunities for growth are provided to its employees to be the best and help them retain and attract top talent leading to a highly skilled workforce.
Suppliers and Vendors	No	<ul style="list-style-type: none"> <li>• Contractual agreements</li> <li>• Regular project updates</li> <li>• Performance reviews</li> <li>• Supplier conferences</li> <li>• Regular meetings during project stages</li> <li>• Performance reviews based on contracts</li> </ul>	<ul style="list-style-type: none"> <li>• Annual</li> <li>• Others – at the time of onboarding new suppliers/vendors</li> </ul>	The company actively engages with suppliers to foster strong collaborative relationships through open communication and responsible business practices. It ensures that proper communication channels are maintained, and suppliers/contractors can raise their concerns with dedicated supplier management teams in place.
Local Community	Yes	<ul style="list-style-type: none"> <li>• Project-specific engagement</li> <li>• Participation in Industry forums</li> <li>• Community grievance redressal</li> </ul>	<ul style="list-style-type: none"> <li>• Others – Ongoing</li> </ul>	The company undertakes CSR activities for the development of society and the environment in the vicinity of the areas where the projects of the company are developed, or facilities of the company are located. Open communication channels are

				maintained with community representatives and have grievance redressal forums in place as well.
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>• Regulatory filings</li> <li>• Project permit applications</li> <li>• Compliance audits</li> <li>• Participation in industry working groups, events, forums</li> </ul>	<ul style="list-style-type: none"> <li>• Annual</li> </ul>	Measures are taken to ensure that projects comply with all legal frameworks and environmental standards and enable a transparent and efficient permitting process. The company actively engages with Regulatory Bodies through industry events, annual forums and liaises with Government agencies.

### Leadership Indicators

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

NA

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

NA

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

NA

## Principle 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	22	22	100%	26	26	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total</b>	<b>22</b>	<b>22</b>	<b>100%</b>	<b>26</b>	<b>26</b>	<b>100%</b>
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

Category	FY2023-24 (Current Financial Year)					FY2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F / D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	22	-	-	22	100%	26	-	-	26	100%
Female	0	-	-	0	0%	0	-	-	0	0%
<b>Other than Permanent</b>										
Male	0	-	-	0	0%	0	-	-	0	0%
Female	0	-	-	-	0%	0	-	-	-	0%
<b>WORKERS</b>										
<b>Permanent</b>										
Male										
Female										
<b>Other than Permanent</b>										
Male										
Female										

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

3.a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors(BoD) (Only Whole-time Directors)	4	7956760	0	-

Key Managerial Personnel (KMP) Other than BoD				
Employees other than BoD and KMP				
Workers				

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Current Financial Year)
Gross wages paid to females as % of total wages		

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

Yes. At present, there exists the Management Committee chaired by the CEO, CFO and COO and is responsible for the oversight of assigning teams to handle human rights impacts or issues.

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

The grievance mechanism ensures a safe platform for Human Rights-related concerns. Employees can submit complaints confidentially through designated personnel or online portal. Each grievance is promptly investigated with transparency and fairness, ensuring confidentiality and protection from retaliation. The Company's Whistleblower Policy supports this process, and regular reviews are conducted to ensure effectiveness and continual improvement of the grievance redressal mechanisms.

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Current Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child labour	0	0		0	0	
Forced labour / Involuntary labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The company has a Human Rights Policy that emphasizes fair employment practices and equal opportunity for all employees. The policy strictly prohibits discrimination and ensures that all employees are treated with dignity and respect, regardless of race, color, ethnicity, nationality, religion, age, gender, or any other characteristic protected by law. Confidential reporting mechanisms and protective measures are in place to prevent adverse consequences for complainants in discrimination and harassment cases. The company conducts awareness programs for all employees as part of its mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. These programs educate employees about their rights and responsibilities, promote a culture of respect and inclusivity, and provide clear guidelines on how to report and handle incidents of discrimination and harassment.

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

Human rights consideration such as adhering to prevention of forced labour and child labour are part of the onboarding contractual agreements for all



suppliers and vendors and is a mandatory requirement. The supply chain team evaluates suppliers based on these requirements.

**10. Assessments for the year**

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

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

Not Applicable.

**Leadership Indicators**

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

Not Applicable.

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

The Company conducts Human Rights due diligence of its entire value chain and has regular evaluation and assessment of its suppliers on human rights issues such as forced labour, child labour, and compliance to global human rights guidelines before onboarding any new supplier or vendor.

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

Yes.

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at Workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others -Please specify	-

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

Not Applicable.

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

### Essential Indicators

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ		
Total fuel consumption (B)	GJ		
Energy consumption through other sources (C)	GJ		
Total energy consumption from renewable sources (A+B+C)	GJ		
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	633.6	633.6
Total fuel consumption (E)	GJ	0	
Energy consumption through other sources (F)	GJ		
Total energy consumed from non- renewable sources (D+E+F)	GJ	633.6	
Total energy consumed (A+B+C+D+E+F)	GJ	633.6	
Energy intensity per rupee turnover (Total energy consumption / Revenue from operations)	GJ/INR	0.0000022	
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <sup>1</sup> (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ INR adjusted for PPP	0.000050	
Energy intensity in terms of physical output			
Energy Intensity (optional)- the relevant metric may be selected			

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) If yes, name of the external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal		

<sup>1</sup> PPP Conversion Rate Source: [Report for Selected Countries and Subjects \(imf.org\)](https://www.imf.org/)

(In kiloliters) (i + ii + iii + iv + v)		
Total volume of water consumption (In kiloliters)		
Water intensity per rupee of turnover (Water consumed / Revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		
Water intensity (optional)- the relevant metric maybe selected by the entity	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(ii) To Groundwater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iii) To Seawater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iv) Sent to third parties</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(v) Others</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NO <sub>x</sub>	Tonnes	0	0
SO <sub>x</sub>	Tonnes	0	0
Particulate matter (PM)	Tonnes	0	0
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others–please specify	-		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external

agency.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2e</sub>		
<b>CO2</b>	tCO <sub>2</sub>		
<b>CH4</b>	tCO <sub>2e</sub>		
<b>N2O</b>	tCO <sub>2e</sub>		
<b>HCFCs</b>	tCO <sub>2e</sub>		
<b>HFCs</b>	tCO <sub>2e</sub>		
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, FCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2e</sub>	127.2533532	142.348
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)</b>	tCO <sub>2e</sub> /INR	0.0000004	
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)</b>	tCO <sub>2e</sub> /INR Adjusted for PPP	0.000010	
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional)- the relevant matric may be selected by the entity</b>	-	-	-

**Note:** Indicate if any independent assessment, evaluation or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

Not applicable

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
<b>Plastic waste (A)</b>		
<b>E-waste (B)</b>		
<b>Bio-medical waste (C)</b>		
<b>Construction and demolition waste (D)</b>		
<b>Battery waste (E)</b>		
<b>Radioactive waste (F)</b>		
<b>Other Hazardous waste. Please specify, if any. (G)</b>		
<b>Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)</b>		
<b>Total (A+B + C + D + E + F + G + H)</b>		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)</b>		
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)</b>		
<b>Waste intensity in terms of physical output</b>		

<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled/Re-used		
(iii) Other recovery operations		
<b>Total</b>		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

The company follows the 3R principles—Reduce, Reuse, and Recycle—for waste management, ensuring proper disposal of various waste type. We engage stakeholders and provide training to support effective waste management. We also collaborate with various government and non-government organizations to promote waste management. The site in charge and EHS team ensures that all the points mentioned in Waste Management Policy are being implemented.

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

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
N.A.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant web link
Environmental and Social Impact Assessment report for 75MW Solar Power project at Kamjalga Village, Maharashtra.		Final Report (June 2023)	Yes (Kosher Climate India (P) Limited)	No	
Environmental and Social Due Diligence (ESDD) of 70 MW Wind Power Project at Surendranagar District, Gujarat		Final Report (January 2023)	Yes (Ecogenesis Consultancy Pvt Ltd)	No	

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules there under (Y/N). If not, provide details of all such non-compliances, in the following format:**

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

## Leadership Indicators

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

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

- i. Name of the area
- ii. Nature of operations
- iii. Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
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	(Current Financial Year)	(Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)</b>		
<b>Total volume of water consumption (In kiloliters)</b>		
<b>Water intensity per rupee of turnover (Water consumed / turnover in Rs)</b>		
<b>Water intensity (optional)- the relevant metric maybe selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>tCO<sub>2e</sub></i>		
<b>Total Scope 3 emissions per rupee of Turnover</b>			
<b>Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity</b>			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

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

per the following format:

Sr. No	Initiatives undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

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

The company has a business continuity and disaster management plan in place. The main objectives of the business continuity plan are as follows:

- Minimize disruptions to business operations.
- Protect assets, including physical infrastructure, data, and intellectual property.
- Maintain regulatory compliance and uphold corporate responsibilities.
- Enhance the company's reputation for reliability and resilience in the face of challenges.
- Ensure the safety and well-being of employees, customers, and stakeholders.

Weblink to policy: [https://www.junipergreenenergy.com/assets/pdf/business\\_continuity\\_policy.pdf](https://www.junipergreenenergy.com/assets/pdf/business_continuity_policy.pdf)

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

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

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	WIPPA (Wind Independent Power Producer Association)	Wind - National
2	IWPA (India Wind Power Association)	Wind State Council and National
3	IWTMA (India Wind Turbine Manufacturing Association)	Wind National
4	NSEFI (Solar Association)	Solar National
5	SPDA	Solar National
6	RSA (Rajasthan Solar Association)	

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

Name of authority	Brief of the case	Corrective action taken
	N.A	

**Leadership Indicators**

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

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



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

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant web link
Environmental and Social Impact Assessment report for 75MW Solar Power project at Kamjalga Village, Maharashtra.		Final Report (June 2023)	Yes (Kosher Climate India (P) Limited)	No	
Environmental and Social Due Diligence (ESDD) of 70 MW Wind Power Project at Surendranagar District, Gujarat		Final Report (January 2023)	Yes (Ecogenesis Consultancy Pvt Ltd)	No	

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

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

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

There is a Grievance Redressal mechanism in place for addressing the grievances of community members. There is an elaborate screening process for addressing grievances. Based on an initial assessment grievances are categorised as valid/invalid. In case of invalid categorisation, they are rejected. Valid grievances undergo preliminary responses with assigned responsibilities and timelines. If the outcome is not accepted, it proceeds to a final response, potentially involving external mechanisms. Throughout the process, senior management and third-party organizations may be involved. The mechanism aims to effectively address grievances while maintaining transparency and accountability.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers		
Directly from within India		

\* it only covers Raw Materials

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

Data not available.

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural		
Semi-urban		
Urban		
Metropolitan		

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

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
N.A.	

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

S. No.	State	Aspirational District	Amount spent (in INR)

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

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

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

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

S. No.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share

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

Name of authority	Brief of the case	Corrective action taken

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Educational Item and teaching Aids to Jijamata Madhyamik Vidyalay , Dahiwad	333	100%
2	Clean Water provision to School Students	1000+	100%

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

### Essential Indicators

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

Addressing consumer concerns is crucial for the company's success, as it builds trust, loyalty, and satisfaction. Promptly resolving issues demonstrates a commitment to customer care, enhancing the brand's reputation. Effective communication with consumers, whether through social media, customer service, or direct feedback channels, ensures that customers feel heard and valued. This dialogue not only helps in retaining customers but also provides insights into improving products and services. Ultimately, prioritizing consumer concerns and maintaining open lines of communication can drive growth and foster long-term relationships.

The company communicates with stakeholders through its official email IDs for addressing concerns and providing communications regarding changes. The email IDs are given below:

[communications@junipergreenenergy.com](mailto:communications@junipergreenenergy.com)  
[info@junipergreenenergy.com](mailto:info@junipergreenenergy.com)

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

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

Juniper Green Energy Pvt Ltd doesn't have traditional products because it provides a service rather than manufacturing physical goods. Its "products" are renewable energy sources like wind, solar, and hydroelectric power. Consequently, the concept of product turnover isn't applicable. Unlike companies that sell consumer goods with lifecycles and inventories, as a renewable energy company, Juniper continuously generates and supplies energy.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other- (Loans and advances, Staff Behaviour etc.)	0	0	NA	0	0	NA

#### 4. Details of instances of product recalls on accounts of safety issues

	Number	Reasons for recall
Voluntary recalls	N. A	N. A
Forced recalls	N. A	N. A

Juniper Green Energy Pvt Ltd is an IPP and hence there are no clients and product recalls are not applicable for the company. The company doesn't have product recalls because it doesn't produce tangible goods in the traditional sense. Instead, its "product" is the clean energy it generates from renewable sources like wind, solar, and hydroelectric power. Unlike physical products, which can have defects requiring recalls, the energy supplied by these companies is a continuous service, not a manufactured item. Issues in green energy are typically related to service disruptions or infrastructure maintenance rather than product flaws.

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

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

#### 7. Provide the following information relating to data breaches:

- Number of instances of data breaches

- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

## Leadership Indicators

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

Juniper Green Energy Pvt Ltd ensures transparency of its product related information. All information related to projects undertaken by the company are disclosed in the public website of the company.

The weblink to the same is provided below:

<https://www.junipergreenenergy.com/solar-projects>

<https://www.junipergreenenergy.com/wind-projects>

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

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

### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Juniper Green Energy Pvt Ltd doesn't provide product information in the traditional sense because it operates differently from conventional product-based businesses. Instead of producing tangible goods, such a company generates and supplies renewable energy—such as solar, wind, or hybrid power. The "product" is the clean energy delivered to homes and businesses, reducing reliance on fossil fuels. Information about the company's services might focus on energy sources, environmental impact, and sustainability benefits rather than specific products.