



## SJVN LIMITED

(A Joint Venture of Govt. of India & Govt. of H.P.)

A Mini Ratna & Schedule 'A' PSU

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### SJVN's COMMITMENT IN SUPPORT OF U.N.G.C. PROGRAM

SJVN LTD. ( A joint venture of Govt. of India & Govt. of H.P.) is a leading Mini-ratna Public Sector Undertaking, engaged in construction, operation & maintenance of large Hydroelectric Project in India and abroad.

The company confirm its commitment to UNGC's Ten Principles and intend to advance the same within the sphere of influence and day to day operations.

It has also taken a lead in promoting the principles by becoming the member of local network.

*R.S. Chauhan*  
(R.S. Chauhan)  
Executive Director (Civil Design)

## Global Compact Network

Sr. No.	Global Compact Principle	Commitment / Policies Action taken & Impact achieved and/ or plans for the upcoming year	
1	Business should support and respect the protection of internationally proclaimed human rights	Commitment /Policies	<p>SJVN believes to manage the business processes to produce an overall positive impact on society which includes not only its human resources but also the local communities around the organisation , stake holders and the environment within which it works. SJVN integrates its vision plan with development of its human resources as well as an overall positive impact on society and environment It is committed to contribute towards better society and a cleaner environment as part of its "Corporate Social Responsibility".</p>
		Action Taken	<p>SJVN maintains transparency in implementation of its human resource development and welfare schemes. The schemes are documented and circulated amongst the employees. The information are also floated on its company website. Apart from Public Information cells (PICs) in all projects with a view to make the employees conscious of their rights it has also organised programme on "Right to Information Act"</p> <p>Further in order integrate the objectives on social progress, effective protection of the environment, prudent use of natural resources, high and stable levels of economic growth and employment to ensure better quality of life for everyone, now and for generations to come, SJVN has adopted various socio economic development plans and programmes for the local communities around its projects.</p> <p>The following are the focus area of the CSR activities:-</p> <ul style="list-style-type: none"> <li>➤ Basic Infrastructure facilities;</li> <li>➤ Education;</li> <li>➤ Health and Hygiene;</li> <li>➤ Safe drinking water ;</li> <li>➤ Skill Development;</li> </ul> <p>Assistance to weaker sections of the society;</p> <ul style="list-style-type: none"> <li>➤ Assistance during natural calamities, disaster and mishap;</li> <li>➤ Promotion of cultural activities and</li> <li>➤ Clean environment</li> </ul>
		Outcomes	The human resource is confident of protection of its right and committed for fulfilment of their

			<p>assignments.</p> <p>SJVN has created a goodwill gesture with the local communities and has raised their socio economic standards which is depicted in the Social Impact Evaluation (SIE) study report prepared by independent consultants of Himachal Pradesh University. The World Bank has also appreciated the social measures under taken by SJVN as exemplary for other hydro power projects in India.</p>
		Plan for upcoming years	<p>SJVN is in the process of improving its strategy for Human Resource Development.</p> <p>For the local communities living around the projects it is improving its social development plans in light of National Rehabilitation and Resettlement Policy, 2007 and guidelines on "Corporate Social Responsibility" of Department of Public Enterprises of Ministry of Heavy Industries &amp; public Enterprises, GOI.</p>
2.	And make sure that they are not complicit in human rights abuse.	Commitment /Policies	<p>SJVN believes to obviate the complicity on human resource development issues as well as on social development issues of the local communities.</p>
		Action Taken	<p>SJVN involves the maximum participation and deliberation on the policy issues for human resources development to obviate complicity.</p> <p>As far the developmental plans for the local communities are concerned it encourages people participation by ways of disclosure of the draft social development plans in the public meetings for their views; they participated in the monitoring of the ongoing social devilmnt plans and are also actively involved in grievance redressal committees.</p>
		Outcomes	<p>The complicity on human resource development, human rights and social development issues do not exist in the corporation.</p>
		Plan for upcoming years	<p>To improve he strategy for betterment and to create a prosperous and peaceful environment within and outside the organisation.</p>
3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	Commitment/ Policies	<p>SJVN Ltd. respect freedom of association and recognizes the Apex Unions &amp; Associations and recognizes the Apex unions &amp; Associations as bargaining agent in the collective bargaining process. In this regard, policy has already drawn.</p>
		Action Taken	<p>Six Apex Unions/ Associations exist in SJVN Ltd . as bargaining agent and have been recognized in the</p>

			collective bargaining process for that periodic meetings are organized.
		Outcomes	Smooth and congenial Industrial Relation in SJVN Ltd.
		Plan for the up Coming year	Bipartite discussion will be held at earliest after receiving of charter of demand in addition to periodical meetings. The issues are resolved immediately to create belongingness amongst each and every employee.
4.	The elimination of all forms of forced and compulsory labour.	Commitments/ Policies	The forced and compulsory labour is banned in SJVN Ltd. for all the Labour Laws enforced as applicable.
		Action Taken	All the statutory provision exists to ban the forced and compulsory labour are being strictly implemented.
		Outcomes	No forced and compulsory labour engaged.
		Plan for the Upcoming year	To continue with the present and for betterment
5.	The effective abolition of child labour	Commitment/ Polices	The act regarding child labour (Prohibition and Regulation) 1986 is applicable.
		Action Taken	All the provisions of the said Act are strictly adhered.
		Outcomes	No child labour is allowed to work in SJVN Ltd.
		Plan for upcoming year.	To continue with the present and for betterment.
6	And the elimination of discrimination in respect of employment and occupation	Commitment/ Polices	IN SJVN Ltd., all the labour laws regarding elimination of discrimination in respect of employment & occupation are applicable
		Action Taken	Strict compliance of all the labour lows is ensured
		Outcomes	No such discrimination in employment and occupation reported
		Plan for upcoming year	To continue with the present and for betterment.
7	Business should support a precautionary approach to environmental challenges	Commitment / policies	SJVN Ltd. Complies with all the relevant Acts like Environment (Protection) Act, 1986, Forest (Conservation) Act, 1980 etc. Required for Environment and Forest clearances of Ministry of Environment and Forest, Govt. of India. SJVN is adhering to the guidelines stipulated in the Environmental Impact Assessment Notification 1994 amended in September 2006. SJVN is committed to sustainable development of hydropower

			<p>with strong environment conscience and corporate vision of SJVN.</p> <p>"To make India a Fountainhead of Hydro Power and the Energy Source and is accountable to take care of environment, meet community needs and deliver sustainability on the bedrock of sound commercial principles".</p>
		Action taken	<p>As per the guidelines of Ministry of Environment &amp; Forest, Govt. of India (MOEF); SJVN undertakes comprehensive Environmental Impact Assessment (EIA) studies for its projects through National Repute Consultants. Based on the recommendations of EIA studies, Environment Management Plans (EMP's) are formulated for mitigation of the predicted/ anticipated adverse impacts and to cater to all the aspects of Environment conservation with respect to hydropower development. Major EMPs which have been/are implemented in SJVN projects are as under:</p> <ul style="list-style-type: none"> <li>• Compensatory Afforestation</li> <li>• Catchment Area Treatment Plan (CAT Plan)</li> <li>• Biodiversity Conservation/ Management Plan</li> <li>• Green Belt Development</li> <li>• Fishery Management</li> <li>• Public Health Delivery system</li> <li>• Solid Waste Management</li> <li>• Provision for fuel and Energy conservation Measures.</li> <li>• Disposal and Rehabilitation of Muck/Muck Management Plan.</li> <li>• Landscaping and Rejuvenation of Construction areas.</li> <li>• Resettlement &amp; Rehabilitation Plan etc.</li> </ul>
		Outcome	<ul style="list-style-type: none"> <li>• Various Mitigation measures such as restoration of dumping area, quarry sites and job facilities in project affected area during and after the completion of the projects also land scaping and beautification of the areas and biodiversity conservation of various other</li> </ul>

			<p>environment management activities at SJVN project sites for the minimization of environmental impacts at projects.</p> <ul style="list-style-type: none"> <li>• Improvement in health care and educational facilities due</li> <li>• to SJVN hospitals &amp; schools at project sites towards corporate social responsibility.</li> <li>• Improvement of infrastructure facility due to implementation of the projects.</li> </ul>
		Plans of the Upcoming year	<ul style="list-style-type: none"> <li>• Various Environmental Management Plans are being implemented at the construction projects simultaneously with other construction activities.</li> <li>• For new projects, EIA &amp; EMP are under formulation as per guidelines of MOEF.</li> </ul>
8	Undertake initiatives to promote greater environmental responsibility	Commitment/ Policies	<ul style="list-style-type: none"> <li>• The implementation of Environmental Management Plans and other conditions as stipulated by MoEF while according the environment clearance to the projects.</li> <li>• Other additional Environment mitigation activities suggested by World Bank.</li> </ul>
		Action taken	<ul style="list-style-type: none"> <li>• The implementation of Environmental Management Plans is monitored at project sites, corporate office &amp; through Monitoring Committees constituted for this purpose. The views/suggestions of the committee are taken into account during execution of the plans.</li> <li>• Organizing workshops/trainings to sensitize the employees on environmental and social concerns.</li> <li>• To meet the needs and aspirations of the project affected families, SJVN has come up with its own Resettlement and Rehabilitation Policy in consultation with HP Govt., which is in line with National Rehabilitation and Resettlement Policy NRRP (2007) of Govt. of India.</li> <li>• SJVN has undertaken post-construction Environmental &amp; social Impact Evaluation of Nathpa Jhakri HEP Station to monitor the environmental management plan and social development interventions</li> </ul>

			<p>implemented at the project.</p> <ul style="list-style-type: none"> <li>• Apart From the EIA studies for its Rampur &amp; Nathpa Jhakri Hydro Electric projects, SJVN Has also initiated studies on:- <ul style="list-style-type: none"> <li>○ Sustainable development of flora, fauna, ecology &amp; needs of local community due to diversion of Satluj River flow for Nathpa Jhakri HEP (1500 MW), done by IIT Roorkee in 2007.</li> <li>○ A study on Comprehensive Catchment Area Treatment For the Entire Satluj Basin was also initiated by SJVN Ltd. for assessing the soil erosion &amp; land degradation &amp; suggest adequate and effective soil conservation measures both biological as well as engineering</li> </ul> </li> <li>• SJVN has also secured ISO certification for its projects: <ul style="list-style-type: none"> <li>○ ISO 14001:2004 for its Nathpa Jhakri HEP.</li> <li>○ ISO 18001:2007 &amp; ISO 14001:2004 for its Rampur HEP.</li> </ul> </li> </ul>
		Outcome	<ul style="list-style-type: none"> <li>• Successful implementation of various environmental management plans and social development interventions at the projects.</li> <li>• Further, post-construction Environmental monitoring of Nathpa Jhakri HEP has indicated that EMPs have been by and large successful in meeting the objectives of environment protection and up-gradation.</li> </ul>
9	And encourage the development and diffusion of environmentally friendly technologies.	Commitment policies	<ul style="list-style-type: none"> <li>• Hydroelectric projects are renewable and environmental friendly source of energy No waste water is generated during the electricity generation. Water from the river is diverted through the water conductor system and after passing through the turbines the same is released into the river without any net consumption and any pollutant getting generated.</li> <li>• Hydropower projects are known to be non-polluting, environmentally benign and have an edge over other sources of power generation which use non-renewable conventional resources like coal and oil, which are depleting at a faster pace and also have the associated problems of emissions and waste disposal.</li> </ul>

		Action taken	<ul style="list-style-type: none"> <li>The implementation of Environmental management plans and other conditions stipulated by MoEF while according the environmental clearance to the project including monitoring of air and water quality during construction phase of the project</li> </ul>
		Outcomes	<ul style="list-style-type: none"> <li>Apart from speedy development of Hydropower projects of SJVN it has given equal importance to execute and operate its projects in an environment-friendly and socially responsive manner</li> <li>Successful implementation of Environment Management Plans at projects under construction</li> <li>Further, under Clean Development Mechanism, SJVN is in the process of obtaining Carbon Finance for its Rampur HEP (412 MW) located on River Satluj, Rampur, Himachal Pradesh, India, for which Host country approval has been obtained from Ministry of Environment &amp; Forests in February, 2010. Validators are in process of submission of validation report to UNFCCC. The project is expected to reduce 9.30 Million Tonnes of CO<sub>2</sub> equivalent in the first seven years of operation.</li> </ul>
		Plans for Upcoming Year	<ul style="list-style-type: none"> <li>Formation of EIA/EMP for future Projects and successful implementation of Environmental Management Plans at projects under construction.</li> </ul>
10.	Business should work against all forms of Corruption including extortion and bribery.		<p>SJVN Ltd. is committed to corporate functioning, which is free from corruption in all forms including extortion and bribery. SJVN follows an anti-corruption and anti – bribery policy, since its inception. SJVN, being a Central Public Sector Enterprise (CPSE), falls under the purview and jurisdiction of the Central Vigilance Commission (CVC). The CVC provides a framework for preventing and reducing corruption based on clear rules, transparent and effective control systems, and accordingly SJVN follows all measures, instructions and guidelines as issued by CVC, as an anti-corruption and anti – bribery policy.</p> <p>SJVN recognizes that bribery and corruption distorts</p>



			<p>competition and investment, hinders free and fair trade, retards development process, deteriorates organizational climate and represents an unacceptable cost to the business and general public. Therefore, SJVN aims to :</p> <ul style="list-style-type: none"> <li>• To promote and maintain Transparency, Accountability and Efficiency in the Organization.</li> <li>• To improve the overall functioning of the Organization, by improving and introducing, more fair and transparent, functional systems, suitable to cater present requirements.</li> <li>• To adopt and implement transparent systems and strive hard to improve the organizational working in all spheres, by leveraging technology, increasing transparency in the decision making process through effective use of information technology in the discharge of various organizational functions, to ensure corruption free organizational environment.</li> <li>• To introduce system manuals for consistent performance, and also to tackle eventualities, if any.</li> <li>• To ensure fair competition amongst various bidders / tenderers, in the procurement process.</li> <li>• To deter illegal payments and corrupt practices in the procurement process.</li> <li>• To ensure, as far as is practicable, that all transactions made are in compliance with all applicable laws of the land, regulations and agreements, to which SJVNL is a party.</li> <li>• To ensure corruption free conduct by SJVNL Officials.</li> </ul> <p>The Central Vigilance Commission (CVC) has jurisdiction and powers in respect of matters to which the executive powers of the Union of India extend, and therefore, SJVN being a Central Public Sector Enterprises (CPSE), also falls under the purview of CVC. All vigilance functions in SJVN are being carried out as per the instructions and guidelines of CVC.</p>
		Action Taken	<p>The vigilance activity in SJVN forms an integral part of the managerial function.</p> <p>Compliance of CVC instructions regarding E-Procurement for publication of tender notices and contract awards, are being ensured. Tender are being uploaded on website "www.tenders.gov.in" portal in addition to SJVNL website "sjvn.nic.in". Complete tenders are now available for downloading</p>

			<p>from the net. Uploading of details of work tenders awarded which are above a threshold value, is also being done.</p> <p>As a step forward for improving vigilance administration and in order to bring about greater transparency and accountability in the functioning of CPSEs, by leveraging technology, complete implementation of E - Procurement in SJVN, at 1500 MW NJHPS and 412 MW Rampur HEP, and also at SJVN Corp. Office Shimla, except for small petty purchases / spot purchases / works for PAFs etc., was achieved during Sep. / October 2009 i.e. well before the scheduled target date of June 2010 as decided by the MOP, GOI.</p> <p>All the major payments to the Contractors above the threshold value, are also being done through E – procurement / RTGS system in SJVN; and also all the disposal of unserviceable materials etc. at the 1500 MW NJHPS, is also being done through E-Disposal / Auctioning.</p> <p>In a bid to institutionalize transparency in public procurement process, in line with the CVC's instructions, the process of adopting and implementing the Integrity Pact (IP) in SJVN, is at an advanced stage.</p> <p>Further, the anti-corruption and anti – bribery policy is monitored and enforced, by taking the following listed measures :</p> <ul style="list-style-type: none"> <li>• To study and modify the existing procedures and practices, to root out grey areas.</li> <li>• To ensure discharge of all regulatory functions, and to devise adequate methods of control over exercise of discretion.</li> <li>• To create awareness amongst SJVN employees about corruption free working and vigilance functions.</li> <li>• To identify areas of corruption and sensitive posts, to prepare agreed list and list of doubtful integrity.</li> <li>• To ensure preparation of manuals / standards operating procedures.</li> <li>• To ensure E – Governance in as much functional spheres as possible.</li> <li>• Through Surveillance / Detection / Collection of intelligence / source information / vigilance information; Verification / Investigation of the complaints; and to process the investigation reports and to recommend departmental proceedings.</li> <li>• By conducting regular Periodic Checks / Surprise checks.</li> <li>• By conducting regular Periodic Checks / Surprise checks.</li> </ul>
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		Outcomes	<p>SJVN in its endeavor to fulfill its vision, mission and objectives, has adopted conforming corporate governance practices. SJVN has institutionalized, during the last 6-7 years since SJVN started commercial generation, certain cardinal principles akin to other public sector undertakings, in areas like delegation of powers, accounting, auditing, internal control, budgeting, training and reporting which have laid the foundations for a basic financial accountability and corporate governance framework for taking forward the organization, towards strong corporate governance. As a result of SJVN's commitment towards anti-corruption and anti – bribery policy, as described in pre-paras, there is no presence of institutionalized corruption in SJVN Ltd..</p> <p>SJVN has improved considerably its financial accountability and corporate governance arrangements of the organization, and as such the risk to areas / activities of Fraud and Corruption, is minimal. However, cases of misconduct which occur some times in isolation, are dealt with as per the CVC guidelines.</p>
		Plans for the Upcoming Years.	To continue the above practices, for a corruption free working environment which is transparent and accountable towards its stake holders, and further reinforce the provisions as per the guidelines of CVC.