













Transformation. Progression. Innovation.

Reinventing capabilities for a better world







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GRI 3 - Material Topics

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About the Report

OVERVIEW

Our third sustainability report demonstrates Suzlon's approach towards sustainable strategy, economic performance and environment, social and governance (ESG). The purpose of this report is to share with our stakeholders the progress we made in our ESG journey in financial year (FY) 2022.

REPORTING PERIOD AND BOUNDARIES

The report presents information relating to our non-financial (social and environment) and governance performance of Suzlon group. The primary reporting period considered for the year is FY22.

REPORTING FRAMEWORK

Suzlon's ambition is to adhere to the widely accepted standards like Global Reporting Initiative (GRI) for measuring and disclosing its non-financial performance. This is the third sustainability report and Suzlon Energy Limited ("Suzlon or Company") has 'used' Global Reporting Initiative (GRI) Standards for mapping its sustainability performance. However, Suzlon does not claim the report to be meeting 'Referenced' or 'In Accordance' criteria. The Company has used GRI Standards 2021 for the purpose.

FORWARD-LOOKING STATEMENT

Certain statements in the report concerning future prospects may be forward-looking statements which involve several underlying identified/non-identified risks and uncertainties that could cause actual results to differ material.


STAKEHOLDER FEEDBACK

Email - csr@suzlon.com

For more information, please visit our corporate website:

<https://www.suzlon.com/in-en/about-suzlon/sustainability>





The renewable energy sector not only creates employment opportunities, but also spurs several positive ripple effects. These transformative effects can be felt across local industries and communities, with benefits that far outweigh their immediate impact.

At Suzlon, we have undergone a remarkable **transformation**—emerging as a foremost player in India's renewable energy industry. Since our inception in 1995, our journey of **progression** has been marked by persistent efforts to enhance our capabilities. Over the years, we have prioritised R&D and consistent **innovation** to introduce cutting-edge wind and solar energy solutions. Focusing on wind-solar hybrid projects helped us maximise grid utilisation by leveraging the complementary generation profiles of these two renewable energy sources. Our future-ready portfolio has not only accelerated our growth trajectory, but also facilitated the global transition towards green energy.

In the years ahead, we will continue to **reinvent our capabilities for a better world**, thereby creating a meaningful impact on the environment and society at large. By judiciously investing in best-in-class technologies, we will continue to improve the efficiency of our renewable energy solutions and contribute to a more sustainable future for generations to come.



Sr. No

Organizational Details

2-1	Organizational Details
2-2	Entities included in the organization's sustainability reporting
2-3	Reporting period, frequency and contact point
2-4	Restatements of information
2-5	External Assurance

GRI 2- General Disclosures

THE ORGANISATION AND ITS REPORTING PRACTICES



Organization Details

G2-1

SUZLON AT A GLANCE

As one of the leading renewable energy solution providers across the globe, we, at Suzlon, are committed to ensuring energy security and promoting a low-carbon economy. With strong competencies in renewable energy systems, we deliver sustainable and cost-effective energy solutions, revolutionising and redefining the way renewable energy sources are harnessed worldwide.

We operate, along with our subsidiaries, various wind farms spread across nine states in India and offices located in 11 states in India. Through our operations, we generate employment opportunities for the local community, develop small-scale economies, promote the growth of a domestic supply chain and reduce reliance on imported wind turbine generators and their components.



SUZLON'S GLOBAL OPERATIONS AND MAINTENANCE SERVICES (GOMS)

4

R&D centres

Maintain a fleet of

12,333+

wind turbines

wind farm sites presence

9

states

Present in

17 countries

across

6 continents

14

Manufacturing locations

Operate with over

19.34 GW

of installed capacity

offices spread in

11

states in India

We are a leading proponent of the 'Make in India' initiative for wind energy and substantially contribute to the country's mission to promote the use of renewable energy.



VISION, MISSION AND VALUES



VISION

Be the best renewable energy in the world and work towards sustainable social, economic and ecological development, thus creating a better future for posterity



MISSION

Deliver utility-scale, best-in-class, integrated renewable energy solutions to customers



VALUES



Create customer - centric and performance - oriented organisation



End-to-end integrated renewable energy solutions provider



Regional manufacturing with global sourcing



Asset Light, Debt Light Business Model



Continuously reducing levelised cost of energy (LCOE)



Deliver best-in- class value service globally



Focus on wind- solar hybrid utility scale solutions



Focus on high volumes and profitable markets



FOUNDATION VALUE PILLARS



GLOBAL ENERGY OUTLOOK

Wind energy consumption is gaining momentum globally as concern for climate change is mounting and support for Environmental, Social and Governance (ESG) considerations and action plans of SDGs, especially SDG 7 (Affordable and Clean energy) and 13 (Climate Action) are pervading the energy market. With a view to limiting global average temperature to 1.5 degree Celsius relative to the pre-industrial levels, government's vision and policies of decarbonization are being realigned everywhere. This has given a catalytic fillip to the renewable energy sector, including wind power, and is more evident in the Asia-Pacific region.

This has resulted in revised targets for renewable energy opportunities across all nations and economies and will be a

major boost for investment in renewable sector. As an immediate target to achieve the above mentioned goals, the share of renewable energy across the globe in terms of the electricity generation must increase to 65% by 2030 as compared to 26% in 2019. The worldwide renewable capacity should increase by 8,000 GW in this decade. The onshore wind installation is estimated to reach the levels of 3,000 GW by 2030 and around 6,170 GW by 2050. Wind would need to supply 24% of total electricity produced by 2030. In current scenario, renewable power has already become one of the cheapest source of new electricity generation.

The market size for wind energy, globally, was estimated at \$62.1 billion in 2019, and is projected to reach \$127.2 billion by 2027,

growing at a Compound Annual Growth Rate (CAGR) of 9.3% from 2020 to 2027. In 2021, wind electricity generation increased by a remarkable amount of 273 TWh. This was significantly higher than that achieved in 2020. Capacity addition was the prime mover for this phenomenal development. In order to achieve the set goal of Net Zero Emissions by 2050, it is imperative to raise wind power generation to about 7900 TWh in 2030. Consequently, an average annual capacity addition of almost 250 GW is envisaged. This demands for massive and sustained inputs and innovative technology management strategies in the emerging sun rise wind energy sector.

ENERGY SCENARIO IN INDIA

Large and emerging economies like India are grappling with two major challenges related to its developmental plans - energy security and transition to clean energy.

With the wind power sector actualising decarbonisation, revitalising the industry has become an inevitable option for energy transition in India. India is the world's fourth-largest onshore wind market contributing 5.1% to the total global onshore wind installations. The Indian Prime Minister announced 5 energy targets as "Panchamrit" (nectar of the gods), which are to be met by 2030 in order to reinforce the country's commitment to clean energy transition at COP 26 in 2021.

Wind energy in India has witnessed a CAGR of 11.39 % from 2010 to 2020. It is interesting to compare this with the overall installed electricity capacity with a CAGR of 8.78% for the same period. Wind power continues to be a major constituent of India's power generation mix and constitutes 37.7% (40.1 GW) of cumulative installed renewable energy capacity, as of March 2022.

India's total installed wind capacity crossed 40.3 GW mark as on March 31, 2022, registering an increase of 2.8 % over the previous year and holds the fourth position globally. India is expected to install 140 GW of wind energy to comply with its commitments on climate change by 2030. India is seen as a promising wind export hub with tremendous potential in the global wind supply chain and is already the second largest wind supply chain manufacturing centre.



SUZLON - PRODUCTS AND TECHNOLOGY

The growth of the renewable sector has resulted in a surge in global demand for wind turbines, leading to increased competition in the market. In order to stay competitive in a market with lower tariffs and the availability of cheaper energy sources such as solar power, wind turbine manufacturers must invest in research and development (R&D). With over 27 years of experience and a strong knowledge base, we at Suzlon have always prioritised the enhancement of our portfolio. The adoption of robust and reliable technologies has enabled us to gain a strong clientele across the globe.

Our current product portfolio includes the following:

- S120-140 (6-7% higher energy yield over S111)
- S133-140, 160 (27-33% higher energy yield over S120)
- S144, a recently launched model with a larger rotor diameter and higher energy yield

These consistent innovations demonstrate Suzlon's commitment to designing and deployment of best-in-class products to meet market demand. It reflects our focus on fostering a strong R&D culture to develop sustainable offerings in the renewable energy sector.



Entities included in the organization’s sustainability reporting

G2-2

Suzlon Group is an originator in renewable energy vertical with manufacturing units supported by eight R&D sites across the world. However, only the following Indian entities have been considered for this report:

Indian Entity	Units	
	Number	Type
Suzlon Energy Ltd (SEL)	14+	WTG Manufacturing
	4	R&D centres
Suzlon Generators Ltd (SGL) Joint venture	1	WTG manufacturing
SE Forge Ltd	2	Foundry and Forging
Suzlon Global Services Ltd (SGSL)	9	States with WTG Operations and Maintenance (OMS)
Suzlon Gujarat Wind Park Ltd (SGWPL)	9	States with WTG projects
Suzlon Power Infrastructure Ltd (SPIL)	1	WTG projects

Entities in Audited Financial Report

40

includes 1 Parent company and 39 subsidiaries

Entities in Sustainability Report

6



Reporting period, frequency and contact point

G2-3

Suzlon supports the universally proclaimed 10 principles of the UNGC and SDGs.

Suzlon's ambition is to adhere to the widely accepted standards like Global Reporting Initiative (GRI) for measuring and disclosing its non-financial performance. This is the third sustainability report and Suzlon Energy Limited ("Suzlon or Company") has "used" Global Reporting Initiative (GRI) Standards for mapping its sustainability performance. However, Suzlon does not claim the report to be meeting 'Referenced' or 'In Accordance' criteria.. The Company has used GRI Standards 2021 for the purpose.

Reporting period for sustainability reporting	Reporting Year -1 April 2021 to 31 March 2022
Frequency of reporting period of Sustainability Reporting	1st April 2021 to 31st March 2022
Reporting Period of Financial Reporting	1 April 2021 to 31 March 2022
Date of releasing Financial Report	25th May 2022
Contact point	Dr. Jasmine Sofia Gogia, Head CSR, Sustainability and Occupational Health; Tel.: +91.20.6702 2000; email: csr@suzlon.com

Restatements of information

G2-4

There are no restatements of information from the previous report.

External Assurance

G2-5

External assurance has not been planned for this report.



Sr. No

Activities and workers

2-6	Activities, value chain and other business relationships
2-7	Employees
2-8	Workers who are not employees

GRI 2- General Disclosures

ACTIVITIES AND WORKERS





Activities, value chain and other business relationships

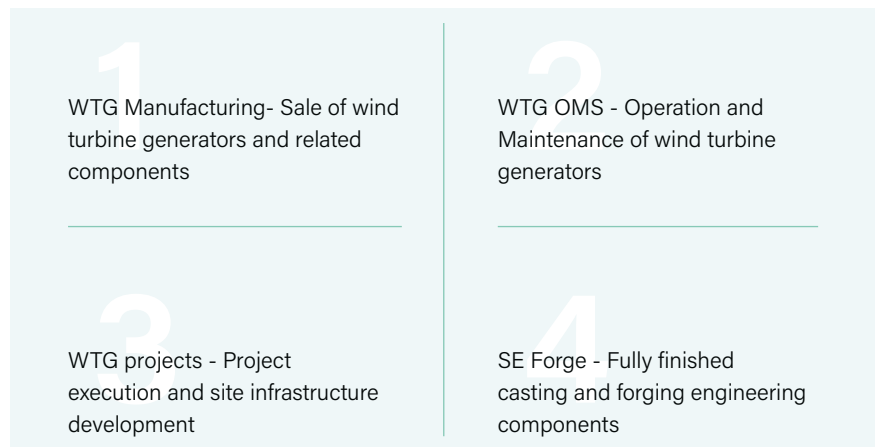
G2-6

SUSTAINABLE VALUE CHAIN

Operating in the renewable energy sector, we design, develop and manufacture wind turbines. Additionally, we offer wind power solutions and services pertaining to turnkey wind farm projects, such as installation, commissioning, operation and maintenance. As a vertically integrated company, we produce all our components in-house, right from blades to control panels to covers, generators, nacelles, rotors and towers.

Suzlon has extensive expertise in designing and managing customized wind farms in varied locations and climates. The Company has completed both forward and backward integration projects over the years, with all functions, including supply chain, value chain, project scheduling, manufacturing, services and spares, technology, and R&D integrated to provide a complete solution package. The Company has pioneered the 'Concept to Commissioning' model in the wind energy sector, which enabled it to meet the entire spectrum of customer requirements across the value chain.

Some of our key operations include:



SUPPLY CHAIN

At Suzlon, we have built a robust and resilient supply chain management system. Multiple critical components like gearbox, bearings, converts and blades are required for wind turbine manufacturing. Creating alternative sources through the expansion of the vendor base, localisation and standardisation of components has enabled the timely availability of components at optimal procurement costs. Freight costs were also reduced by collaborating with alternative vendors and securing long-term agreements with them. Commodity price fluctuations are closely monitored as they affect the supply of material-intensive products. To further strengthen our supply chain, we continue to enhance our technological prowess, product portfolio and service offerings.



Employees

G2-7

HUMAN RESOURCE

At Suzlon, human resource is appreciated as the most valuable asset and the backbone of the organisation. Our philosophy is fostering a united and inclusive workplace culture and instilling a sense of belonging in each employee. We provide conducive working conditions, freedom, and the necessary support for them to achieve their goals and advance in their careers.

We ensure inculcating our guiding principles and values across the organisation with a firm belief that the culture of the organisation turns values into actions, which in turn becomes a way of life.

The Human Resource (HR) team at Suzlon is the most important business partner that not only intensifies the culture but also drives the organisation towards progression, responsiveness and improved productivity. The skill enhancement programmes are designed to enrich the proficiencies of employees and provide a platform for them to deliver notable results in the direction of operational excellence with healthy and safe work environment for the entire workforce.

5,189

Total employees

Sr. No.	Employee type	Gender		Total*
		Men	Women	
1.	Permanent Employees	5079	110	5189
2.	Temporary Employees	0	0	0
3.	Full-time employees	0	0	0
Total		5079	110	5189

*The figures are as of the end of the reporting period.

Suzlon does not engage employees for non-guaranteed working hours or on part time basis at any of its locations.

Workers who are not employees

G2-8

Suzlon, apart from its regular workforce, collaborates with academic institutions and engages interns and apprentices (trainees) at different locations of its operations for specific durations. At the end of the reporting period the total number of such interns and apprentices were 43 and 16 respectively. These categories of employees are temporary and are not covered under regular employment. They are eligible for the following benefits:



Access to free
Canteen at sites



Access to free
Transportation at sites



Access to free
Accommodation at Sites



Access to Personal
Protective Equipments

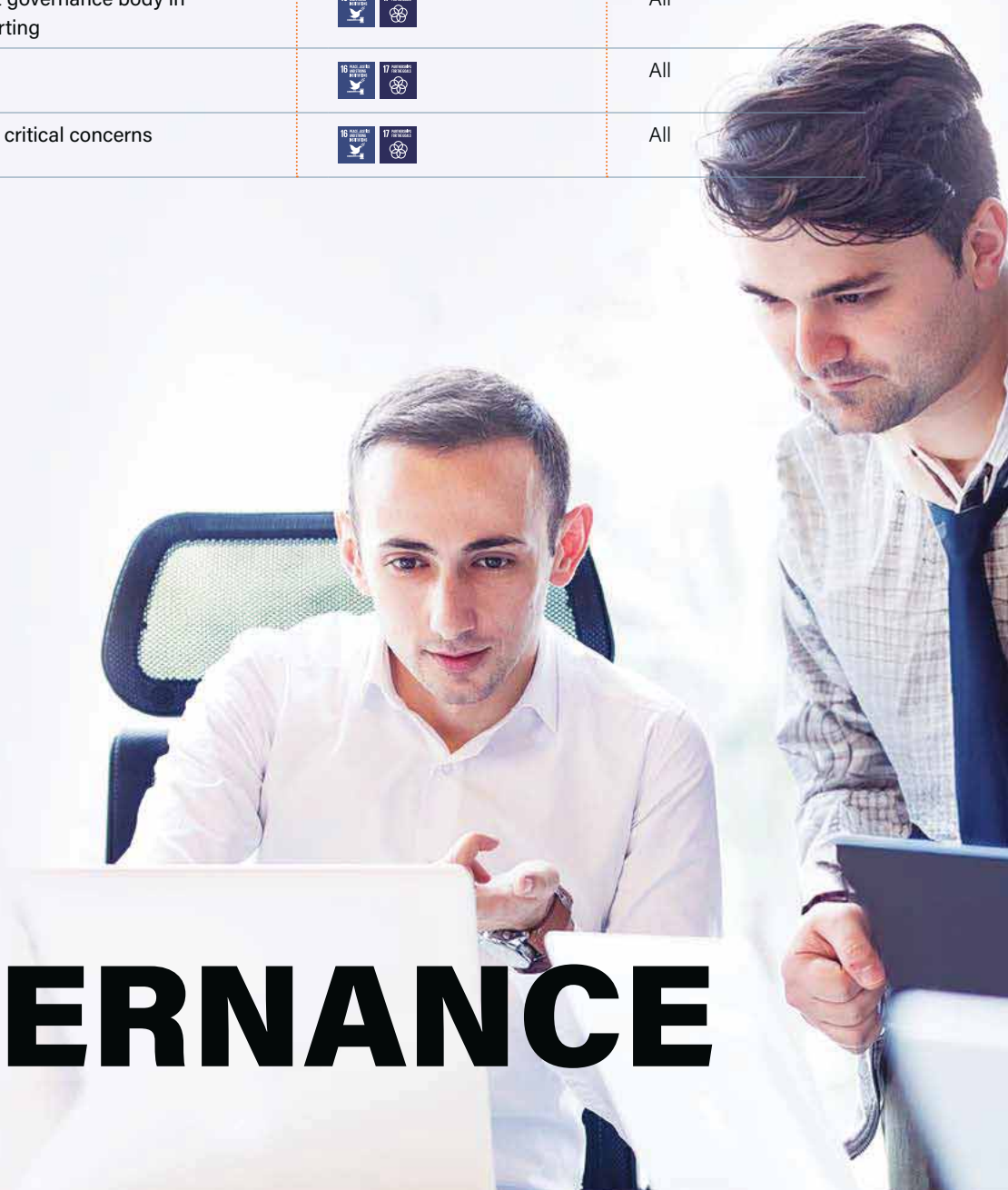














Access to Trainings

Sr. No	GRI Indicator	SDGs	UN Global Compact Principles
2-9	Governance structure and composition	16 17	All
2-10	Nomination and selection of the highest governance body	16 17	All
2-11	Chair of the highest governance body	16 17	All
2-12	Role of the highest governance body in overseeing the management of impacts	16 17	All
2-13	Delegation of responsibility for managing impacts	16 17	All
2-14	Role of the highest governance body in sustainability reporting	16 17	All
2-15	Conflict of Interest	16 17	All
2-16	Communication of critical concerns	16 17	All

GRI 2- General Disclosures

GOVERNANCE



Sr. No	GRI Indicator	SDGs	UN Global Compact Principles
2-17	Collective knowledge of the highest governance body	 	All
2-18	Evaluation of the performance of the highest governance body	 	All
2-19	Remuneration policies	 	All
2-20	Process to determine remuneration	 	All
2-21	Annual total compensation ratio	 	All
	Message-CMD	 	All
	Message-CEO		



Governance structure and composition

G2-9

GOVERNANCE

Our robust corporate governance structure is instrumental to our success. It has enabled us to enhance shareholder prosperity while keeping the integrity of the business intact.

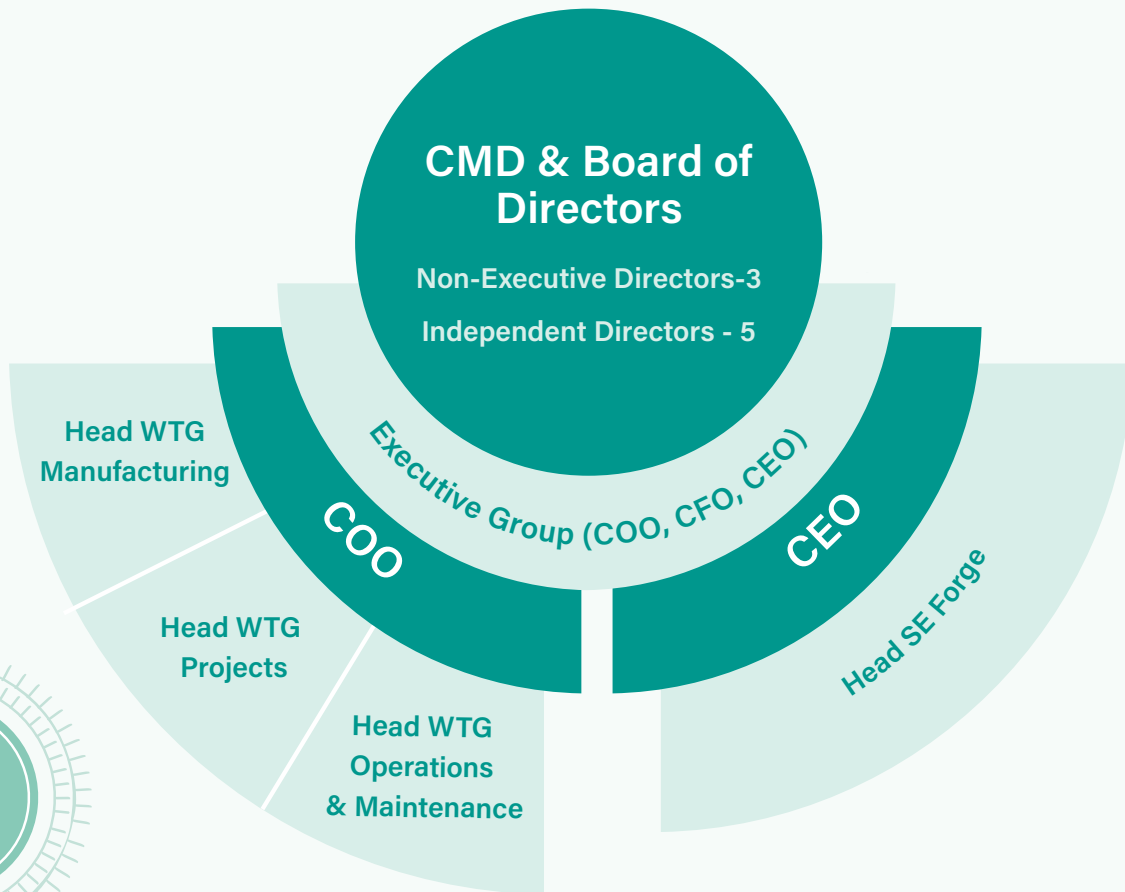
We also seek to create a harmonious balance between our environmental, social and economic goals by aligning our governance structure with the specific requirements of our people as well as the communities we serve.

Our Company values are deeply embedded in our day-to-day activities and we remain focused on fulfilling regulatory compliances to ensure ethical and transparent operations across the organisation.

BOARD STRUCTURE

The Board structure is determined on the basis of core competencies of different committees. At Suzlon, we seek to incorporate people from diverse backgrounds to efficiently oversee the governance aspects of the organisation.

BOARD OF DIRECTORS



BOARD OF DIRECTORS

The Board of directors at Suzlon is the highest governance body. As per the provision under Companies Act, 2013, and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), the Company has set up various committees. The purpose of these committees is to help the Board of Directors (BoD), comprising of the Chairman, Vice Chairman and other elected members, improve its performance, effectiveness and efficiency and also provide expertise on highly specialized and technically oriented matters.

The term of a Board member begins from the general meeting in which they have been elected and ends at the end of the next general meeting. The composition of the Board of Directors (BoD) as on March 31, 2022 is as follows:

Sr. No.	Name and Designation	DIN	Tenure	Validity/Date of Cessation
Executive Directors				
1.	Mr. Tulsi R. Tanti, Chairman and Managing Director	00002283	Re-appointed as Managing Director w.e.f. 01/04/2022 to 31/03/2025 as approved by the stakeholders at the Extraordinary General Meeting dated 25/03/2022	Not applicable
2.	Mr. Vinod R. Tanti, Whole time Director & COO	00002266	Re-appointed as Wholetime Director and COO w.e.f. 01/10/2019 to 30/09/2022 as approved by the stakeholders at the 24th AGM dated 20/09/2019	Not applicable
Non-Executive Directors				
3.	Mr. Girish R. Tanti	00002603	Not applicable	Not applicable
4.	Mr. Rakesh Sharma	06695734	Not applicable.	08-06-2022
5.	Mr. Hiten Timbadia	00210210	Not applicable.	Not applicable
Independent Directors				
6.	Mr. Marc Desaedeeler	00508623	90 months	24-09-2024
7.	Mr. Per Hornung Pedersen	07280323	78 months	27-09-2025
8.	Mr. Sameer Shah	08702339	25 months	26-02-2025
9.	Mrs. Seemantinee Khot	07026548	24 months	15-03-2025
10.	Mr. Gautam Doshi	00004612	22 months	03-05-2023

Process of appointing KMP

The Key Managerial Personnel are involved in top-level decision making and also take care of day-to-day activities of the company with the help of full-time staff. They hold numerous responsibilities and are appointed through a Board resolution. The position, albeit being vital for the company's growth, has tough conditions attached to it. Suzlon follows the provisions and regulations prescribed in the Companies Act, 2013, and complies with all of its requirements for appointing KMP.

Sr. No.	Name	Designation
1	Mr. Ashwani Kumar	Group Chief Executive Officer
2	Mrs. Geetanjali Santosh Vaidya	Company Secretary
3	Mr. Swapnil Jain *	Chief Financial Officer
4	Mr. Himanshu Mody #	Group Chief Financial Officer

* Resigned as Chief Financial Officer w.e.f. close of business hours on 01-06-2021
Appointed as Chief Financial Officer w.e.f 01-08-2021

Board of Directors Profile



MR TULSI R TANTI
Founder, Chairman and Managing Director

A visionary and a world-renowned expert on renewable energy, he is passionate about championing the cause of affordable and sustainable energy to tackle the paradigm of economic growth and climate change. He is credited with the establishment of the renewable market in India and has been conferred with numerous awards including 'Champion of the Earth' by the UN and 'Hero of the Environment' by TIME magazine.



MR VINOD R TANTI
Wholetime Director and Chief Operating Officer

Associated with Suzlon right from its inception, he has handled diverse portfolios, largely on a Conceive - Design - Build - Operate and Transfer model. He contributes to the Company his experience of the entire wind value chain segments as well as process centricity and innovation.



MR GIRISH R TANTI
Non-Executive Director

One of the founding members of SEL, he brings to Suzlon a unique blend of understanding the dynamics of technology and strong business acumen. He has played many roles in helping create the global corporation that Suzlon is today. Over the years he has led International Business Development, Human Resources, Information Technology, Communications and CSR



MR RAKESH SHARMA
Nominee Director

He joined State Bank of India in 1978 as probationary officer. During his tenure, he handled various assignments in retail banking, corporate credit, international banking, micro finance and agricultural banking. He was instrumental in opening of State Bank of India's branch at Shanghai, China.



MR HITEN TIMBADIA
Non-Executive Director

He has 34 years of experience in the field of Accounting, Taxation, Auditing, Finance and Consultancy. He is a partner of the firm M/s. Valia & Timbadia, Chartered Accountants, since 1990



MR MARC DESAELEER
Independent Director

He retired in early July 2018 from TRG (The Rohatyn Group) where he was a partner and a member of its Executive Committee. Prior to this, he was the Chief Investment Officer of Citigroup Venture Capital International (CVCI) Growth Fund I and Growth Fund II.



MR PER HORNUNG PEDERSEN

Independent Director

He began his career at Arthur Andersen and spent 25 years in various managerial and executive positions, primarily with listed companies in the construction, packaging and telecom sector. He joined the wind industry as CFO of NEG Micon/Vestas in 2000 and moved to Suzlon in 2004. Under Mr. Pedersen's watch, the company has transformed from a strong player in India to number five globally



MR SAMEER SHAH

Independent Director

With over 35 years of experience, he last served as the CFO and Head of ICT for Petroleum, Chemicals & Mining Company for 5 years. Currently, he is an independent Strategic Planning and Finance consultant. Mr. Shah is a qualified Treasurer with the Association of Corporate Treasurers in London, UK.



MR GAUTAM DOSHI

Independent Director

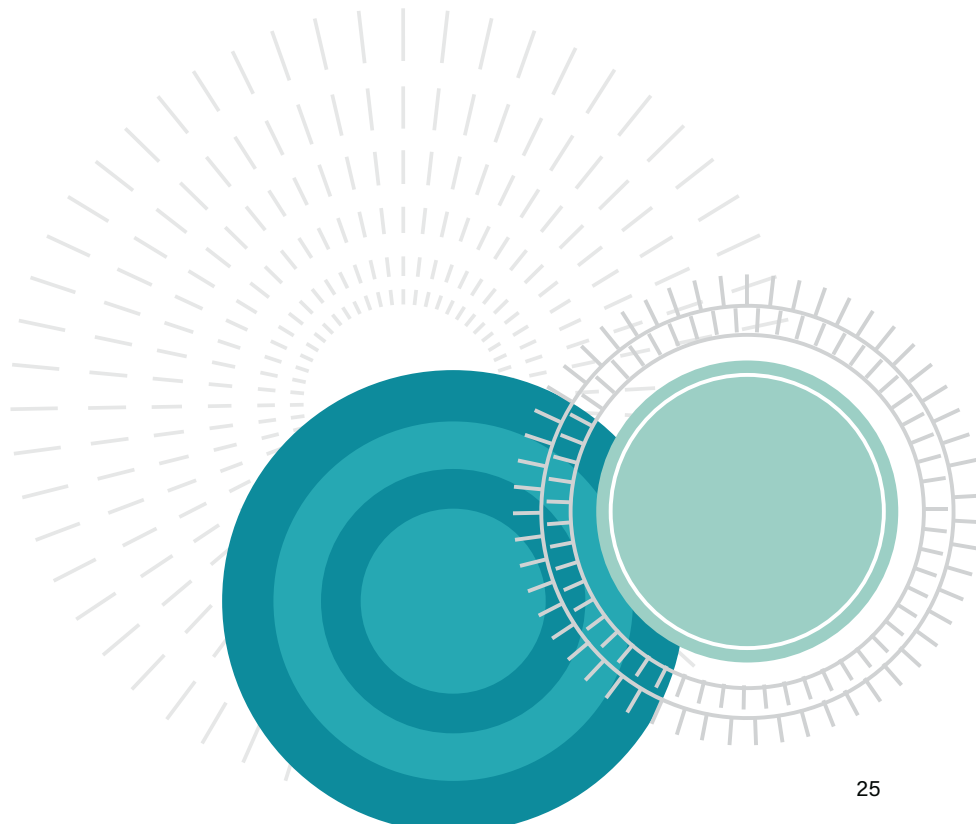
Mr. Doshi has been in professional practice for over 40 years. He has experience in wide range of areas covering Mergers and Acquisitions, Direct, Indirect and International Taxation, Transfer Pricing, Accounting and Corporate and Commercial Laws. He has been actively involved in conceptualising and implementing a number of mergers and restructuring transactions, both domestic and cross border, involving many of the top 20 listed companies on the BSE as also those forming part of FTSE 100.



MRS SEEMANTINEE KHOT

Independent Director

She has nearly four decades of experience in the development sector, 20 years of direct implementation with NGOs, 12 years of Bilateral Aid and UN assignments and 8 years in CSR and sustainability consulting.



Nomination and selection of the highest governance body

G2-10

NOMINATION AND REMUNERATION

At Suzlon, we believe that the nomination and selection of directors is a crucial aspect of an effective governance framework. To safeguard the interest of all stakeholders, it is imperative to have a clear and transparent process for nominating and selecting board members. To achieve this, we have established a Nomination and Remuneration Committee (NRC), which is responsible for overseeing the selection of candidates for independent, executive, and non-executive directors. Owing to the complexity of the selection process and to comply with statutory requirements, board

members are chosen on the basis of their knowledge, expertise, industry experience and ability to contribute to the long-term success of the organisation.

The Management carefully evaluates potential candidates using a rigorous evaluation criterion and provides a shortlist of final candidates to the NRC. Thereafter NRC recommends appointment of a particular appointee to the Board and Board approves the appointment. Once approved by the Board, the appointment needs to be approved by the shareholders within three months of the effective date

of appointment. This enables investors to review the credentials of the nominees and elect them.

Additionally, as per the Listing Regulations of the Companies Act 2013, including the details about role of the committees w.r.t. selection of the Board members, its diversity and their remuneration, the Company has formulated a 'Board Diversity and Remuneration Policy', which is available on the link given below- https://www.suzlon.com/NewPdf/Shareholders_Information/Corporate_Governance_Policies/2022-23/Policy_Board-Diversity--Remuneration1.pdf

Chair of the highest governance body

G2-11

Mr. Tulsi R. Tanti, the Chairman and Managing Director of the Board, is the pioneer and driving force behind Suzlon's inception since 1995. His vision and strategic acumen have transformed Suzlon to a global green powerhouse in the renewable energy sector. His vision is to create a sustainable world through right and holistic business strategies with energy independence.

Mr Tulsi R Tanti apart from being a Senior Executive, is also the Chairman and Managing Director of the company. Owing to Mr. Tanti holding two positions, there is no conflict of interest been posed.

When a senior executive also holds the position of the chair within an organization, it can have a significant impact on the organization's management and governance. His function within the Organization's Management has been related to provide leadership and direction, board oversight, act as a bridge between the board and the executive management team, ensuring clear communication and understanding between the two. The reason for this arrangement is to ensure streamlined decision-making, board decisions alignment with the practical realities of the business, and bring in deep industry expertise and company knowledge to board discussions.

The conflict of interest is prevented through the inclusion of independent directors on the board who can provide

unbiased perspectives. Suzlon also has clear ethical guidelines and codes of conduct that board members, including the executive-chair, are expected to follow. Transparency is maintained in decision-making and potential conflicts of interest are disclosed promptly. In situations where a conflict of interest is identified, the chair can recuse from relevant discussions and decisions. Certain matters are delegated to board committees (e.g. audit, Nomination and Remuneration, Risk Management and other governance committees) to minimize conflicts and ensure appropriate oversight. Suzlon has been able to strike a balance in this arrangement, and having a senior executive serve as the chair has enhanced efficiency and alignment.

Role of the highest governance body in overseeing the management of impacts

G2-12

GOVERNANCE PRACTICES

We are committed to adopt a transparent governance structure to ensure adherence to regulatory requirements and enhance stakeholder value. The Board of Directors is responsible for overseeing the Company's overall strategic policies, corporate governance, finance and shareholder value creation process. The Board, comprising individuals with diverse yet balanced skill sets, experiences, and expertise includes a mix of executive, non-executive and independent directors, including a woman independent director.

The Executive Group comprising of CEO, COO, CFO is responsible for handling the Company's daily affairs and is tasked with creating and implementing policies, systems, and mechanisms that align with the Board's strategic vision and direction. This Group also oversees and enforces internal controls in key areas

and ensures that management practices and policies are appropriate for the nature of the business. Suzlon has various Committees to focus on specific operational areas and its functions according to a charter which defines its composition, scope, power and role.

The Board of Directors convenes at regular intervals to discuss Board matters, such as policies and strategies.

The number of board meetings held during the reporting period are as under:

Board meeting dates FY22
May 29, 2021
June 29, 2021
August 13, 2021
November 12, 2021
January 28, 2022
February 27, 2022

Apart from various meetings, the Board / Committees also consider and approve certain matters by circular resolutions, which are ratified at the next meeting of the Board.

Separate meeting of Independent Directors

As a compliance measure of the Companies Act, 2013 and the SEBI Listing Regulations, a separate meeting of the Independent Directors was held on November 11, 2021. During the meeting, diverse aspects such as performance of non-independent directors and Chairperson and the Board as a whole were discussed. The directors also discussed about the quality, quantity, and timely flow of the information between the management and the board.

Name of Committee	Names of Committee members	Category (Chairperson/Executive/Non-Executive/Independent/Nominee)	Number of Meeting held
1. Audit Committee	1. Mr. Per Hornung Pedersen	Chairperson, Non-executive Independent	5
	2. Mr. Vinod R. Tanti	Member, Executive	
	3. Mr. Gautam Doshi	Member, Non-executive Independent	
	4. Mr. Sameer Shah	Member, Non-executive Independent	
2. Nomination and Remuneration Committee	1. Mr. Marc Desaedeleer	Chairperson, Non-executive Independent	1
	2. Mr. Per Hornung Pedersen	Member, Non-executive Independent	
	3. Mr. Girish R. Tanti	Member, Non-executive	

Name of Committee	Names of Committee members	Category (Chairperson/Executive/Non-Executive/Independent/Nominee)	Number of Meeting held
3. Stakeholders Relationship Committee	1. Mr. Per Hornung Pedersen	Chairperson, Non-executive Independent	1
	2. Mr. Tulsi R. Tanti	Member, Executive	
	3. Mr. Vinod R. Tanti	Member, Executive	
4. Risk Management Committee	1. Mr. Tulsi R. Tanti	Chairperson, Executive	1
	2. Mr. Vinod R. Tanti	Member, Executive	
	3. Mr. Sameer Shah	Member, Non-Executive Independent	
	4. Mr. Ashwani Kumar	Member, Group Chief Executive Officer	
5. CSR Committee	1. Mr. Tulsi R. Tanti	Chairperson, Executive	1
	2. Mr. Girish R. Tanti	Member, Non-Executive	
	3. Mr. Per Hornung Pedersen	Member, Non-executive Independent	

Suzlon has constituted an Internal Committee as required under the 'Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' and also complies with various rules pertaining to the act including filing annual returns as directed under the Act.

The details of Internal Committee are provided in the table below:

Name	Designation
Ms. Dharini Mishra	Presiding Officer
Dr. Jasmine Sofia Gogia	Member
Ms. Sakshi Saha	Member
Mr. Subrata Basa	Member
Mr. Subodh Dubey	Member
Mr. Rakesh B Shukla	Member
Advocate Ms. Rama Sarode	External Member



Delegation of responsibility for managing impacts

G2-13

The Board oversees the management and is responsible for the performance of the company impacting environment, economy, and the society. The Board has constituted various committees for effective and smooth management of impacts. In addition, the Board has defined the role of each committee, including specifying the powers to the senior leadership team.

Suzlon follows the provisions of Companies Act, 2013 and has constituted various committees and delegated matters to them for the purpose they are set for. The prime objective of forming these committees is to help the board improve

effectiveness and efficiency in the areas where focused, specialized and technically oriented discussions are required.

The Chairperson in each committee is a key position and hence, stringent competency criteria are followed, which involve proven leadership skills, relevant knowledge and experience, level of commitment, communication proficiencies and others.

The committee members are evaluated and selected based on their area of domain expertise, experience, knowledge, time commitment to the Board, interests and whether they match the needs and

requirements of the relevant committee and can contribute to achieve the set goals.

In addition, the issues are shared by teams in the monthly Business Review Committee (BRC) and key issues are brought to the Executive Group (EG). The critical issues among them are presented to the Board. After due deliberation, the Board's inputs are incorporated and shared with the BRC, which is further communicated to the Senior Management and other relevant teams for taking appropriate actions.



Roles of highest governance body in sustainability reporting

G2-14

Suzlon has embarked on its independent sustainability reporting journey using GRI Reporting Standards. The company firmly believes that disclosing sustainability performance is vital because it not only represents the face of the organization but also helps in refining the company's processes, managing risks, developing effective business strategies, and leveraging on opportunities.

The BoD strongly believes that the reporting must be driven and steered from the top level. The senior management gets directly involved in observing and guiding the team with required inputs on strategies related to investment, resource allocation, risk management, including periodic reviews on the progress.

Communication of Critical concerns

G2-16

The business strategy at Suzlon revolves around fundamental sustainability principles and targets that are aligned with the Company's vision, with a regular follow-up on progress. Sustainability-related matters are of prime importance and the critical concerns are immediately communicated to the BoD. These concerns, metrics and actions are discussed with the leadership team and an action plan is communicated to the relevant departmental heads, who in turn, provide the expertise on sustainability topics.

The Sustainability Team collects the information and data on actions taken and its outcome. It is given to the Corporate Communication Team for reporting purposes. The BoD is appraised about the outcomes and challenges before formulating forward looking goals. The

Conflict of Interest

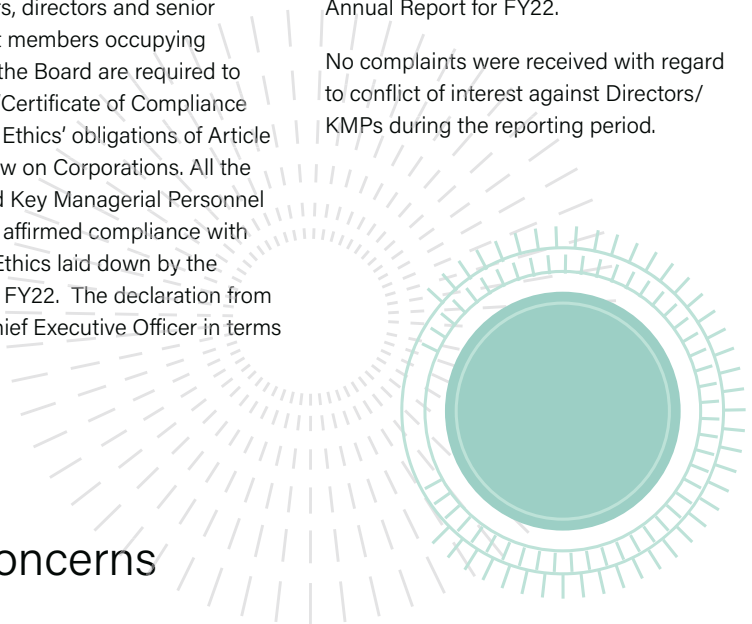
G2-15

CODE OF ETHICS

We follow the standard ethical route to prevent conflict of interest. Directors and Key Management Personnel are required to sign and comply with the 'Code of Ethics for Directors and Senior Management' to avoid any conflict of interest. In addition to the above, the administrators, directors and senior management members occupying positions on the Board are required to comply with 'Certificate of Compliance with Code of Ethics' obligations of Article 228 of the Law on Corporations. All the Directors and Key Managerial Personnel (KMPs) have affirmed compliance with the Code of Ethics laid down by the Company for FY22. The declaration from the Group Chief Executive Officer in terms

of Regulation 34(3) read with Part D of Schedule V of the Listing Regulations, stating that as of March 31, 2022 the Board members and the senior management personnel have affirmed compliance with the code of ethics laid down by the Company, has been included in the Annual Report for FY22.

No complaints were received with regard to conflict of interest against Directors/ KMPs during the reporting period.



Company strictly adheres to internal policies and maintains transparency with all stakeholders through regular communication. This enables the stakeholders to take informed decisions.

The company has a mechanism in place to handle stakeholder concerns. The organization's whistle-blower policy outlines the steps a stakeholder can take both inside and outside the organization to voice their concerns regarding governance or any other criteria. It also outlines the measures in place to protect the complainant from reprisal.

A person may voice their concern by email, phone, or postal mail at the addresses listed in the policy.

A Central Ethics Committee (CEC) has been established to oversee the entire

process. The Chairman and Managing Director (CMD) can be contacted if the issue involves a CEC member. Later, responsibility is divided between the Chief of Human Resources and the Head of Management Assurance based on the nature of the complaint.

The risks of Corrupt Practices have been incorporated into company's 'Zero Tolerance' policy with a strict adherence to it. The policy document emphasizes on 'Integrity' as a crucial component of corporate culture and addresses risk identification.

During the reporting period, 45 complaints pertaining to ethics, transparency and accountability were received during the financial year under review of which 55.55% were resolved during the financial year and remaining are under review.





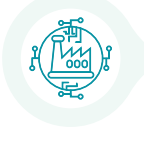

Collective knowledge of the highest governance body

G2-17

BOARD EXPERTISE

The Board committees help the Board of Directors (BoD), comprising the Chairman, Vice Chairman and other elected members, improve performance continually and organisational efficiency. The committees also share specific expertise to improve internal processes.

The core skills and expertise of the BoD on key parameters is given below,

Parameters	Skill level
 <p>Business and strategic acumen</p>	<p>Strong business and strategic acumen including understanding of global business dynamics, across various geographical markets, industry verticals and regulatory jurisdictions including entire wind value chain as well as process centricity</p>
 <p>Financial</p>	<p>Financial skills in the areas of accounting, taxation, forex, etc. resulting in proficiency in financial management, and financial reporting processes, or experience in supervising a principal financial officer, principal accounting officer, controller, or person performing similar functions</p>
 <p>Board service and governance</p>	<p>Experience in developing or understanding of corporate governance policies and practices, serving the best interests of all stakeholders, maintaining board and management accountability, building long-term effective stakeholder engagements and driving corporate ethics and values.</p>
 <p>Leadership and communication</p>	<p>Leadership experience in a sizeable enterprise, resulting in a practical understanding of organizations, processes, strategic planning, risk management, demonstrated strengths and effective communication.</p>
 <p>Industry and technology</p>	<p>Experience or knowledge about industry and technology, resulting in knowledge of how to anticipate technological trends, and extend or create new business models</p>
 <p>Sustainability, HSE & CSR</p>	<p>Experience or knowledge about Sustainability, Health, Safety and Environment practices including corporate social responsibility</p>

In addition to the above, the Board members attend various national / international meetings that help them keep abreast with the latest information and enhance their knowledge.

Evaluation of the performance of the highest governance body

G2-18

Sustainability is deeply embedded in the company's culture and is consistently implemented across the organization and its value chain. The business strategy at Suzlon revolves around sustainability principles and goals that are aligned with its vision, and progress towards these goals is regularly monitored.

The culture of Suzlon is deeply ingrained and permeates all aspects of its operations. The interests of both stakeholders and shareholders are considered of paramount importance. In this time of constant environmental, social, and fluctuating economic challenges, including increased statutory requirements, the performance of the BoD has come under greater scrutiny. The company recognizes the importance for the Board to continually assess the effectiveness of its performance against the objectives and goals set for each member of the Board. This has not only strengthened the policies but also added the criticality in the evaluation criteria that are rules and principle based.

At Suzlon, the highest governance body members are evaluated on the following parameters:

The annual evaluation has been carried out through a questionnaire having qualitative parameters in terms of the provisions of the Act, Regulation 17 and 25 of the Listing Regulations and the 'Board Diversity and Remuneration Policy' of the Company. The performance of individual directors (including independent directors) was evaluated on the basis of the criteria such as the composition, attendance, participation, quality and value of contributions, knowledge, skills, experience, etc.

The evaluation process is given below,

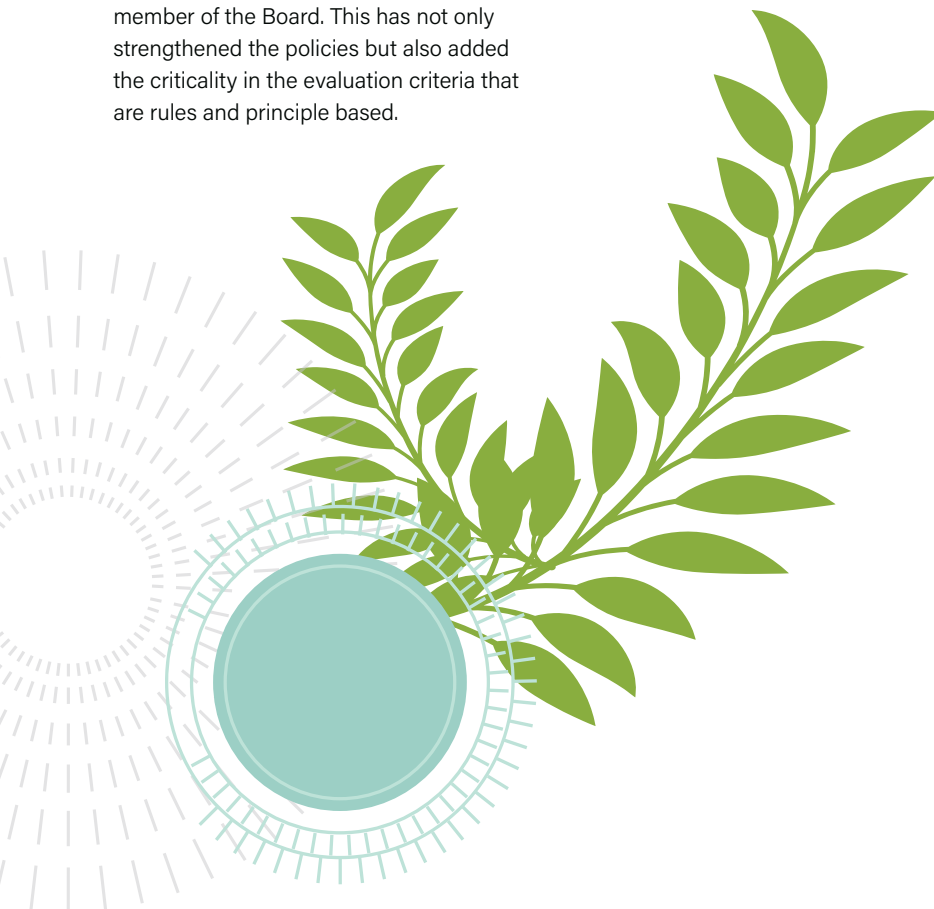
At the start of the financial year, the Company Secretary (CS) sends an email to all directors, along with an evaluation form, requiring them to fill and submit to the NRC, fulfilling the confidentiality criteria

Evaluation is carried out by the members of the NRC and a summary is shared with the Management

At the request of the NRC, a meeting of the Independent Directors is scheduled and held prior to meeting of the NRC and the Board

A summary containing discussions, observations and suggestions of the meeting of the Independent Directors is also shared with the Management with a request to discuss the same with the NRC and the Board

Post discussion at the meeting of NRC and Board, the action points are recorded in the minutes. The Board is updated about the measures taken on periodic basis



Remuneration policy

G2-19

The purpose of this Remuneration Policy is to establish and govern the procedure applicable as follows:

1

To evaluate the performance of the members of the Board.

2

To ensure that the remuneration to Directors, Key Managerial Personnel and Senior Management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the Company and its goals.

3

To retain, motivate and promote talent and to ensure long term sustainability of talented managerial persons and create competitive advantage.

The Nomination and Remuneration Committee ensures that the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate Directors of the quality required to run the Company successfully and the relationship of remuneration to performance is clear and meets appropriate performance benchmarks.

The policy can be accessed here: https://www.suzlon.com/pdf/about/cg/Policy_Board-Diversity-&-Remuneration.pdf

Process to determine remuneration

G2-20

The Company has in place a Policy in this regard named as "Board Diversity and Remuneration Policy" wherein the Remuneration Policy covers the role of the committee, appointment criteria and the remuneration. The said policy is available here on the weblink

https://www.suzlon.com/pdf/about/cg/Policy_Board-Diversity-&-Remuneration.pdf

<https://www.suzlon.com/in-en/investor-relations/notices-announcements/annual-general-meeting>

Annual total compensation ratio

G2-21

Total Annual Compensation ratio and Compensation rise across previous financial year is provided below:

49.06 : 50.94

Annual compensation ratio*

21% : 4%

Compensation rise compared to FY21**
(FY22 : FY21)

* Total Annual Compensation Ratio has been computed as:

Annual total compensation for the organization's highest paid-individual / Median annual total compensation for all of the organization's employees excluding the highest-paid individual

* The total number of active employees as of 31st March 2022 is 5189 , has been taken for this computation.

**The change in the annual total compensation ratio has been computed as:

Percentage increase in total compensation of organization's highest paid individual /percentage increase in total compensation of organization's employees paid individual excluding the highest paid individual.

Message from the CMD



DEAR STAKEHOLDERS,

Fostering sustainability has become the need of the hour due to climate change and the growing disruptions of entire ecosystems. The sustainability discussion has now emerged as a movement that is even more vital in light of the consistent uncertainty across the world regarding energy security.

Recognising this, at Suzlon, we aspire to shape a sustainable future for all by providing our clients with a comprehensive suite of wind energy solutions. Our state-of-the-art manufacturing units, customised offerings and OEMs present in over 17 countries across six continents have made us one of the foremost players in the renewable energy sector. Over the past two decades, with the grit and perseverance of our dedicated team members, we have been able to bolster India's standing in the global renewable energy industry through our top-notch projects and services. In this Sustainability Report for the FY22, we have presented a detailed overview of our sustainability performance thus far and our future plans.



In FY21, we installed 19,560 MW capacity plants globally. Our R&D team is enhancing existing products and services to attract new customers while retaining the present ones.

It goes without saying that at Suzlon, we have been a pioneer in India's renewable energy sector. We have been simultaneously promoting the social and economic development of the communities we serve. As part of these endeavours, we prioritise innovating and improving our products and services to positively impact the communities in and around the regions where we operate.

In FY21, we installed 19,560 MW capacity plants globally. Our R&D team is enhancing existing products and services to attract new customers while retaining the present ones. These efforts enable us to contribute to the Government of India's objective of ensuring 'technology for all'.

Although wind farms present numerous opportunities for the development of local communities, they present certain challenges. Suzlon Foundation, a section 8 non-profit company as per Companies Act 2013, mandated to lead, the Company's Corporate Social Responsibility (CSR) is thus focusing on strengthening our connect with our local communities by implementing various projects under the 'Suz_Tain' model. This model is built to empower communities and help them enhance their potential. It also emphasises minimising environmental impacts and encourages our personnel to uphold social, environmental and ethical business standards. This initiative is part of our Corporate Social Responsibility (CSR) approach.

The projects under Suzlon CSR are developed with a sharp focus on livelihood, natural resource management, social empowerment, health, education and civic amenities improvement. The aim of Suzlon CSR is to bring simpler solutions to age-old concerns. One such initiative is the 'Suz-HOOK' programme. This project was implemented for collecting and controlling household plastic garbage and was launched indigenously. However, seeing its progress, it was replicated in hundreds of villages across the nation. This project facilitated behavioural

change in society and positively impacted several lives. Notably, this initiative was recognised by the United Nations Development Programme (UNDP).

Talking about our financial performance, we do realise that it is imperative to have a robust financial standing to realise our mission of powering a greener tomorrow. The COVID-19 pandemic in the last year posed major challenges and impacted the entire renewable energy sector, including Suzlon. However, with the resilience of our team members and a laser-sharp focus on our objectives, we performed well. We have not only achieved four times higher production levels, but also worked towards debt restructuring and refinancing in this challenging time. Our efforts bore fruit and for the first time in a decade, we recorded positive financial results.

Looking ahead, we are seeking to align our priorities with the Gol's 'Make in India' initiative. This will help us create employment opportunities, light up homes and develop other amenities, thereby shaping a better future for all.

I extend my gratitude to our stakeholders for their consistent support. Your trust in Suzlon drives us to continue our journey with enhanced rigor. I would like to affirm that Suzlon supports the 'Aatmanirbhar Bharat' initiatives and the UN SDGs. This Sustainability Report details the initiatives we have undertaken to contribute to nation-building programmes as well as the SDGs. I hope that this report, which is published every year, will help you gain a better understanding of our resolute approach towards achieving these goals.

For any queries regarding our work approach and any projects, you can reach us at csr@suzlon.com.

Warm regards,

TULSI R TANTI

**Chairman and Managing Director,
Suzlon Group**

CEO's Communique



DEAR SHAREHOLDERS,

I am delighted to share with you Suzlon's third sustainability report for the fiscal year 2021-22. At Suzlon, we strive to be responsible for the impacts that we make and stay accountable to our stakeholders. To this end, we have embarked on our sustainability reporting journey—adhering to the Global Reporting Initiative (GRI) standards, with the objective of mainstreaming it and making it as comprehensive as feasible.

As a pioneer in the wind energy sector, we operate over 12,333 globally installed wind turbines, an in-house R&D centre and 14 world-class manufacturing units in India. With a total production capacity of 13,383 MW, Suzlon enjoys a 33% cumulative market share in the country. We have a global talent pool comprising 5,400+ personnel and are a vertically integrated enterprise. Over the years, we have sustained our technology leadership and built best-in-class service capabilities and strong customer relationships, all while becoming the number one OEM in India's renewable energy sector.

Sustainability is embedded in Suzlon's organisational culture. It is an integral and non-negotiable aspect of our daily operations. We do not simply prioritise it in our vision and mission statements, but all our policies and processes are also aligned with it.

The year at a glance

FY22 has been a remarkable year for Suzlon in many ways. The pandemic-induced headwinds, such as supply chain disruptions, inadequate raw materials, increased commodity prices, heightened logistical costs and a higher GST on renewable energy equipment, posed unprecedented challenges. Additionally, the growing pressure to execute projects while maintaining profitability added to our struggle.



Our approach to CSR follows a definite impact model- 'Suz_Tain.' During the reporting year, we launched 3,582 impactful CSR projects, reaching over 10 lakh community households in 555 villages.

Financial performance

The challenges were hard, but we strived harder, achieving higher production than the previous year. Our annual supplies have increased from 204 MW in FY2020-21 to 808 MW in FY22. Our service division, which includes our foundry business, continued to perform well. FY22 has been a stellar year for us, with a 98% increase in turnover and a 54% rise in EBITDA. In addition to our interest reduction and debt restructuring strategies, we implemented several cost optimisation initiatives while creating value for our diverse stakeholder groups, comprising local communities, shareholders, investors, contractors, employees and others.

Our R&D teams' consistent focus on innovation also helped us produce high-performance, durable equipment. Moreover, enhancing our product range over the years has led to a lower Levelised Cost of Energy (LCoE), as well as increased efficiency and energy output from low-wind sites. This enabled us to provide best-in-class services to our customers, attract new clients, as well as retain existing ones; consequently fortifying our position as the leading OEM in India's renewable sector.

Organisational performance

On the production front, in order to accommodate site-specific requirements, we launched a customisable and versatile platform of 3 MW product series. Additionally, we introduced the S144 wind turbine with a larger rotor of 144 metres for 105-metre, 140-metre and 160-metre hub heights. Further, we installed a prototype of S144 on a 105-metre tower in Tamil Nadu as a site-specific booster and an option to ensure a high Plant Load Factor (PLF) to utilise specific grid potential as compared to the nominal power rating of 3-3.15 MW. This turbine was manufactured with 90% indigenous materials, which is a real testament to the 'Make in India' and 'Aatmanirbhar Bharat' campaign. With this turbine, we are now targeting other low-wind regimes in India.

This product incorporates the insights we have acquired from working on several product models in India's different wind regimes and OMS for 27 years. I believe this is an ideal product for the country.

CSR achievements

Our approach to CSR follows a definite impact model- 'Suz_Tain.' During the reporting year, we launched 3,582 impactful CSR projects, reaching over 10 lakh community households in 555 villages. The initiatives focused on environment, empowerment, health, livelihood and civic amenities were implemented in partnership with communities and 73 institutions, including the government, private organisations and other corporate foundations.

Way forward

The Government has set ambitious targets concerning renewable energy and green hydrogen and published India's first-ever green hydrogen policy, which emphasises innovation, R&D, product creation and premier academic and technological

interventions. These targets and policies significantly impact industries and provide opportunities not only for expansion, but also contribute to the nation's growth. I firmly believe in achieving time-based goals for green hydrogen consumption (obligation)- GHCO. The green hydrogen-themed energy transmission funds and green finance will help attract investments and boost the global economy as the world looks at India's tremendous manufacturing, engineering and consumption potential to drive this change.

Wind-Solar hybrid power plants could be the best option for meeting the growing demand for renewable energy. At the same time, Wind-Solar-Battery power plants or Wind-Solar-Gas power plants seem promising. Wind-Solar hybrid projects have the potential to reach a greater PLF of up to 60%, which makes them viable. Additionally, the rising preference for e-mobility offers the potential to develop a market for electricity for automobiles. However, for e-mobility to be a key component of a low-carbon economy, the electricity must be generated from renewable sources. Therefore, I believe that the future of renewable energy is bright, with new market segments accelerating the sector's growth in India and around the world.

As I conclude, I would like to thank all our stakeholders, investors and partners for their support. Your trust in our capabilities has been instrumental in our success. We will continue to collaborate and power a greener tomorrow together.

Best wishes,

ASHWANI KUMAR

Chief Executive Officer, Suzlon Group

Sr. No	GRI Indicator	SDGs	UN Global Compact Principles
2-22	Statement on sustainable development strategy	8, 16	All
2-23	Policy Commitments	8, 16	All
2-24	Embedding policy commitments	8, 16	All
2-25	Processes to remediate negative impacts	8, 16	All
2-26	Mechanisms for seeking advice and raising concerns	8, 16	All
2-27	Compliance with laws and regulations	8, 16	All
2-28	Membership associations	16	All

STRATEGY, POLICIES AND PRACTICES





REPLACE
LIFTING SLITS
AFTER REMOVAL
10/2010 10/2010 10/2010

2

Statement on sustainable development strategy

G2-22

Sustainable development is defined as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”. This makes it crucial for the companies to have a strategy, having holistic approach which encompasses a safe climate, including other dimensions such as ecological thinking, sustainable communities, and environment. These components of the strategy are crucial for the organization, not only in securing its position, but also addressing the challenges that come with the rapid and worldwide shift towards renewable energy. We recognize that sustainable development is an on-going journey, and

we are committed to making continuous progress towards a more sustainable future for all.

Suzlon's strategies are aligned with the national and global objectives that emphasize on interconnectedness between Environment, Social and Governance (ESG) issues. Suzlon believes that a robust strategy is important for enhancing value and long-term sustainability. Suzlon, a global energy company, has a major focus on reducing environmental footprints, addressing climate change, prioritizing Health and Safety, promoting innovation and research, community engagement, and conducting

the business responsibly. Sustainable Development is an integral part of our mission and values, and we will continue to work towards a better future for generations to come.

While environmental considerations are deeply integrated into the business strategy and aligned with the goals of Government of India (GoI), Suzlon also prioritizes societal aspects and strives to contribute to the GoI's initiatives. The business strategy at Suzlon is governed by its various policies, including 'zero-tolerance' towards corruption and unethical business practices, in adherence to Responsible Business Conduct.

Policy commitments

G2-23

Suzlon has a strong policy base and the processes are governed by these policies across the organization. The Board approved policies are on Suzlon's website 'www.suzlon.com'. The policies are applicable to employees, vendors, and other relevant stakeholders. Policies are clearly and transparently articulated to employees and business partners through detailed written procedures that are available on the company website, on

internal portals or integrated into business contracts. Changes to the policies are made in consultation with employees. Through regular meetings the employees and business partners are aware of these commitments. Further trainings are offered to equip them with the knowledge and skills needed to adhere to these policy commitments. Review and reporting mechanisms help to track progress towards these commitments.

The 'Code of Ethics' (CoE) covers the Human Rights aspects. However, Suzlon has already initiated a process for developing a separate human rights policy with a view to strengthen and enhance the human rights protection.

Suzlon has a strict enforcement and adherence of the CoE.



Embedding policy commitments

G2-24

At Suzlon, the Group's policies are implemented internally as well as at its service providers, suppliers and other business relationships and ensure compliance thereof. The responsibility of ensuring the integration and adherence to the policies lies with the BU / function Heads, who ensures the enforcement of the policies besides managing the risks, harmonized with the management of both – financial and non-financial risks and contribute to improving the oversight of Suzlon's risk while keeping the independence of the compliance functions intact.

Additionally, the HR department is responsible for circulating the Group Policies through Suzlon's internal portal /intranet which is accessible to all the employees. Periodic report is submitted to the Executive Group regarding the implementation and adherence of the Group Policies and shortcomings/ deviations, if any, are highlighted.

Suzlon has adopted the following process for embedding policies into day-to-day functions:

- The company uses multiple platforms such as meetings, surveys, feedback, complaints and others to invite stakeholders' inputs and feedback.
- The responses from the stakeholders' are analysed and summarized and shared with the respective head of the BU/Function.
- The respective heads of the BU/ Function, based on the stakeholders' responses, form an understanding about their requirements vis-à-vis their views and set an objective for developing, designing or reviewing and modifying the existing policies.
- The respective heads of the BU/ Function reviews alignment of the stakeholders' concerns with the company's operations, industry best practices, competitive offerings, etc. to get an external to internal view.
- This review ensures that the draft encompasses the following aspects.
 - ▶ Objective
 - ▶ Scope i.e. inclusions or exclusions of relevant aspects
 - ▶ Date of commencement of the policy
 - ▶ History of revision in case of modification in the existing policies
 - ▶ Details of authorities for proposing and approving policies
 - ▶ Deviation, if any raised by any of the above authorities
- The draft is then shared with the key stakeholders for seeking their views / feedback / confirmation about the concerns they raise, are captured;
- The policy, integrating the inputs from stakeholders, is prepared and presented to the Executive Group Committee for approval.
- The policy is uploaded on the intranet portal. The policies are supported with procedures along with the FAQs.
- Post the implementation of the policy, periodic audits are carried out to assess the effectiveness adherence or gaps, if any.
- The policies related to internal functions are made available with the BU Head / departmental heads.

Suzlon implements the policy commitments through robust contracts and trainings. The non-adherence to the policies invite severe consequences.



Processes to remediate negative impacts

G2-25

Suzlon with its global presence, creates value and makes positive contributions to the society, including communities. Suzlon, while recognizing its responsibility to respect human rights, understands the significance of managing the due diligence in accomplishing its commitment as a business. The company fulfils this obligation through safeguarding the rights of its employees and other business relationships by operating responsibly and implementing necessary changes into the operations wherever human rights are linked with the business activities.

Since the inception of Suzlon in 1995, human and labour rights have been at the centre of Suzlon's governance mechanism. The company invests heavily in understanding and defining the human rights issues and addressing

them. These aspects are embedded into the risk management processes and the company is taking necessary steps to widen the scope and application of human rights and environmental due diligence processes. Suzlon's efforts are focused on identifying, addressing, evaluating, and communicating the risks that are involved with adverse human rights impacts in the areas where Suzlon operates and have other business relationships.

Suzlon intensifies its engagement with the community to discuss a remedy for addressing their concerns and remediate negative impacts caused. The company also arranges awareness programmes for the community and other stakeholders to enhance their understanding on the health-related issues, including organizing health camps on multiple health related topics and supporting the community and

thus maintaining a win/win situation with the community and other stakeholders.

Suzlon closely monitors its impacts vis-à-vis risks related to human & labour rights and the society at large. The company strives to integrate United Nations Guiding Principles (UNGPs) on Business and Human Rights and elevate its processes for remediating the negative impacts. Suzlon collaborates with local communities and other stakeholders to monitor and evaluate the impacts in the local context.

In case where avoiding the impacts is not possible, Suzlon develops necessary programs to implement the measures to reduce or remediate such impacts on the environment and on affected people, communities, employees and value chain workers.



Mechanisms for seeking advice and raising concerns

G2-26

Suzlon has a resilient and strong policy, guiding employees, vendors, and other stakeholders to raise concern about any unlawful, unethical practices, including violations, abuse of power, harassment and other incidents to the appropriate authorities, without fear of losing his/her job. The company has a well laid down process for raising concerns, wherein an individual is required to submit the information in a signed written document within a stipulated time frame. The company has a dedicated email address for raising concerns. The process also facilitates the individual to raise his/her concern in local and regional language apart from English. The process ensures the confidentiality measures. Suzlon has a strong non-retaliation policy that explicitly prohibits any form of retaliation against complainants.

Suzlon has a well-structured complaint handling mechanism and the powers to handle concerns are delegated based on the nature of the concern. At the first level, the concern reaches to the Central Ethics Committee (CEC), which comprises of Executive Group (EG) members and Head of Management Assurance department, assesses the concerns and

delegates to the relevant departmental heads or committees for further investigation and actions.

The authorized department/committee carries out a detailed investigation within a stipulated timeframe, following the complaint handling mechanism and submits the outcome to the Management Assurance Department, who, after due scrutiny, onward submits to the CEC.

In case of the complaint against CEC member, the same is addressed to the CMD, which, in turn delegates the investigation to the department/committee as deemed fit. In such cases, the decision by the CMD is final and binding.

The detailed policy can be accessed here https://www.suzlon.com/pdf/about/cg/Policy_Whistle-Blower.pdf

The Company undertakes numerous initiatives to maintain, enforce and further the ethical ecosystem, including

- Sign-off "Business Conduct guidelines" by all employees.
- Training programs on Ethics which the employees undergo during the year.

- In person / virtual (video) lectures emphasising the integrity part at the remotest sites and locations
- Wall-paper (screen savers) depicting "integrity" eco-system.
- Operational risks are reviewed and assessed at various levels:
 - ▶ By Senior Management: During their review of the business operations review meetings.
 - ▶ By Enterprise Risk Management: During the review of planning Vs actuals, risks associated are highlighted.
 - ▶ By Internal Audit team: on review of specific cases highlighted.
- Significant risks identified are used to strengthen the internal controls through automation or by manual maker checker.
- All the reviewed cases are categorised into Red, Yellow and Green and presented to CEC for their decision.

Based on the following broad guidelines the decisions are taken. Red Cases where evidence was found, Yellow Cases where no clear evidence was established, but suspicion/ moderate deviation exists, Green where allegation did not sustain. Usually "Red" cases would entail separation of the employee or other disciplinary actions like stoppage of increment / promotion. For "Yellow" cases counselling is done by the HOD / HR to ensure strict compliance to the Suzlon Ethics policy. For "Green" cases the HOD is informed to encourage the employee to follow the good work and ethical policy of the company.

Concerns filed during the year	FY20	FY21	FY22
Number of confirmed cases of corruption	4	1	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	2	1	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0	0	0

Compliance with Laws and regulations

G2-27

Suzlon, in its endeavour to be an exemplary company with fair and reliable partnership and association is, governed by strict policies while abide by the national laws and regulatory compliances. The company operates in the spirit of the Code of Conduct, which encompasses an effective compliance system required to be followed by each department. The Code of Conduct and other policies are focused on the following key topics

- Corruption, unethical and unlawful practices are prevented through Anti-corruption policy. In addition the company also has its Corporate Legal Service Department that oversees the product responsibility, data protection and other legal matters. The compliance mechanisms are reviewed periodically and are modified according to the need for ensuring compliance;
- ISO 9001, ISO 14001, , ISO 45001, ISO 27001, systems are maintained and followed in totality. These systems are audited through external team of auditors and are complied with.

In order to make to the compliance effective and simpler in nature by aligning it with Environment, Health and Safety (EHS) management system, the company has rolled-out practices for identifying and assessing of hazard and risk assessment through Hazard Identification and Assessment of Risks and Opportunities (HIARO). These activities are carried out by a designated team, comprising of management and workforce representatives;

- Fundamental employee rights, continuous training, induction for new employees, etc. through Corporate Human Resources;
- Sustainability and process management through the Section 8 Company – Suzlon Foundation in alignment with other departments and functions of the company;
- Human Rights and employee protection – Suzlon, in addition to national laws and frameworks, takes the guidance from UN Guiding

Principles on Business and Human Rights, UNGC principles with regard to the upholding the employee protection and human rights;

- Communication and Reporting– Suzlon has set up various communication channels for communicating information on diverse matters through various reporting channels and online information sharing such as dedicated portal for investor relations, annual reports, CSR report, sustainability report and others.

During the reporting period, no incident of environmental non-compliance has taken place and the company has not been levied / imposed / attracted any fines / penalties and neither incurred any non-monetary sanctions towards environmental non-compliance.

Only a few instances of non-environmental non-compliances that took place in the reporting period are available in the annual report FY22.

Membership associations

G2-28




Suzlon has the following Membership and Association as listed below:

NATIONAL		INTERNATIONAL	
Membership	Validity	Membership	Validity
The Indian Wind Turbines Manufacturers Association (IWTMA)	31 st March, 2024	US-India Business Council (USIBC)	31 st December, 2023
Confederation of Indian Industry (CII)	31 st March, 2024	World Forum Offshore Wind (WFO)	31 st December, 2021
Federation of Indian Chambers of Commerce & Industry (FICCI)	31 st March, 2024		
Indian Wind Power Association (IWPA)	31 st March, 2024		
Indian Renewable Energy Alliance (IREA)	31 st March, 2024		





STAKEHOLDER ENGAGEMENT

Sr. No	GRI Indicator	SDGs	UN Global Compact Principles
2-29	Approach to stakeholder engagement	  	All
2-30	Collective bargaining	 	All



Approach to stakeholder engagement

G2-29

At Suzlon, we have made stakeholder engagement an integral aspect of how we conduct our business and consider resolving stakeholder concerns our foremost priority. We value stakeholder input and incorporate their suggestions to strengthen our internal systems and processes whenever and wherever feasible. Our teams regularly communicate with diverse stakeholder groups who may be impacted by our decisions.

Engaging in discussions with stakeholders enables us to identify their priorities and devise customised solutions to address them. We then follow the necessary procedures and protocols to implement these solutions.

The stakeholder engagement process at Suzlon includes direct and detailed consultation with various stakeholder groups. This process helps us identify the critical factors that need to be addressed immediately. We use multiple communication channels, such as email, e-portal, Community Advisory Panel (CAP) meetings, questionnaires and personal visits, to communicate with our stakeholders. This helps us understand and identify key material topics, which in turn enables us to evaluate the criticality of the concerns and obtain a precise understanding of the concerns raised.

The table below offers an overview of how we engage with various stakeholder groups.

Stakeholder	Objective	Mechanism of engagement	Frequency
Employees	<ul style="list-style-type: none"> Understand their job expectations, training and development needs, and career aspirations Share our vision, short, mid and long term goals vis-à-vis our needs and expectations 	<p>HR forums; focused group discussions, all team meetings, weekly / monthly reviews, improvement displays</p> <p>Appraisals; Internal Surveys;</p> <p>Employee Engagement Activities including Quarterly Town hall by Leadership team, Monthly meeting with immediate Manager & skip Level Manager, celebrations of employee wins</p> <p>Appraisals, Reward and Recognitions</p>	Daily, Weekly, Monthly, Quarterly, Annually
Customers	<ul style="list-style-type: none"> Develop enduring relationships; Anticipate short- and long-term expectations 	<p>One-on-one interactions with key customers, organising customer meets,</p> <p>Surveys; feedback calls; training forums; direct visits, customer portal complaints</p>	Need-based, ongoing
Investors	<ul style="list-style-type: none"> Understand their expectations and concerns to create greater shared value Recognise sustainability risks and investors' perspectives 	Investor Meets / Calls, Shareholder/ Investors Grievance Forum;	Annually / Quarterly, need-based

Stakeholder	Objective	Mechanism of engagement	Frequency
Suppliers/ Service Providers	<ul style="list-style-type: none"> Sharing mutual expectations regarding quality, cost, timely delivery, growth plans and sharing of best practices 	Sustainable supply chain development programme, supplier meets, audits, vendor ratings and satisfaction surveys	Daily, Weekly, Monthly, Quarterly, Annually
Regulatory Authorities	<ul style="list-style-type: none"> Understand the compliance regime Update them on the steps taken Identify opportunities for collaboration on pressing issues 	One-on-one meetings; meetings in industry forums	Need-based
Local Communities	Maintain cordial relationships understand their expectations and concerns; create shared value	Meetings with local communities; public hearings	Daily, Weekly, Monthly
Media	<ul style="list-style-type: none"> Communicate key developments, growth plans, landmark events, and more Increase outreach on sustainability concerns 	Regular Interactions	On-going



Please refer GRI G2-29

Collective bargaining agreements

G2-30

Collective bargaining is an important aspect of Suzlon's human resource management strategy and recognizes the right of its employees to join unions and to collectively bargain and has established procedures to facilitate this process. Suzlon aims to maintain a positive relationship with its employees and their representatives by ensuring open communication and transparency throughout the bargaining process.

The company believes that the employees, who are engaged with union, feel that they play an active role in initiating and making improvements in the working lives, which can make positive impacts. The company sees it as an important component of building a cohesive environment of trust and mutual respect within and outside the company, transitioning to a fair and ethical system.

Suzlon supports the freedom of association and collective bargaining and respects the rights of the union. The company's policy encompasses the aspects to deal fairly with its associates and it is embedded in the Code of Conduct. In compliance with the collective agreement / relevant legislation, Suzlon communicates major changes in the management to the labour union. The company organizes a management-labour meeting, where both discuss key issues to find solutions. The company also regularly communicates about the business practices with the labour union.



Category	FY20			FY21			FY22		
	Total employees	No. of employees who are part of association(s) or Union	%	Total employees	No. of employees who are part of association(s) or Union	%	Total employees	No. of employees who are part of association(s) or Union	%
Total Permanent Employees	5,480	124	22.6	5,315	125	2.35	5,189	119	2.29
Men	5,331	124	2.32	5,176	125	2.41	5,079	119	2.34
Women	149	0	0	139	0	0	110	0	0



Sr. No

Material topics

- | | |
|-----|--------------------------------------|
| 3-1 | Process to determine material topics |
| 3-2 | List of material topics |
| 3-3 | Management of material topics |



MATERIALITY



Materiality assessment

G3-1

At Suzlon, materiality assessment is a fundamental aspect of our reporting. Guided by the principles of the GRI Reporting Standards, we have embraced an integrated approach that prioritises stakeholder inclusiveness and materiality.

This has proven invaluable, enriching our understanding of Environmental, Social and Governance (ESG) issues across the temporal spectrum—be it short, medium, or long term. It also helped us understand stakeholders’ expectations and their ability to create sustainable value, including the challenges that we, as renewable energy producer may face in the future.

The materiality assessment process at Suzlon involves an assessment of the significance of topics through the re-evaluation and validation of emerging sustainability issues, and their interconnectedness with business strategies and stakeholders. With this, the Company critically analysed its internal processes and policies that played a key role in establishing a clearer state of sustainability in the organisation. The direct and intense involvement and guidance from the

top leadership team has strengthened stakeholders’ trust and confidence in the Company’s performance. It also provided a comprehensive understanding of the sustainability issues of most interest to its stakeholders.

Suzlon conducted an internal stakeholder engagement through a survey to cover wider material topics and consulted relevant stakeholder groups such as NGOs, community, government, regulatory authority, media, customers, vendors etc. to seek their inputs from the sustainability perspective. The exercise provided a detailed perspective in analysing both positive and negative impacts on the existing and future material issues. Their inputs were considered for developing a strategy based on the topics of importance to Suzlon from a sustainability perspective. The entire process resulted in the identification and

prioritisation of the topics with an aim to leverage and utilise our unique strengths to enhance social, environmental, and economic value.

Suzlon’s sustainability priorities include an uninterrupted supply of renewable energy, contribution to the reduction of GHG emissions and synergy with the community and society at large. Environmental protection, Health and Safety, and sound governance are considered as areas of top priority.

Suzlon will continue to maintain a balanced approach between the management fundamentals and effective sustainability strategies in the time to come. The Company’s efforts are towards making progress on the material topics by advancing various initiatives and reporting on these issues in a transparent manner.

MATERIALITY PROCESS

Identification of sustainability topics

Guided by our top management and external support services, we identified key sustainability topics relevant to our business, referencing Indian Standards, GRI Reporting Standards, GHG protocol, and other national regulatory guidelines.

Prioritisation

We conducted a thorough desktop analysis, reviewing existing policies, survey outcomes, external expert inputs, and insights from peer organisations’ sustainability reports, media articles, relevant studies and opinions from cross-functional teams.

We prioritised these topics based on their potential impacts on business, aligning them with available resources and allocation plans. The importance was assessed from both business and stakeholder perspectives, including investors’ viewpoints.

Validation

We validated these topics in a round with our top management, ensuring confirmation by the sustainability team and approval by the Chief Operating Officer (COO).

Monitoring and Reporting

We assigned data owners with key performance indicators (KPIs) to oversee the monitoring, tracking, and reporting of our sustainability performance







List of material topics

G3-2









Suzlon has identified the following material topics for FY22. The Company has used the GRI Standards as guidance for identifying material topics within the reporting boundary. However, the Company does not claim to meet any of the GRI reporting criteria.

WE HAVE IDENTIFIED FOLLOWING MATERIAL TOPICS:

Economic topics

Sr. No	Material Topic	SDGs
201	Economic Performance	
202	Market Presence	   
205	Anti-Corruption	

Environmental topics

Sr. No	Material Topic	SDGs
302	Energy	
303	Water and Effluents	
305	Emissions	
306	Waste	
306	Effluents and Waste	   






Social topics








Sr. No	Material Topic	SDGs
401	Employment	
402	Labour – Management relationship	
403	OHS	   
404	Training and Education	 
411	Rights of the indigenous people	
413	Local Communities	    

Management of material topics

G3-3

We proactively engaged in understanding the diverse needs and expectations of our stakeholders. Conducting an internal survey, we meticulously identified seven distinct types of stakeholders and, through thoughtful questionnaires, sought their views, interests, and concerns regarding sustainability. The robust evaluation of responses and survey results enabled us to curate a list of material topics, extending beyond stakeholder and shareholder considerations to encompass what is particularly material for Suzlon. Based on comprehensive feedback, a total of 14 ESG topics are identified as material topics. The broad perspective behind selecting the topics are mentioned in the table below:

Sr. No.	Material topic	Risk / Opportunity	Linkage to SDG	Approach to adapt or mitigate risk
1.	Governance	Risk	 <p>Peace, justice and strong institutions – For implementing sustainability strategies and business management, a robust and effective corporate governance structure is essential.</p>	Suzlon's actions are governed by its principles that have been and will continue to be the company's guiding torch in the future too. The Corporate Governance at Suzlon symbolizes a sign of solid management, transparency, depicting good corporate practices and procedures.
2.	Environmental Protection	Opportunity	 <p>Responsible Consumption and production</p>  <p>Life on Land – To preserve biodiversity in and around the area of Company's operations, minimize the overall environmental impacts w.r.t emissions, water and effluents, energy, waste, and natural resource consumption.</p>	N.A.
3.	Synergy with Community	Opportunity	 <p>Decent work and economic growth</p>  <p>Industry, Innovation and Infrastructure – In order to create long-term relationships and maintain social license to operate, synergistic engagement and investment in our local communities is essential.</p>	N.A.

Sr. No.	Material topic	Risk / Opportunity	Linkage to SDG	Approach to adapt or mitigate risk
4.	Employee Safety and development	Risk	 <p>Good Health and Well-being</p>  <p>Quality Education</p>  <p>Decent work and economic growth – Investing in and developing the most treasured asset – the Company’s employees is essential. The corporate mission can only be achieved by safeguarding the employees and investing in attracting and retaining talent through training, career development opportunities, etc.</p>	Upgrading Environment, Health and Safety (OHS), policy and practices.
5.	Uninterrupted supply of renewable energy and reducing GHG emissions	Opportunity	 <p>Affordable and Clean Energy</p>  <p>Climate Actions</p> <p>Renewable energy is a low-carbon power and plays a key role not only in combating the global climate change challenge but contributes to the country’s economic growth.</p>	N.A.
6.	Expansion and Growth	Opportunity	 <p>Affordable and Clean Energy</p>  <p>Decent work and economic growth through enhancing the fund-raising initiatives Suzlon anticipates a stable and sustainable business growth that will allow the Company to contribute to the social concerns and the Government of India’s Aatmanirbhar Bharat initiative, especially in energy landscape.</p>	N.A.

Sr. No

GRI Indicator

SDGs





UN Global
Compact Principles**201 Direct Economic Value Generated and Distributed**

201-1	Direct economic value generated and distributed		
201-2	Financial implications and other risks and opportunities due to climate change		Not Applicable
201-3	Defined benefit plan obligations and other retirement plans		
201-4	Financial assistance received from government		

202 Market Presence

202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Not Applicable
202-2	Proportion of senior management hired from the local community		

205 Anti-corruption 2016

205-1	Operations assessed for risks related to corruption		
205-2	Communication and training about anti-corruption policies and procedures		
205-3	Confirmed incidents of corruption and actions taken		

ECONOMIC TOPICS



Economic performance

201

The world recognises the need for and importance of shifting towards green energy as the only viable solution to address the severe impacts of climate change. It is evident that the future of the planet and humanity largely depends on our ability to accelerate our efforts towards achieving a carbon-neutral world. India's strong commitment at COP26 has bolstered our position on the global energy stage.

At Suzlon, we strive to create value for various stakeholders, including shareholders, personnel, suppliers, contractors, local communities and investors. Our compensation programmes are designed to provide competitive rewards based on individual and organisational performance, job complexity, expertise, experience and location.



Direct Economic Value Generated and Distributed

201-1

Suzlon has published entity wise Annual Reports on its website. Click on the below link and choose the tab 2021-22

<https://www.suzlon.com/in-en/investor-relations/annual-accounts-subsidiaries>

Financial implications and other risks and opportunities due to climate change

201-2

The likely introduction of Renewable Purchase Obligation (RPO) planned by the Ministry of Power will ensure a sustainable growth for the wind energy industry with a projected growth of 6.94% by 2030. The implementation of this policy will translate to increased investments in renewable energy infrastructure and also leading to increased economic activity. RPO roll out will provide a favourable economic growth environment for Suzlon.

These reforms, including increased stakeholder awareness about climate change, growing demand for renewable energy, transition to a low-carbon economy pose financial opportunities such as:

1. Tariffs and Taxes

Feed-in tariffs, tax credits, or renewable portfolio standards, which can enhance project economics and financial viability.

2. Innovation and Technological Advancements

Continued investment in R&D, leading to cost reductions in wind energy generation. Improved turbine efficiency, energy storage solutions, and grid integration can enhance the company's competitiveness and profitability;

3. Brand and Reputation Enhancement

Adopting sustainable practices and being at the forefront in combating the climate change and enhance brand and reputation, thereby attracting environmentally conscious customers, investors, and stakeholders;

While Suzlon envisages to leverage on the opportunities, the company is also required to be prepared for the financial risks related to climate change such as:

1. Operational Risks

Extreme weather events, such as hurricanes or severe storms, damaging wind turbines and disrupt operations, leading to increased maintenance costs, downtime, and potential revenue loss;

2. Project Delays and Cost Overruns

Delays in project development due to increased regulatory requirements, environmental assessments, or stakeholder consultations;

3. Changing Investor Sentiment

Investors' increased concern about climate-related risks. If the company fails to address climate change-related risks or lacks sustainable business practices, it may face difficulty attracting investment or may be subject to divestment by socially responsible investors.

4. Liability and Legal Risks

As climate change impacts become more apparent, there is a potential for legal action against companies contributing to greenhouse gas emissions. If the company is found to have violated environmental regulations or fails to meet its environmental commitments, it may face legal liability and financial penalties.

Suzlon, at present does not have a dedicated committee for addressing climate change based risk assessment. Currently the Risk Committee evaluates all internal and external environments to proactively address such risks and plans appropriate action and mitigation steps.

Defined benefit plan obligations and other retirement plans

201-3

We reward our employees and retain the best talent through our various schemes that offer retirement plans and many other schemes. Full time employees are covered under retirement plans, which offer a gratuity plan, provident fund, superannuation and national pension scheme as a defined contribution plan.

As per the Actuarial Valuation report as of 31st March 2022, the Company has accrued Gratuity liability of INR 52.37 Crore.

Financial assistance received from government

201-4

Aatmanirbhar Bharat Rojgar Yojana (ABRY) was announced as a part of Aatmanirbhar Bharat 3.0 package to boost the economy, increase the employment generation in post COVID-19 recovery phase and to incentivize creation of new employment along with social security benefits and restoration of loss of employment during COVID19 pandemic. This scheme being implemented through the Employees Provident Fund

Organisation (EPFO), reduces the financial burden of the employers of various sectors/industries and encourages them to hire more workers. Under ABRY, Government of India is crediting for a period of two years both the employees' share (12% of wages) and employers share' (12% of wages) of contribution payable or only the employees' share, depending on employment strength of the EPFO registered establishments.

Under ABRY, benefits are provided to every establishment registered with EPFO and their new employees (earning wage less than Rs. 15,000/- per month) if the establishments take new employees on or after 1st October 2020 and up to 30th June, 2021 or those who lost jobs between 1st March, 2020 to 30th September 2020. Under this Scheme, financial assistance of Rs 3.35 Lakh was received from the government as refund.

Market Presence 2016

202

Suzlon complies with respect to average entry-level wages regardless of gender. The ratio of entry-level wage to Minimum Wage for the reporting period is higher than 1 across the significant locations.

The "standard entry-level wage" is specific to particular skill and qualification level of employees, such as industrial employees, university graduates, temporary workforce during vacations etc. Many of Suzlon's units are bound by collective bargaining agreements and at some of the locations the employee remuneration is market-oriented, which are higher than standard entry level salaries.

All employees are paid as per minimum wage criteria as applicable as per state/ regional requirements. The 'Periodic Minimum Wage' notification has been used to determine the minimum wage criteria.

Ratio of standard entry level wage by gender compared to local minimum wage

202-1

Employees across all Suzlon operations are paid above the relevant statutory minimum wage.

	Entry-Level wage (INR in lakh per annum)		Remarks
	Men	Women	
SGSL			
SGWPL			
SPIL	GET 1.80 and DET 1.44	GET 1.80 and DET 1.44	Graduate Engineer Trainee (GET), Diploma Engineer Trainee (DET)
SGL			
SE Forge			

*State of Maharashtra, Madhya Pradesh, Gujarat, Rajasthan, Andhra Pradesh, Tamil Nadu, Karnataka.



Proportion of senior management hired from the local community

202-2

Suzlon's employment policies are non-discriminatory and strive for a wide-ranging workforce with the objective to find the talent best suited for an open position. The company hires and promotes employees solely based on merits, skills and their individual potential that are required for the work. Senior Management hired locally during the reporting period is as per the table below:

Number of significant location (states of India)	Number of Sr. Management from Local community (within the state)	% of Senior Management ***
7	72	72.72

*** (Number of Senior Management from Local community/ Total number of Senior Management in the significant location) *100

Anti-corruption 2016

205

Suzlon is vigilant on good governance aspects and strictly follow Code of Ethics - SuzNiti, binding all employees. The company also has clearly outlined corporate guidelines and restrictions on entertainment and gifts under the Code of Ethics. The CEC reviews and monitor the effective administration and implementation of the Code, including anti-bribery and corruption.

Suzlon is vigilant on good governance aspects and strictly follows the Code of Ethics - SuzNiti, binding all employees. The Company also has clearly outlined corporate guidelines and restrictions on entertainment and gifts under the Code of Ethics. The CEC reviews and monitors the effective administration and implementation of the Code, including anti-bribery and corruption.

Specific directions are laid out for matters related to gifts, holiday packages and entertainment. Suzlon follows 'zero tolerance' in case of any deviations in adhering to the Code of Ethics. Suzlon's

vision envisages stainless corporate governance with SuzNiti as an enabler.

Suzlon has set up a seamless system for the approval of events and sponsorship, overseen by the Event Review Committee (ERC). This committee reviews and ensures that they align with Suzlon's overall strategy for donations and sponsorships and are in accordance with the laid down norms. The Company also has well-defined reporting and whistle-blowing channels of communication such as a dedicated Email (suzlon@ethicshelpline.in), for reporting incidents. In this aspect, being sensitive in nature, the confidentiality criteria are strictly

adhered to, which facilitates the individuals to raise a concern, ensuring a free flow of information.

Every employee is required to sign an undertaking, covering details of policies and codes covered under SuzNiti. 'Integrity' is one of the five core values of Suzlon and the Company initiated a few strict measures to identify, remediate and follow a zero-tolerance policy for such practices in its entirety.

As part of compliance, the POSH policy was revised 4 times beginning from FY 16 to FY22 to reflect the change in IC Committee membership.

Operations assessed for risks related to corruption

205-1

A comprehensive risk assessment has been conducted for all locations to identify and evaluate potential significant risks.

Suzlon places a strong emphasis on integrity and ethics, and to promote this, the company conducts awareness sessions across all locations to educate employees on the importance of ethical behaviour and the consequences of non-compliance. The mechanism of whistleblowing is shared with all employees to make them aware about reporting process in case of any unethical behaviour they observe. To ensure the effectiveness of the integrity initiatives, the Management Assurance Team (MAT) regularly monitors and analyses data trends, looking for any deviations that may indicate unethical

behaviour. In cases where misconduct is suspected or reported, the Central Ethics Committee oversees the investigation process and recommends the necessary legal or disciplinary action based on the case details.

Management Assurance Team (MAT) consists of Vice President as the Head of Department, one Assistant General Manager, one Deputy Manager - Risk. The MAT assesses the operations under strict adherence to the policy and regulatory requirements and reports to the Central Ethics Committee (CEC), comprising

of Group CEO, Group COO and Group CFO. The MAT, after due deliberations and guidance from the CEC, presents the findings to the Audit Committee, which comprises of 3 independent Board of Directors. This committee reviews the findings, processes, and recommends appropriate actions, including necessary modifications for improvement in the processes.

The assessment has been carried out for all the units covered under the report boundary during the reporting period.

Communication and training about anti-corruption policies and procedures

205-2

As a regular practice, all employees were communicated with the policies and procedures, encompassing Anti-Corruption, Integrity, and Code of Ethics.

Region	% of Employees communicated
North	100%
South	100%
East	100%
West	100%

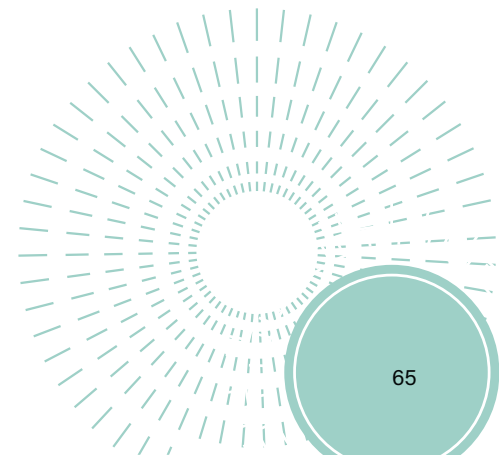
Additionally, a comprehensive training program has been conducted to educate employees about the same through online mode, and in-person sessions. The training has covered 16% of employees in the East, 45% in the West, and 53% in the South. To facilitate effective communication and establish understanding amongst employees, the sessions were conducted in seven regional languages.





Confirmed incidents of corruption and actions taken

205-3











During the reporting period, there have been no reported instances of corruption. This is a reflection of Suzlon's anti-corruption measures, policies, effectiveness of the training programs and robust internal control systems.



Sr. No	GRI Indicator	SDGs	UN Global Compact Principles
302 Energy			
302-1	Energy consumption within the organization		
302-3	Energy Intensity		
302-4	Reduction of energy consumption		
302-5	Reductions in energy requirements of products and services		
303 Water and Effluents 2018			
303-1	Interactions with water as a shared resource		
303-2	Management of water discharge-related impacts		
303-3	Water withdrawal		
303-5	Water consumption		
305 Emissions			
305-1	Direct (Scope 1) GHG emissions		
305-2	Energy indirect (Scope 2) GHG emissions		
305-3	Other indirect (Scope 3) GHG emissions		
305-4	GHG Emissions intensity		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		

GRI Environmental Topics

ENVIRONMENT

Sr. No	GRI Indicator	SDGs	UN Global Compact Principles
306 Effluents and Waste			
306-1	Water discharge by quality and destination		
306-2	Waste by type and disposal method		
306-3	Significant Spills	 	  
306-4	Transport of hazardous waste		
306-5	Water bodies affected by water discharge and / or runoff		
306 Waste 2020			
306-1	Waste generation and significant waste-related impacts		
306-2	Management of significant waste-related impacts	 	  
306-3	Waste generated		
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		



At Suzlon, we are committed to environmental stewardship. This drives us to continually minimise our environmental footprint. We have meticulously implemented a series of initiatives to achieve this goal. We encourage the adoption of sustainable practices in our day-to-day operations, reflecting our dedication to fostering a greener future for all.

Energy

302

Globally, the momentum toward sustainable energy sources is growing, and we are actively contributing through various initiatives to boost energy efficiency.

One of our notable initiatives is the ongoing LED replacement drives, which has resulted in significant reduction of CO₂ emissions and substantial annual energy savings. While the exact impact is currently being tracked, early indications are promising. We have also taken actions across all manufacturing units to manage environmental impact, with measures in place to quantify the number of units saved and monitor monthly/yearly savings compared to baseline consumption.

Wind turbine project installations increased from

113 MW

in FY21 to

543 MW

in FY22

SE Forge production rose from

27,890 tonnes

to

41,742 tonnes

Our wind turbines, under our ownership, contribute renewable energy to Suzlon-owned facilities. They supply a cumulative 5,773,718 MW of electricity to blade and tower manufacturing units in Gujarat. Additionally, an extra 47,844 KW of electricity is generated through solar panels for the Wind Turbine Generator (WTG) manufacturing unit in Daman. These initiatives exemplify our commitment to sustainability, showcasing ongoing efforts to bolster energy efficiency within our operations.



Energy consumption within the organization

302-1

Our energy consumption pattern has been aggregated from four key business segments including the WTG Manufacturing, WTG Projects, WTG OMS and SE Forge. Presently, our operations rely on renewable energy sources for 1%, however, we are determined to narrow this gap. Our strategic focus is on enhancing energy efficiency across our operations and progressively transitioning towards a greater reliance on renewable energy sources.

Types and Sources of Energy Consumption FY22	Unit	Number
From Non-Renewable sources (Diesel, LNG, LPG and Petrol)	GJ	29,12,638.84
From Renewable sources (Wind and Solar)	GJ	38,523.37
From Other sources (Grid electricity)	GJ	1,17,721.40
Total Energy Consumption within the organisation	GJ	30,68,883.61

Business Unit-wise Type of Energy consumed within the organisation

Business unit wise Type of Energy consumption	FY19		FY20		FY21		FY22	
	(GJ)	%	(GJ)	%	(GJ)	%	(GJ)	%
From Non-Renewable sources (Diesel, Petrol, LNG, LPG and Petrol)								
WTG Manufacturing	18,683	9.2	7,126	2.5	6,865	4.3	33,421.27	1.1
WTG Projects	1,336	0.7	3,635	1.3	1,174	0.7	4,028.27	0.1
WTG Operation and Maintenance	12,560	6.2	9,964	3.5	9,554	6	1,293.23	0.0
SE Forge	1,69,921	83.9	2,63,724	92.7	1,41,529	88.9	28,73,896.07	98.7
TOTAL	2,02,500	100	2,84,449	100	1,59,122	100	29,12,638.84	100
From Renewable sources (Wind)								
WTG Manufacturing	9,343	25.4	3,158	11.2	3,790	18	38,523.37	100.0
WTG Projects	67	0.2	80	0.3	77	0.4	0	0.0
WTG Operation and Maintenance	937	3	967	3.4	905	4.3	0	0.0
SE Forge	26,439	71.9	23,991	85.1	16,258	77.3	0	0.0
TOTAL	36,786	100	28,196	100	21,030	100	38,523.37	100.0
From Other sources (Grid electricity)								
WTG Manufacturing	29,622	19.2	10,139	7.1	17,272	13.5	29,837.66	25.3
WTG Projects	887	0.6	345	0.2	350	0.3	623.69	0.5
WTG Operation and Maintenance	4,269	2.8	4,406	3.1	4,123	3.2	4,463.54	3.8
SE Forge	1,19,509	77.5	1,27,400	89.5	1,06,363	83	82,796.52	70.3
TOTAL	1,54,287	100	1,42,290	100	1,28,108	100	1,17,721.40	100.0
Total Energy Consumption within Organisation the organisation from all sources	3,93,573		4,54,935		3,08,260		30,68,883.61	

As we remain committed to improving energy efficiency, we are continually working on repowering our turbines, which involves upgrading components or replacing old turbines. This is an effective way to enhance energy efficiency and reduce greenhouse gas emissions.

Energy intensity

302-3

At Suzlon, we recognise the pivotal role that optimising energy consumption plays in reducing environmental impact and advancing sustainability goals. An extensive analysis of our energy intensity pattern has revealed significant opportunities for enhancing energy efficiency within our Manufacturing and SE Forge Unit. This insight empowers us to strategically implement measures that not only minimise our ecological footprint, but also align with our commitment to fostering a more sustainable future.

Energy Intensity pattern

Description	Units	Numbers
Energy Intensity in Manufacturing	GJ/MW	126
Energy Intensity in Projects	GJ/MW	8.6
Energy Intensity in Operation Maintenance	GJ/MW	0.4
Energy Consumption in Se Forging Unit	GJ/tonnes	70.8



Reduction of energy consumption

302-4

Suzlon believes in improving environmental performance by extending the lifespan of wind turbines.

The company actively works on initiatives to achieve this goal through research, innovation, and implementing new designs, materials, and maintenance programs.

Repowering, which involves upgrading components or replacing old turbines, is seen as an effective way to enhance energy efficiency and reduce greenhouse gas emissions. Suzlon is currently

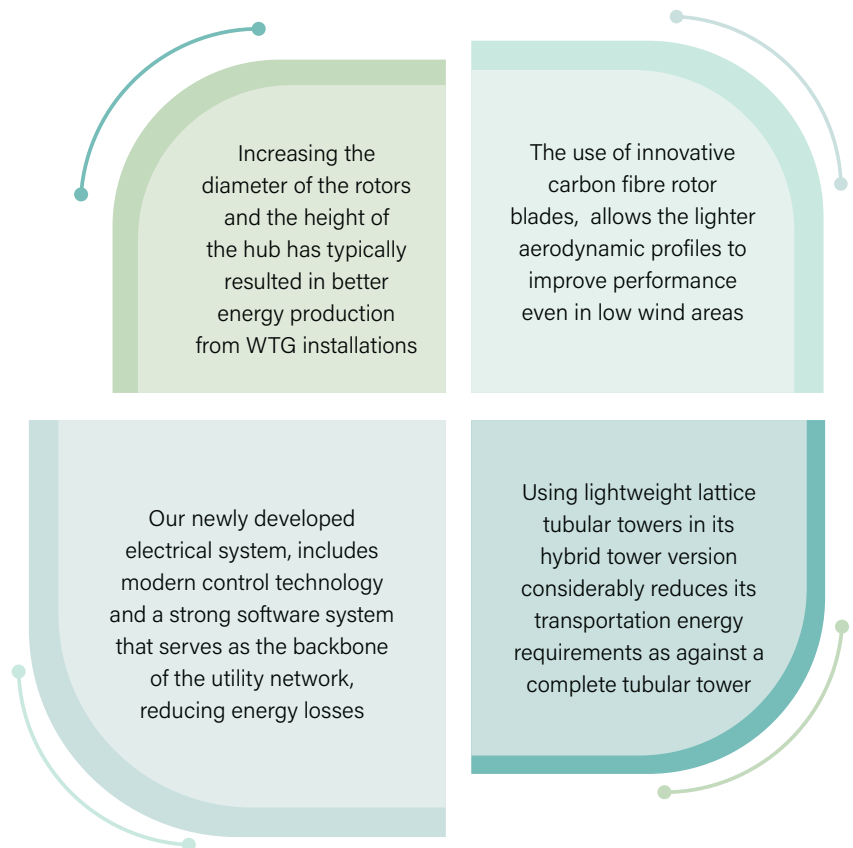
focused on repowering its turbines. The company remains committed to improving energy efficiency and plans to include energy savings information in future reports after launching significant energy efficiency initiatives.

Reduction of energy requirements of products and services

302-5

We firmly believe that what gets measured gets managed. Recognising the significance of effective measurement, we maintain a dynamic data collection framework that undergoes regular revisions to align with evolving business demands and standards. While we endeavour to foster transparency and accountability, we are also actively working towards aligning ourselves with the disclosure criteria set by GRI and the UNSDGs.

Further, in tandem with this commitment, we are implementing several technological advancements and enhancements to boost the performance of WTGs.



Water and Effluents 2018

303

We operate across nine states in India, covering arid and semi-arid regions. The challenging environmental conditions in these areas necessitate a robust water management system that prioritises effective extraction and distribution, avoiding dependence on a single source.

While our operations are not water-intensive, we are committed to implementing the principles of Reduce, Reuse and Recycle across all our operations, wherever feasible.

Interactions with water as a shared resource

303-1

Sustainable water management is of paramount importance at Suzlon and it strives to implement the best water management practices for reducing its water consumption, maximizing reuse and recycle. Suzlon is using the technology of Skid Mounted Packaged Sub-Station (S-PSS), which helps reduce water requirement for every WTG erection process by 5000 liters during foundation construction work. Additionally, the company has also promoted usage of

Ready-Mix Concrete (RMC) in the S-PSS, concreting techniques, which consumes less water as against conventional concreting practices.

Suzlon has installed water meters at some of its facilities as an administrative and consumption control measures. This helps tracking the real-time usage of water at sites. An expansion of this measure is planned.

Though, Suzlon operations are not water intense, however, the company endeavours to create awareness and sensitization on water conservation measures.

In addition, the Company under its CSR has constructed, repaired or enhanced 33 different water conservation structures in 23 villages, which resulted in saving 2544.51 mega litre of water from the surface runoff.

Management of water discharge-related impacts

303-2

Suzlon complies with the rules set by Central Pollution Control Board (CPCB) for water discharge at all its locations. The company has set up secondary and tertiary treatment facilities and the recycled water is largely used for landscaping and other domestic purposes. The usage is monitored by Suzlon's EHS department, in coordination with quality control points. Quality control reports such as PH, dissolved and suspended solids, Chemical Oxygen Demand (COD) and Biological Oxygen Demand (BOD) are monitored to maintain it as per the CPCB norms and thus eliminate any quality related deviations.



Water withdrawal

303-3

While managing our water resources, we employ a thoughtful approach to ensure sustainability and conservation. A considerable portion of our water is sourced from surface water, complemented by some from ground water sources. Moreover, we have also implemented in-house rainwater harvesting structures at select locations.

By combining surface water, ground water and rainwater harvesting, we strive to create a well-rounded and adaptable water sourcing strategy. This strategy not only ensures a consistent and reliable water supply for our operations but also aligns with our overarching commitment to environmental stewardship and sustainable business practices.

Water withdrawal by source	FY21 (in kilolitres)	FY22 (in kilolitres)
(i) Surface water	1,43,000****	12,520.60
(ii) Groundwater	53,000	65,270.81
(iii) Third party water	0	1,46,089.56
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater Harvesting)	47.5	56
Total volume of water withdrawal (in kilolitres)	1,96,047.5	2,23,936.97

**** includes third party water withdrawal for FY21



WATER WITHDRAWAL

Total Water Withdrawal from Water stress areas	Unit	FY21	FY22
Groundwater Sources (owned)	Kilolitres	0	3,152
Surface water Sources (municipal, private)	Kilolitres	4,000	8,844.64
Total Water Withdrawal	Kilolitres	4,000	11,996.64

Notably, during the fiscal year 2021-22, the withdrawal in the water-rich areas has increased by 9.38% from previous fiscal owing to the increment in the WTG orders. Additionally, the withdrawal from water stress areas has increased by 66.65% due to increase in manufacturing orders in Jaisalmer and Bhuj units shortly after COVID-19 pandemic.

Water consumption

303-5

In our ongoing commitment to sustainable practices, we take pride in transparently assessing and managing water consumption. The methodical calculation of water consumption involves subtracting the water discharged after treatment from the total water withdrawn.

FY22 in KL

2,23,936.97

Total Water Consumption – All areas

11,996.64

Total Water Consumption – Water stressed areas



Emissions

305

The Indian government is providing incentives to expand renewable energy sources in the grid to reduce carbon emissions in the electricity sector. By 2030, India aims to have at least 40% of its power capacity based on non-fossil fuels. They are encouraging the growth of wind turbines and solar photovoltaic power plants to achieve their decarbonisation goals.

We are committed to contributing to this decarbonisation journey and combating climate change. We are dedicated to conducting our business in an environmentally responsible manner, aiming to minimise our impact on the environment and climate.

We are steadfast in addressing greenhouse gas (GHG) emissions across our operations. Driven by a robust commitment to sustainability and climate change mitigation, we have formulated comprehensive strategies and plans. These initiatives are designed to measure, manage, and systematically reduce GHG emissions across various facets of our operations. By implementing an upgraded environmental policy, and transparent reporting practices, we demonstrate our dedication to sustainable practices and contributes to global sustainability goals.

Environmental Policy: Suzlon is working on enhancing its environmental policy that will outline its commitment to reducing GHG emissions and addressing climate change. This policy serves as a framework for setting objectives and targets related to emissions reduction and sustainable practices.

Monitoring and Reporting: Suzlon has implemented a rigorous monitoring and reporting system to accurately track and report GHG emissions. This system involves collecting data on energy consumption, fuel usage, and other relevant parameters, ensuring accurate quantification of emissions and providing reliable information for decision-making. However, this is continuously evolving process towards greater precision.

Reduction Targets and Strategies: Suzlon is gradually building a baseline inventory. Suzlon aims to set specific targets for GHG emissions reduction. The company will formulate strategies and action plans to achieve these targets, which may include energy efficiency measures, renewable energy adoption, process improvements, and employee engagement initiatives.

Continuous Improvement: Suzlon places a strong emphasis on continuous improvement in its approach to managing GHG emissions. Regular performance evaluations, data analysis, and trend monitoring will enable the identification of areas for further emission reductions and the implementation of necessary measures.

Reporting and Transparency: Suzlon voluntarily participates in GHG reporting frameworks, such as the Global Reporting Initiative (GRI), to enhance transparency and accountability. By reporting its GHG performance, progress, and achievements, Suzlon communicates its commitment to sustainability and contributes to broader efforts in addressing climate change.



Direct (Scope 1) GHG emissions

305-1

During the fiscal 2021-22, there has been increase in WTG manufacturing Scope 1 emissions due to increase in production volumes post COVID and subsequent increase in diesel and petrol consumption.

Also, Suzlon's key CSR objectives among others is to have a minimal environmental impact and make positive contributions towards achieving the global Sustainable Development Goals (SDGs).

Total Direct Emissions Scope 1									
Primary Energy Consumption sourcewise	UoM	FY20	FY21	FY22	Emission Factor	Units	FY20	FY21	FY22
							TCO2-e		
Diesel Consumed in DGs	L	51207	57881	260205	2.54	(kgCO2e/l)	130	147	665
Diesel Consumed in vehicles	L	210477	226853	128524	2.54	(kgCO2e/l)	535	576	329
Natural gas consumed (LNG)	MMBTU	249975	134151	100756	52.91	(kgCO2e/MMBTU)	13226	7098	5331
LPG in canteen	kgs	233817	150861	529089	2938.81	(kgCO2e/t)	687	443	1555
Petrol Consumed in Vehicles	L	15575	10686	28320	2.16	(kgCO2e/l)	34	23	64
Total Direct Emissions - Scope 1	TCO2-e						14612	8287	7944

Business Unit	Scope 1 emissions	Unit	FY20	FY21	FY22
WTG Manufacturing			470	314	2,202
WTG Projects			175	216	277
WTG Operation & Maintenance		TCO2-e	344	375	87
SE Forge			13623	7,382	5,378
Total			14612	8,287	7,944

There has been increase in WTG manufacturing Scope 1 emissions due to increase in production volumes post COVID-19 and subsequent increase in diesel & petrol consumption.

Energy indirect (Scope 2) GHG emissions

305-2

There was also an increase in the Scope 2 emissions due to the increase in electricity consumption following the increase in production and execution volume.

Scope-2 emissions for FY20, FY21 and FY22 are presented in the tables below:

Total Indirect Emission Scope 2									
Secondary Energy Consumption	UoM	FY20	FY21	FY22	Emission Factor	Units	FY20	FY21	FY22
							TCO2-e		
Grid Electricity Purchased	KWH	3,95,24,857	3,55,85,689	3,27,00,388	0.79	tCO2/MWh	31,225	28,113	25,833

Business Unit wise Scope 2 emissions	Unit	FY20	FY21	FY22
WTG Manufacturing	tCO2/MWh	2,225	3,790	6,548
WTG Projects		76	77	137
WTG Operation & Maintenance		967	905	979
SE Forge		27,957	23,341	18,169
Total		31,225	28,113	25,833

Other indirect (Scope 3) GHG emissions

305-3

We diligently assess our environmental impact by considering scope-3 emissions encompassing various facets of our operations. These emissions arise from the transportation of raw materials and products, employee commutes, business travel, as well as leased assets and outsourced activities.

The data, spanning three consecutive fiscal years from FY20 to FY22, comprehensively covers upstream and downstream transportation, business travel, employee commute, energy emissions from leased assets and process emissions from product use and Operations and Maintenance (OMS) activities involving lubricants.

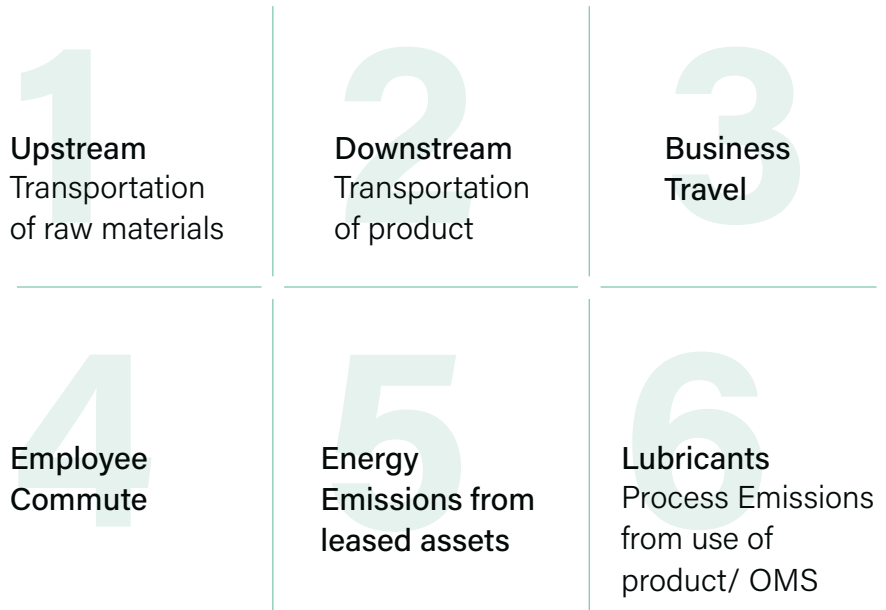


At Suzlon, the GHG emissions footprint are estimated using the globally accepted guidelines of the GHG Protocol Corporate Accounting and Reporting Standard and GHG Emissions Calculation Tool provided by GHG Protocol. The GHG Protocol establishes comprehensive global standardized frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions.

The GHG gas included in the calculation is CO2 which is applicable to our activities. The scope-3 emissions from our activities include emissions from transportation of raw material and products, employee commute, business travel, leased assets and outsourced activities.

Scope 3 emissions are calculated as per GHG protocol developed by World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). For GHG emission calculation purpose, constants, conversion factors, and emission factors are considered based on IPCC reports and US EPA guidelines.

The data on the following aspects for three consecutive years from FY20, FY21 and FY22 has been used.



During FY22, there has been an increase in Scope 3 emissions due to increase in WTG manufacturing, installation, operation and maintenance.

GHG emissions are calculated for each category. Details are as follows,

CO2 emission in tonnes of CO2 equivalent (tCO2e)	FY20	FY21	FY22
Upstream - Transportation of raw materials	33,76,154	1,41,02,639	2,14,23,894
Downstream - Transportation of product	4,163	23,894	73,805
Business Travel	8,864	2,384	2,783
Employee Commute	13,860	10,575	5,324
Energy Emissions from leased assets	6	7	8
Process Emissions from use of product/ OMS – Lubricants	258	833	469
Total Scope 3- Other Indirect Emissions (tCO2e)	34,03,305	1,41,40,332	2,15,06,283

GHG emission intensity

305-4

The below presented emissions intensity calculations include both Scope 1 & 2 emission data for 3 years,

Total Scope 1 and Scope 2 emission intensity		FY20	FY21	FY22
WTG Manufacturing	Metric tonnes of CO ₂ equivalent / MW	45	20	81
WTG Projects		1	3	0.76
WTG Operation and Maintenance		0.10	0.10	0.10
SE Forge	Metric tonnes of CO ₂ equivalent / tonnes	1.16	1.10	0.56

Nitrogen oxides (NO_x), sulphur oxides (SO_x) and other significant air emissions

305-7

During the manufacturing process of wind turbines, the potential for emitting nitrogen oxides (NO_x), sulphur oxides (SO_x), and other air pollutants exists.

These emissions may occur at multiple stages, encompassing the manufacturing of raw materials and components, and the assembly of turbines. The utilisation of chemicals and solvents in producing components like blades, towers, and generators also adds to the emission of air pollutants. Moreover, the transportation of turbine components and the construction of wind farms introduce the release of NO_x, SO_x, and other pollutants from associated vehicles and equipment involved in these activities.

Demonstrating a strong commitment to environmental responsibility, we have implemented stringent measures aimed

at minimizing and mitigating emissions across our processes. We continually strives to optimise production methods, exploring alternatives to chemicals and solvents that could result in lower emissions. To address and regulate air emissions, we also engage third-party

monitoring at a frequency of six months or as specified by the Consent to Operate (CTO). This monitoring covers all stacks as required by CTO regulations and involves calculating air emissions in terms of pollutant concentration.

Air emission types	Specify Unit	FY22
NO _x	µg/m ³	18.84
So _x	µg/m ³	11.26
Particulate matter (PM) 10	µg/m ³	59.00
Particulate matter (PM) 2.5	µg/m ³	29.00

Waste 2020

306

In our relentless pursuit of fostering a sustainable and eco-friendly future, we are dedicated to efficient waste management. At every manufacturing, operation, and maintenance site, we are actively enhancing our waste management practices, leveraging our vertically integrated structure to support these efforts comprehensively. We have implemented well-defined procedures across various stages, including collection, segregation, transportation, reprocessing, recycling, and disposal of diverse waste types.

We place a high value on the importance of waste management control mechanisms and have established a meticulous system to monitor and record pertinent information and data throughout the entire waste management process, from generation to final disposal. This holistic approach underscores our commitment to responsible environmental practices and signifies our contribution to a greener and more sustainable future.

We also actively promote employee engagement and innovation through initiatives like KAIZEN, Suggestion Box, and All Team Meets. These platforms are utilised to encourage innovative ideas that aim to prevent and minimize waste at its source and manage waste responsibly.



Waste generation and significant waste-related impacts

306-1

In the lifecycle of wind turbine development, each phase presents distinct challenges and opportunities for responsible waste management. During the manufacturing phase, the production of wind turbine components, including blades, towers, and nacelles, generates a substantial volume of waste, notably from the use of challenging-to-dispose-of non-biodegradable composite materials. Additionally, metal scraps and electronic waste further contribute to the overall waste footprint.

The installation phase introduces additional complexities with packaging

materials, transportation-related waste, and soil disturbance, compounding environmental impacts. As a response, we recognise the necessity of a comprehensive and responsible waste management approach.

In the operational and maintenance stages, our ongoing efforts are dedicated to minimising waste generation, recognising the essential maintenance activities that generate waste materials such as worn-out components, lubricants, and replaced parts. Responsible practices in this phase include the implementation of efficient recycling programmes,

refurbishing or repurposing components where feasible.

We are increasingly adopting sustainable practices by tracking and reporting on the types and quantities of waste generated. We are working on implementing reduction measures, such as optimising production processes and exploring alternative materials that have a lower environmental impact. These initiatives are underpinned by a commitment to transparency, with us actively communicating the waste management efforts undertaken to our stakeholders and the wider community.



Management of significant waste-related impacts

306-2

We have been managing our waste-related impacts and to this end, have taken several initiatives.

- 1 Reusing of packing material
- 2 Reduction of PVC foam from Nacelle cover
- 3 Usage of in-house FRP channels for nacelle cover Instead of using aluminum rim
- 4 Combining multiple delivery schedules with effective routage
- 5 Customizing used MS waste material by converting them to storage racks
- 6 Using In-house made FRP sandwich panels for making mezzanine floor for Panel plant
- 7 Recycling of Glass mat and Resin waste to make FRP sheets used for manufacturing deburring chambers, parking and dispatch sheds
- 8 Wood waste is repurposed for constructing false ceilings in the canteen and admin istrative office areas
- 9 2,508 kgs of recyclable waste materials were converted into innovative products for the local village community

Notably, we engage with government approved waste management partners for managing hazardous waste. We also work with the hired waste management partners to ensure responsible transport and scientific disposal of any waste that cannot be diverted which is as per the government norms.



Waste generated

306-3

Waste generated at each manufacturing plants, installation and maintenance sites are stored in designated areas. Statutory/legal requirements are followed to dispose of generated waste. Post the COVID-19 pandemic, the production, operation and maintenance work substantially increased, thereby increasing waste generation.

The waste generation (hazardous and non-hazardous) quantities for FY20, FY21 and FY22 are presented in the table below:

WASTE GENERATED QUANTITY

Type of Waste	FY20 (metric tonnes)	FY21 (metric tonnes)	FY22 (metric tonnes)
Non-hazardous waste	17,200	1,103	22,204.77
Hazardous waste	1,228	2,102	5,921.5
Total generation	18,428	3,205	28,126.27

Waste diverted from disposal

306-4

Diverted hazardous waste	FY20 (metric tonnes)	FY21 (metric tonnes)	FY22 (metric tonnes)
Hazardous waste sent for Co-processing offsite	155	55	1,248

Waste directed to disposal

306-5

Suzlon has directed waste to incineration through authorized agencies. The quantities for FY20, FY21 and FY22 are presented in the table below:

Hazardous waste directed to disposal Offsite	FY20 (metric tonnes)	FY21 (metric tonnes)	FY22 (metric tonnes)
Incineration (without energy recovery)	602	16,367	2,678.88

GRI Social Topics




		Message from Head CSR, Sustainability and Occupational Health		
401	401-1	New employee hires and employee turnover	 	All
Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Not Applicable
	401-3	Parental leave		
402	402-1	Minimum notice periods regarding operational changes		
Labour/ Management Relations 2016				
403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system		
	403-2	Hazard identification, risk assessment, and incident investigation		
	403-3	Occupational health services		
	403-4	Worker participation, consultation, and communication on occupational health and safety		
	403-5	Worker training on occupational health and safety	 	  
	403-6	Promotion of worker health		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8	Workers covered by an occupational health and safety management system		
	403-9	Work-related injuries		
	403-10	Work-related ill health		

GRI Social Topics

SOCIAL



GRI Social Topics

404 Training and Education 2016	404-1	Average hours of training per year per employee		Not Applicable
	404-2	Programs for upgrading employee skills and transition assistance programs		
	404-3	Percentage of employees receiving regular performance and career development reviews		
411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	     	Not Applicable
413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	     	Not Applicable
	413-2	Operations with significant actual and potential negative impacts on local communities		



Message from Head CSR, Sustainability and Occupational Health



DEAR STAKEHOLDERS,

We have a clear vision for sustainability that has been ingrained in our culture since our inception and we live by it. We have set well-defined sustainability targets for ourselves and ensure that ESG principles are integrated in our daily operations. This approach helps us ascertain that our overall performance is measured based on the progress of our sustainability goals.

As the Head of CSR, Sustainability and Occupational Health, I am pleased to affirm that Suzlon CSR is committed to sustainable development; and is undertaking ongoing, long-term projects to achieve it. These initiatives are designed to meet specific needs and are part of our comprehensive 'Suz_Tain' model, a meticulously crafted six-pronged approach. During the reporting year, in adherence to our Risk Management strategy, we executed our Environmental,

Societal and Governance plans across all operations for mitigating adverse impacts. Also, our journey towards emission reduction is ongoing and continuously tracked.

Our CSR committee, chaired by Mr. Tulsi R Tanti, convenes regularly to strategically oversee the implementation and progress of CSR initiatives. This includes setting priorities, providing resources and guiding CSR initiatives. Central to our approach is the seamless integration of all our sustainability projects into both our CSR as well as business activities.

Further, designated CSR Managers are present at strategic locations, who play a crucial role in engaging with implementing partners and ensuring the effective execution of our CSR programmes.

Our Sustainability Programs are developed with an objective to achieve our goals while contributing to community development and national growth. To intertwine our purpose of 'Engage, Empower, Sustain,' we ensure that a materiality assessment, which is aligned with our Risk Management Procedure, identifies topics that are relevant to the business and society through dialogue and consultation with selected internal and external stakeholders. This process helps us communicate the voices of relevant external stakeholder groups, viz., customers, investors, project partners and others. The topics identified also reflect our determination to live by our vision, values and objectives and the implementation of the projects revolves



Going forward, as we strive to shape a better tomorrow, we view sustainability not only as a responsibility, but as an opportunity for growth and as a means to address social issues through targeted projects and initiatives.



around the central theme of promoting inclusivity, diversity and zero-harm across all our workplaces.

Our CSR policies strive to foster inclusive growth, empowering local communities and the society at large. In FY22, we reached 10 lakh households in 555 villages, significantly expanding our community outreach.

As we understand the interdependence of business and the environment, we prioritise strengthening the organic link between them. Our forward-looking strategy comprises Transformative, Responsive and Proactive Programmes,

each of which strives to make a meaningful impact on society.

The transformative programmes aim to improve business practices and employee participation; while the responsive programmes strive to offset potential negative impacts and maximise positive impacts of our business on the environment and local communities through projects focused on the environment, livelihood enhancement, education and the provision of civic amenities. Proactive initiatives focus on identifying opportunities and risks, addressing concerns like climate change, global warming and natural disasters.

As a vertically integrated renewable energy company, sustainability is deeply embedded in our business strategy. Integrating both domestic and global initiatives implemented across our value chain, we focus on the following SDGs:

- SDG 7 'Affordable and Clean Energy'- we provide reliable, sustainable and cost-effective energy to our customers
- SDG 13 'Climate Actions'- our R&D teams develop innovative solutions to help curb GHG emissions
- SDG 8 'Decent Work and Economic Growth'- as we consider our employees our most valuable asset, we offer them the right platform to grow in a conducive work environment
- SDG 9 'Industry, Innovation and Infrastructure'- our future-ready offerings promote sustainability,

thereby accelerating the transition to a low-carbon economy.

- SDG 5 'Gender Equality'- in adherence to the UNGC principles, we create equal opportunities across all our operations, fostering inclusion and diversity.

For a detailed overview of our CSR performance, please refer to this link: <http://suzlonfoundation.org/wp-content/uploads/2022/11/SF-ANNUAL-REPORT-21-22-V2.pdf>

In closing, I would like to thank my colleagues and all our stakeholders for their sustained cooperation. Going forward, as we strive to shape a better tomorrow, we view sustainability not only as a responsibility, but as an opportunity for growth and as a means to address social issues through targeted projects and initiatives.

Looking forward to an eventful year ahead!

Best regards,

DR. JASMINE SOFIA GOGIA

Head - CSR, Sustainability and Occupational Health

Employment (2016)

401

Suzlon is steadfast in building and retaining talent and strives to build long-lasting employment relationships. Suzlon offers varied benefits and opportunities for career growth and knowledge enhancement.

The Company acquires talent based on the merits and qualifications, suitability to the position along with professional proficiency. Suzlon believes in filling the vacancies internally and the employment opportunities are first announced within the organization, allowing the existing employees to apply for the majority of the posts. Additionally, it also builds and maintains robust talent pool in cooperation with key universities and institutions. It also offers job rotation, promotions and up skilling prospects for developing innovative solutions and enhancing productivity.

Suzlon, in its endeavour to ensure a constant and sustainable flow of high-performing workforce, engages new talent and offers internships, traineeships and apprenticeships and absorbs or promotes them based on their performance and adaptability to Suzlon's culture.

Suzlon maintains transparency in relation to the responsibilities and the hierarchical classification of positions. The company has developed company-wide career paths, outlining skills required for a position with an objective to maintain a uniform and clear organizational structure.

Suzlon conducts an annual review process, providing employees with systematic performance and career development planning. This includes setting performance and development goals, evaluating progress and achievements, and creating a skill development plan and future role for each employee.

New employee hires and employee turnover

401-1

Suzlon actively seeks and cultivates top talent, aligning skills with positions and fostering long-term career growth. The company strives to attract high-potential individuals from diverse backgrounds, retaining them by assessing attributes, values, functional capabilities, and technical skills. Evaluation criteria cover abilities, mutual respect, cross-functional collaboration, customer-centricity, and alignment with organizational culture.

The total number and rate of new employee hires during the reporting period FY22 is given below, by region,

Region	No. of New Hire	New Hire left	Total No of employees left	New hire Turn Over Rate
North	0	0	1	0
East	251	18	224	8.04
South	337	17	227	7.49
West	647	35	457	7.66

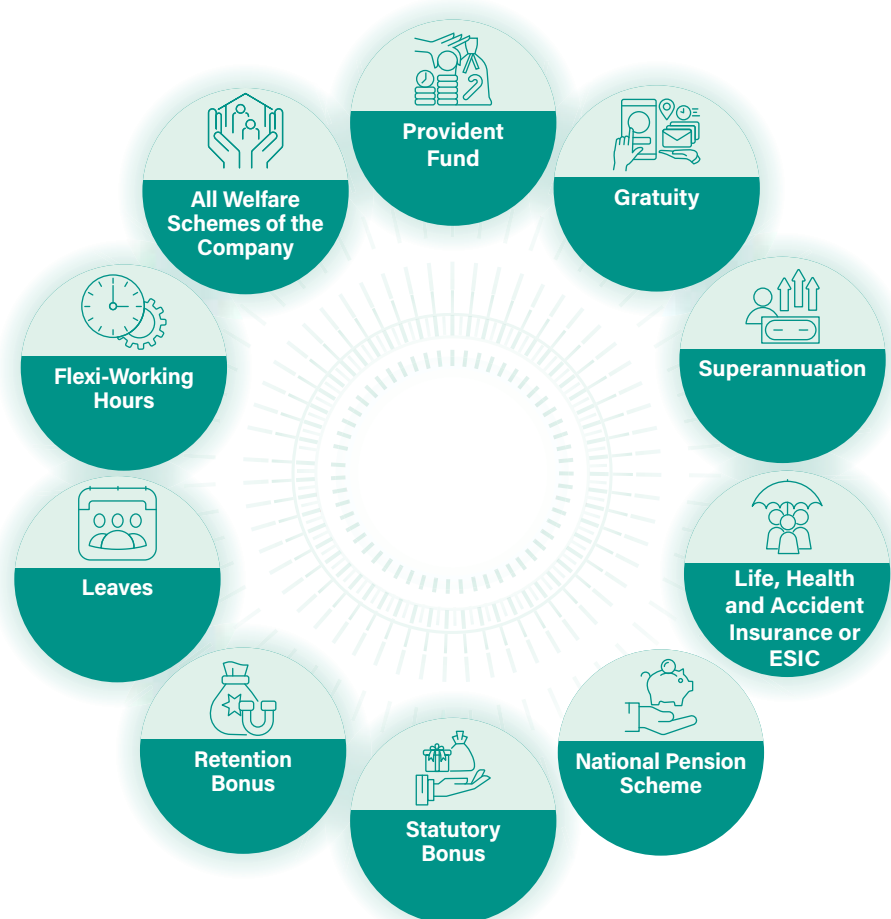
The age group wise total number of new employee hires against the total number of employees who left during the reporting period FY22 is given below,

Age Group	New Joinees	Total Number of employees left in the period
18-25 Years	199	154
25-35 Years	871	555
35-50 Years	142	171
More Than 50 Years	23	29
Grand Total	1,235	909

Benefits provided to full-time employees that are not provided to temporary or part-time employees

401-2

Suzlon offers competitive, performance-based remuneration and benefits to all its employees, regardless of their type of employment across all locations.



All the employees, including apprentices are covered under life insurance, health insurance, disability, and invalidity coverage

Parental Leave

401-3

In the reporting period FY22, the return to work rate is given below,

Parental Leave	Men	Women
Employees who availed parental leave	191	2
Return to work in reporting period #	177	0
Return to Work Rate %	92.6%	0%

(Number of employees who availed parental leave and continued their employment / Total number of employees who availed parental leave during a specific period of time) *100

Labour/management Relationship (2016)

402

Suzlon's motto towards the labour workforce has always been to create a safe work place for employees and value chain partner workforce to perform their best. Diversity, equal pay, operational safety and adherence to human rights have and will always be regarded highly in our work culture. Cordial relations with the workforce have been and always will be maintained, be it directly with the employees or with their trade unions.

Suzlon considers that all workforce need to be given their dues as well as other benefits while they are employed at Suzlon. Hence, training and performance management are critical components of the labour management rules at Suzlon. We also have a strict grievance and disciplinary procedure in place to address any issue that the workforce faces.

Minimum notice periods regarding operational charges

402-1

Under section 9A of the Industrial Dispute Act, it is important for an employer to notify the government of any changes in the location of operations that may impact the workforce. When such cases arise, the procedures outlined in the section have been followed for the purpose of communication of change in operations. However, in FY22, no changes were made across Suzlon that required any 'Notice of Change' to be issued.

There is only one Trade Union under SGSL (OMS) which constitutes about 119 employees (2.29% of the employee strength).



Occupational health and safety

403

Suzlon takes full responsibility for the health and safety for its employees wherever it operates. We implement all necessary measures to safeguard our employees against both accidents and work-related injuries and illness. We seek to promote and sustain our employees' ability to perform by providing safe and healthy workplaces. Routine reviews of Impact Assessment Registers and Job Safety Analysis (JSA) tools helps to identify potential hazards at Suzlon,

Mock drills are carried out to ensure preparedness of employees in the event of an emergency. We regularly conduct risk assessments, organizes HSE based trainings and maintains performance reports. The outcome of these activities is used to accomplish HSE performance and goals.

We use Lost Time Injury Rate (LTIR) as an indicator to determine the success of its efforts towards safety. We measure LTIR for both the employees and value

chain partner workforce and strives to bolster team spirit and empower them to be mindful of one another. As a part of the health programme, all employees are covered under pre-employment medical check-up by the empanelled doctors/hospitals.

Occupational health and safety management system

403-1

Suzlon complies with all national laws and regulatory norms, requiring conformance to various rules and mandates. In addition, the company is also certified for an ISO 45001:2018 and 14001:2015 standards across its locations. The Rotor Blade Unit (RBU), at Anantpur has applied for ISO certification, which is expected soon. Suzlon tracks its HSE performance at two levels. It maintains a location specific HSE legal register and through location specific and Business Unit (BU) specific scorecard.

To ensure continuous monitoring of OHS, Suzlon uses multiple metrics on a monthly basis, such as HSE and Management Information System parameters, internal and external audits and monthly safety assessments and emergency equipment inspections. Routine reviews of Impact Assessment Registers and Job Safety Analysis (JSA) tools helps to identify potential hazards at Suzlon,. Mock drills are carried out to ensure the preparedness of employees in the event of an emergency.

To implement a culture of safety at Suzlon, HSE related activities such as competitions, training sessions and safety talks through external resources are

conducted. Suzlon involves women worker representation of the vendor company in the HSE committees. Currently only 3 manufacturing units have such representation.

In recognition of Suzlon 's commitment to OHS, the WTG Daman Plant received

the Gold category in National Awards for Manufacturing Competitiveness for two consecutive years - FY21 and FY22. The Daman Panel plant was awarded with Gold category in the Quality Circle Forum of India in the reporting period.



Hazard identification, risk assessment and incident investigation

403-2

Suzlon has established a comprehensive Hazard Identification and Assessment of Risks and Opportunities (HIRAO) system for all those activities, where risks have been quantified based on a predefined rating scale, and such assessments have been conducted for each process activity.

The risk score has been calculated as the product of the severity and probability of the hazard. The parameters for risk score are,

P1 – Very rare probability	P2 – Remote probability	P3 – Occasional probability	P4 – Frequent probability
S1 – Negligible consequence	S2 – Marginal consequence	S3 – Critical consequence	S4 – Catastrophic consequence

RISK CATEGORISATION



The HIRAO has been internally validated and certified by a qualified team and is also periodically audited by third party auditors. The HIRAO review is conducted annually and in case of any incident, the corrective actions and feedback are recorded in order to prevent recurrence.

The control mechanisms for risk mitigation and the level of risk exposure are divided into 4 categories, namely physical, chemical, mechanical and biological risks. The consequence of risk exposure, prevention and control mechanism is drawn based on the risk category as under:

Category of Risks	Consequence of risk exposure	Control & Prevention mechanism
Physical	Can be both Insignificant and Significant	<ol style="list-style-type: none"> 1. Ensure job-specific JSA and HIRAO are in place. 2. Ensure correct tools are being used 3. Ensure manpower is skilled and trained. 4. Ensure necessary PPE is being used for respective job. 5. Ensure emergency preparedness training is provided to each personnel. 6. Ensure the activity is being carried out as per work instructions. 7. Ensure permit to work is being followed.

Category of Risks	Consequence of risk exposure	Control & Prevention mechanism
Chemical	Significant/Critical	<ol style="list-style-type: none"> 1. If possible, substitute the chemical with less hazardous chemical. 2. Ensure the Material Safety Data Sheet (MSDS) is well understood by the user and the necessary precautions are implemented. 3. Ensure the manpower is skilled and trained. 4. Ensure the necessary PPE is being used for the respective job. 5. Ensure emergency preparedness training is provided to each personnel.
Mechanical	Significant/Critical	<ol style="list-style-type: none"> 1. Check whether the machine guarding is available. 2. Ensure the machine is tested, calibrated and preventive maintenance is conducted and records are available. 3. Ensure manpower is skilled and trained and only the authorised person is allowed to operate the machines. 4. Ensure necessary PPE is being used for the respective job. 5. Ensure emergency preparedness training is provided to each personnel.
Biological	Significant/Critical	<ol style="list-style-type: none"> 1. Ensure safe collection, storage, and disposal of contaminated waste (as per Biomedical Waste Management Rules, 2016) 2. Display biomedical hazard warning signage at suitable places. 3. Use appropriate hygiene measures. 4. Ensure total closure and containment of box/cabinets if required. 5. Ensure local exhaust ventilation (LEV) is used to control airborne contaminants. 6. Ensure necessary PPE and respirators are used

At Suzlon, employee and value chain partner workforce are provided with detailed job necessary safety briefing, PPEs and other safety equipment depending upon the nature of the job. They are encouraged to report workplace hazards to their HSE officers/ supervisors or to the safety committee. The incident then is reported to the location head for investigation and further actions. The HSE policy also empowers employees with the 'right to refuse' work in hazardous situation until adequate safety systems are provided.



Occupational health and services

403-3

At Suzlon, all employees are facilitated with health benefits like access to primary health clinics , health camps, health awareness sessions, access to emergency equipment, first aid facility, personal protective equipment, including safety training.

The table below represents the OHS training and awareness sessions conducted during the reporting period, for employees including value chain workforce.

Training/ awareness sessions	Number of sessions	Total number of participants##
Health awareness (Diabetes, blood pressure, hepatitis, anaemia)	291	11,705
Specific protection intervention (De-worming)	22	2,390
First Aid Training	49	1,217
Safety Training	11	320
Early diagnosis and treatment interventions (Skin diseases, bone density, physiotherapy)	115	2,358

##The number of participants are non-distinct and includes employees as well as value chain partner workforce have benefited from all types of check-ups and trainings.

In recognition of Suzlon 's commitment to OHS, the WTG Daman Plant received the Gold category in National Awards for Manufacturing Competitiveness for two consecutive years – FY21, and FY22. The Daman Panel plant was awarded with Gold category in Quality Circle Forum of India.

Worker participation, consultation and communication on occupational health and safety

403-4

Suzlon has constituted safety committees at every location with a representation of management and employees, chaired by the Plant Manager / Site Manager. The committee meets on a monthly basis to discuss and address safety-related issues.

The employees at every location are communicated with HSE policy through multiple channels like emails, notice board displays, screen savers and newsletters. The Company follows a process of toolbox talks, visits by functional heads, celebration of national safety week, road safety week, safety quiz and more. Best HSE Practice rewards, Kaizen Competition with HSE as one of the primary criteria for reward further reinforces the importance of safety.



Worker training on occupational health and safety

403-5

At Suzlon, all employees and value chain workforce are required to undergo HSE training on joining or initiating work. These trainings are delivered in two categories - Generic and Specific trainings. The generic topics encompass Induction, First Aid, Firefighting, Emergency Preparedness and responses while specific trainings cover work at height, in confined spaces, during energy isolation, besides Lock Out Tag Out (LOTO) and Electrically Qualified Professional Training.

Details of the trainings provided during the reporting period are given in the table below:

Type of training	Number of hours
Generic training	11717
Specific training	7373

Promotion of worker health

403-6

Suzlon places a strong emphasis on the wellbeing of its workforce and has established 18 clinics and employs 14 doctors (3 On-roll & 11 Consultants) to provide healthcare services. These services are available to all employees, including the value chain partner workforce. In addition, the health team is also tasked with identifying potential hazards at the workplace and drafting protocols to prevent them.



Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

403-7

Suzlon has developed an approach to prevent and mitigate negative impacts relating to OHS, which includes the following stages.

Elimination

Elimination of the activity wherever possible

Substitution

Improvement of the process to reduce hazard

Technical intervention

Ventilation, exhaust, machine guarding, for preventing accidents.

Employee training

Delivery of training program such as Behaviour Based Safety (BBS) and technical as well as emergency trainings for enhanced employee preparedness.

Work safety

Use of PPE as per job specification.

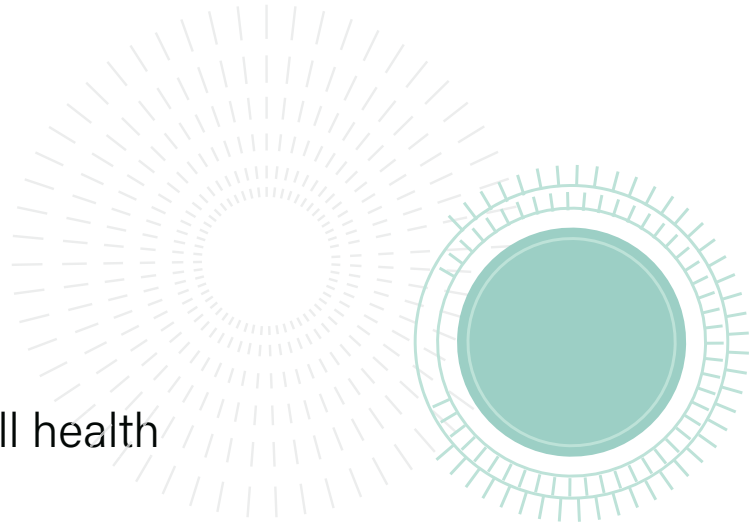
SURVEILLANCE

Monitoring of ambient air quality, ambient noise level, visual impacts, shadow flicker and noise, occupation health and safety.

Worker covered by an occupational health and safety management system

403-8

All employees across all categories are covered under the OHS-MS. In the reporting period, all 5189 employees, have been covered under the OHS. The value chain partner workforce are also eligible for the training as and when they are present at the site.



Work- related injuries and ill health

403-9, 403-10

Work related injuries are keenly observed at Suzlon and every incident is captured, recorded and analysed as per the process laid down under the Incident Reporting Investigating Procedure and HIRAO. The HSE audits at regular intervals and checklists help lower the rate of work-related injury incidents.

The Safety incident data Business Unit wise for FY22 is given as below for employees and value chain workforce,

Safety Incident / Number	Category	FY22			
		WTG Manufacturing	WTG Projects	WTG Operation and Maintenance	SE Forge
Lost Time Injury Frequency Rate (LTIFR)* (per one million-person hours worked)	Employees	0.94	0	0.54	1.47
	Value chain workforce	1.40	0.94	1.04	0.71
Total no. of recordable work-related injuries (Minor + Major + Fatal)	Employees	3	0	6	2
	Value chain workforce	6	4	10	1
No. of fatalities	Employees	0	0	1	0
	Value chain workforce	0	1	1	0
High consequence work-related injury or ill-health (excluding fatalities) (Nos.)	Employees	2	0	3	2
	Value chain workforce	4	3	6	1

The number of employees / value chain partner workforce having suffered high consequence work- related injury / ill health / fatalities who have been / are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment is given below,

Particulars	Category	Total number of affected employees	Number of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment
		FY22	FY22
Fatalities	Employees	1	0
	Value Chain workforce	2	0
Work - related injury (major injuries)	Employees	7	0*
	Value Chain workforce	14	0
ill-health (notifiable disease)	Employees	N.A.	N.A.
	Value Chain workforce	N.A.	N.A.

*The affected employees were not required to be rehabilitated since they have resumed their regular duties.

Training and Education

404

Training employees is vital to the organization, and having qualified and dedicated employees serves as the foundation for its growth. Providing training and skill enhancement to the employees is an essential aspect at Suzlon, which also provides equal opportunity for all.

We have set up a procedure where new recruits are inducted and made familiar with the Company's policies, procedures, products and culture. While induction is provided on a one-on-one basis, the skill development training on various categories is offered in groups through both internal and external resources. The further development of individual employees is also supported through systematic feedback sessions. Training new recruits, especially fresh graduates, trainees and apprentices are of prime importance at Suzlon. The objective of skill enhancement endeavour is that apart from creating a platform for them to grow in their career within the organisation, it prepares them to pursue their preferred career or profession in independent and responsible manner.

Suzlon collaborates with universities and institutes to further intensify its recruitment, fulfilling its shortage and nurturing young minds. The training and development process includes assessing training needs, designing modules,

imparting training, reviewing the learning and implementation of skills at employees' respective workplaces. The records for each employee, undergoing training are maintained, which is linked to the Performance Management System (PMS).

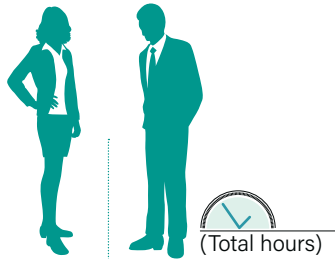


Average hours of training per year per employee

404-1

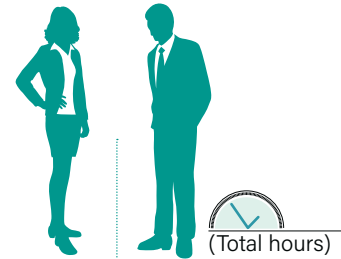
The gender-wise employee training hours for coverage of type of management and average training hours for FY22,

EMPLOYEE TRAINING HOURS



Senior Management	28.5	2974
Middle Management	444.5	171843.4
Junior Management	0	6270.5

AVERAGE TRAINING HOURS GENDER WISE*



Employee	17.43	23.51
Value chain partner workforce	0	2.95

*Total number of training hours provided to employees (M/F) / Total number of employees (M/F)

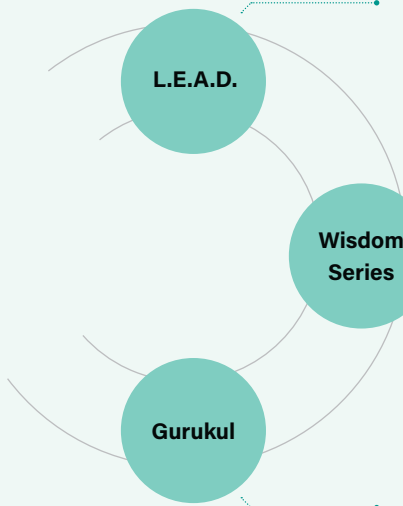
Programs for upgrading employee skills and transition assistance programs

404-2

There were two main categories of training held functional and behavioural.

Behavioural Competency- to facilitate employees in performing their duties responsibly, it is imperative to imbibe and reflect values in their behaviour. In order to enhance and encourage these attributes, Suzlon offers soft skills training.

In order to facilitate employees in performing their duties responsibly, we provide some soft skills training: -



Through this flagship programme, we aspire to nurture and enrich essential skills of our employees. The comprehensive module helps build the competencies of competent young leaders in taking over critical roles in the organisation.

This is an interactive initiative that is an endeavour to create a knowledge sharing platform, where we invite subject matter experts to share their experience and their respective functions.

This 21 days programme is specially designed for new hires after completing their six months of employment.

Functional Competency - this is a human resource development initiative, developed to help employees get deeper insight into their respective roles and perform better.

Nurturing Excellence and Enriching Values (NEEV) - this module is specially designed for the fresh engineering graduates who are hired directly from the universities and institutions during on campus interviews. They are provided On-The-Job (OTJ) training for one month at WTG project sites.better.

During the reporting period, total gender-wise training hours are given below for training programmes,

Total Gender wise training hours	FY20		FY21		FY22	
	Men	Women	Men	Women	Men	Women
Behavioural Training	15,237	778	6,023	86	2,771	31
Functional Training	2,72,766	3,587	1,52,050	283	1,78,520	442
Compliance eLearning trainings^^	764	72	2,762	81	5,587	130

^^Compliance eLearning trainings covers Ethics, POSH, Wisdom trainings for employees on an annual basis.

The below table shows training hours and the number of participants for upgrading employee skills:

Program Name	No. of Participants	Training Hours
L.E.A.D	21.0	22848
Wisdom Series	1,051.0	1576.8
NEEV Fresh	17.0	4080
NEEV Lateral	38.0	3344
NEEV Refresher	105.0	12600

Percentage of employees receiving regular performance and career development reviews

404-3

Suzlon has a system of Performance Management System (PMS) to review and document the progress of all employees.

The below table gives the gender wise performance management system coverage for FY22,

Gender	FY22		
	Total Employees	Number of employees covered (PMS)	%
Men	5079	4,391	86.45
Women	110	103	93.64
Total	5,189	4,494	86.61

Rights of Indigenous Peoples (2016)

411

Suzlon is a responsible Company towards voice of an important stakeholder namely the community. Just like HR has a system to respond to employee grievance and business has a system to respond to customer grievance, Suzlon CSR program has a mechanism to respond to community grievance. Community including indigenous people, being an important stakeholder since the wind turbine stands in their backyard. Suzlon has a grievance mechanism for affected communities for receiving, evaluating and addressing Suzlon project related grievances from affected communities. The grievance handling procedure of organization can ensure harmonious environment of the organization. The purpose of grievance redressal mechanism is to serve as an alternative to external dispute resolution processes (legal or administrative systems or other public or civic mechanisms) Scope of Community grievance redressal mechanism of Suzlon is restricted to non-commercial grievances and non-political issues.

Details include:

1 Grievance boundaries: a. Grievance constitutes any activity of the business that has resulted in an inadvertent negative impact on the community (example, speeding vehicle creating dust, improper civil work leading to flooding of farmer field). b. This is not a mechanism to respond to community expectations unrelated to business c. This is not a mechanism to respond to political expectations. d. This is not a mechanism to respond to the threats from miscreants.

2. Raising the Grievance

- Anyone from community can raise the grievance through phone, email, letters, etc.
- Community in this context includes members of the village

where wind turbine or factory is located or villages of transit for business. It does not include employees, vendors, suppliers who may reside in village since there are other mechanisms for their grievances.

- The rights of person raising compliant is protected.
- The community can also approach village development committees, Suzlon CSR NGO partners and Suzlon CSR program personnel.

3. Registering the grievance

- Anyone in Suzlon receiving the complaint can register the complaint with the state CSR manager within 2 working days of receipt of the complaint.
- The compliant must clearly state the name of the complainant, the issue and suggested resolution sought.
- Even if the complaint does not seem to fall under the categories of grievance, it can be recorded so that the committee can determine if it qualifies or not.

4. Response and resolution of the grievance

- The grievance will be discussed and addressed by relevant persons of the Grievance Redressal Cell as authorized by relevant grievance committee member. The response will be given to complainant within 45 days.
- If the response is not acceptable to the complainant, then it will be escalated, and the grievance redressal committee of the Company will respond to the complainant within 15 days. The

Grievance Redressal Cell and committee is required to complete its proceedings within 60 days of registration of the complaint All requests, expectations and complaints must be registered and recorded even though only grievances will be acted upon by the cell while others will be handed over to appropriate departments to take needed action (like the CSR team is given the community expectations and the political expectations are shared with public relations person) In order to ensure all grievances are registered and acted upon, quarterly calls with Grievance committee and cell members reiterate the policy, clarify doubts, reconcile figure and discuss about complicated long standing cases, analyze trends and propose steps to prevent it in future are also discussed.

- The grievance committee members include CSR head and state/ factory head and cell members include site / area / key department heads of regions. Local meetings and con call are used to discuss between cell members and take collective decisions. The role of CSR manager who is a cell member is to register and track grievance for timely resolution.





Incidents of violations involving rights of indigenous peoples

411-1

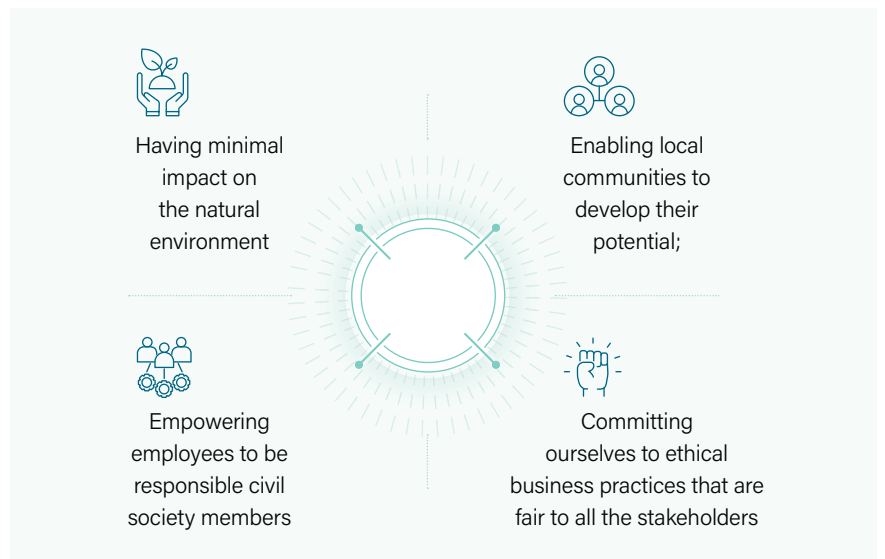
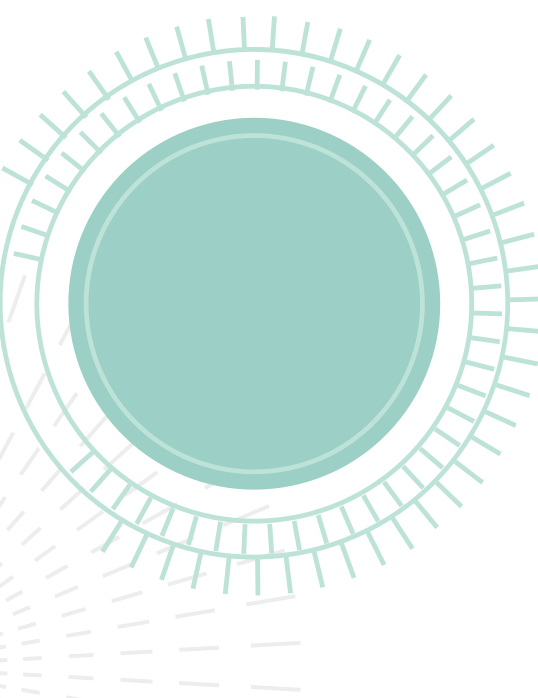
During the reporting period, no incident of violation involving the rights of indigenous people was received in any of the locations where Suzlon operates.

Local communities 2016

413

Powering a greener tomorrow for Suzlon, therefore involves responsible management of its financial, natural, social, human, and physical capitals. Suzlon focuses on creating sustainable value by benefiting the planet and society while enhancing its market performance. This approach of conducting responsible business has resulted in cost saving, improved stakeholder relationships, and bettered risk management. Through its CSR and Sustainability strategy, Suzlon is achieving

the UN Sustainable Development Goals (SDGs), UN Global Compact Principles, and National Voluntary Guidelines (NVGs) since 2008. Suzlon with its measurable, impactful and self-sustaining CSR activities aims at supporting rural and underprivileged communities to become self-reliant. Suzlon's CSR Mission has been derived by the holistic understanding of the business, the social and the environmental arena into four main goals of:



SUZ_TAIN

The Suz_Tain CSR model evolved from a provider beneficiary to a partnership approach. It considers all the key stakeholders to plan, implement, monitor and support village level sustainable development interventions. Suz_Tain is a unique approach which has matured from an existing provider-beneficiary approach for development to a partnership approach wherein local communities, development functionaries, employees, company CSR teams, government departments and NGOs work together in planning, implementing, monitoring and sustaining village level sustainable development interventions. The approach is implemented through 'Engage-Empower-Sustain' principles of Suzlon's CSR.

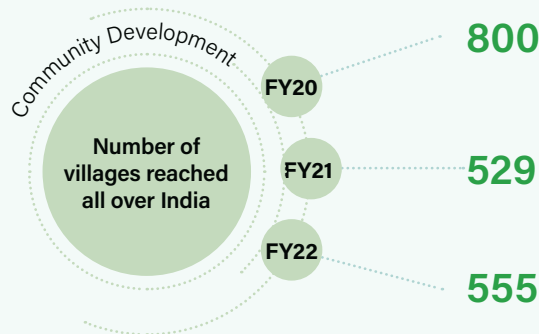
During FY22, we continued to catalyse the social development ecosystem through our unique impact model Suz_Tain. Our philosophy of creating 'Sustainable Development for

Sustainable Economy', ensures that Suzlon Group integrates sustainability into its core business strategy. Suzlon's CSR endeavours to ensure that the business policies and practices respect sustainability as their guiding principles.

Reached
3,582 People
impacted through CSR activities

Reached
10 Lakhs
household

Suzlon under its CSR activities has reached out to the below number of villages.



RURAL DEVELOPMENT

The CSR programme in the remote rural areas is to form, strengthen and institutionalise the Village Development Committees (VDC). These empowered community-based institutions will over a period of time steer the development process of the village when Suzlon's CSR exits from the village to focus on other unmet strategic development needs of the area. The VDC is formed to bring collectivism in the village. The VDC then undertakes a journey through a seven-stage social engineering and behaviour change process through a systematic handholding with knowledge, awareness, skills and network connects.

The CSR programme is to address other significant but unarticulated need of the most neglected persons of the community like the old, under-fives, sparrows, local civic environment, especially abled and vulnerable adolescent girls who will never find their needs articulated through the VDC due

to the village power dynamics and lack of social awareness in the initial period.

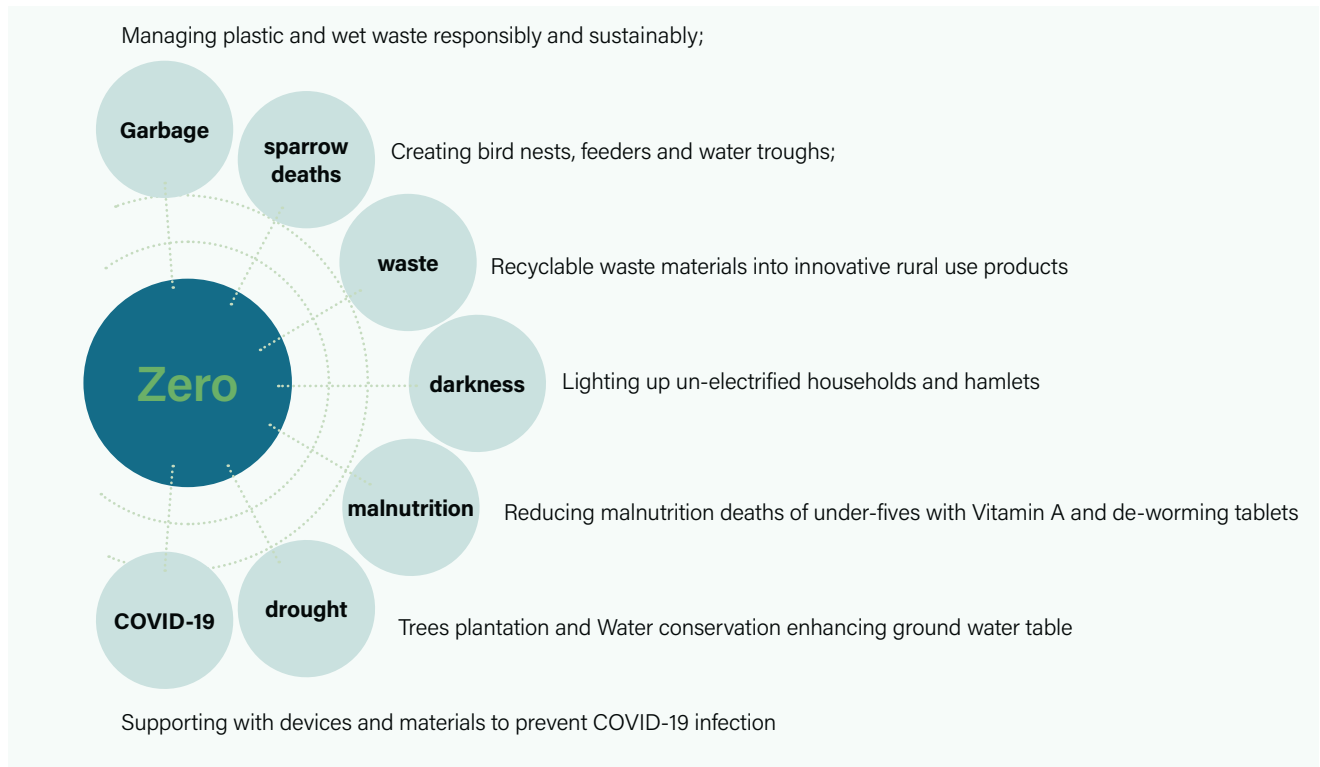
The implementation is through complete community participation harnessing available traditional local know-how and

modern practices. Each of the activities conducted under the CSR programme are categorised into one of the six thematic areas of Civic amenities, Education, Environment, Health, Livelihood and Empowerment.



ZERO INITIATIVE

Suzlon's CSR programme the 'Zero' initiatives which are undertaken across the states as and when resources are available. These include the following initiatives towards achieving:



Operations with local community engagement, impact assessments, and development programs

413-1

Suzlon operates along with its subsidiaries in 14 manufacturing locations, 4 R & D Centres, various wind farms locations spread across in 9 States in India and offices spread across 11 States in India. There are several rural villages in the vicinity of these locations. Suzlon under its CSR activities has reached out to the below number of villages.

Community Development	FY20	FY21	FY22
Number of villages reached all over India	800	529	555

The comprehensive report of the CSR projects and initiatives is available here:

<http://suzlonfoundation.org/wp-content/uploads/2022/11/SF-ANNUAL-REPORT-21-22-V2.pdf>

Operations with significant actual and potential negative impacts on local communities

413-2

Suzlon understands the key social impact of its activities, which may lead to the loss of access to cultivated land, potential loss of livelihoods, loss of grazing land, labour influx, impact on local public infrastructure, retrenchment and loss of employment after project duration. Most of the impacts are small, remediable and for a limited duration.



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