

A **VEDANTA POWER** MONTHLY DIGEST



I believe that our journey to an
underway. India's rise as an economic
headline of the next decade. Our energy,
technology and human resources are its four
pillars. We are committed to being a leader in
the energy transition to a sustainable future.



Don't miss the
video documenting
**GCEO's visit to
VLCTPP**



SEHER

AUGUST 2025 - EDITION 69

OPERATIONAL EXCELLENCE



Strengthening India's Thermal Power Sector

Meenakshi Energy Reaches 1,000 MW Operational Milestone



Meenakshi Energy Limited (MEL) has successfully achieved the full operationalization of its 1,000 MW thermal power plant, comprising two 350 MW units and two 150 MW units. This milestone follows the 72-hour continuous trial run of Unit 4 (350 MW), which received Commercial Operation Date (COD) certification from the Southern Regional Load Despatch Centre (SRLDC) on August 26, 2025, after the commissioning of Unit 3 in July.

Within just two years of its acquisition, MEL has delivered a remarkable turnaround through a structured, accelerated commissioning plan. Earlier this year, **both 150 MW units were stabilized**, bringing the plant to its full capacity, **ready to supply 24x7 reliable, stable, and sustainable power.**

A defining feature of MEL is its **100% reliance on saline water**, eliminating dependence on freshwater. Driven by over **1,150-strong workforce**, including business partners, MEL has seamlessly embraced Vedanta's people-first culture. Diversity and youth define its team, **with 21% women and 42% young professionals among its direct employees.**

This successful revival of MEL is a defining chapter in its journey to become one of the country's most efficient and sustainability-driven power producers.





LEADERSHIP VISITS & STRATEGIC ENGAGEMENTS

Leadership in Action

Vedanta Resources CEO Deshnee Naidoo Visits VLCTPP

In a landmark moment for Vedanta Power, Deshnee Naidoo, CEO of Vedanta Resources, made her maiden visit to the Vedanta Ltd Chhattisgarh Thermal Power Plant (VLCTPP) at Singhitarai, soon after Unit 1 successfully completed its 72-hour trial run and achieved COD, a defining milestone in the plant's transformation.

She was welcomed by Sector CEO Rajinder Singh Ahuja, CFO Pankaj Jha, and COO Devendra Kumar Patel, with the visit beginning on a vibrant note through a Chhattisgarhi folk performance and a colourful parade by employees' children in traditional attire.

Deshnee interacted with leadership and teams, recognizing Vedanta Power as the Group's fastest-growing vertical and central to its post-demerger future, while envisioning VLCTPP as a benchmark in the thermal power industry. A highlight was her dialogue with women professionals, leading to the launch of the 'Lean In' Circle, a platform to empower women with mentorship, voice, and community.

She also toured the plant, met young engineers and partners, and participated in a pooja marking the next phased of Unit 2 commissioning. The day ended with **Soch Se Safar Tak**, a cultural evening where employees and families celebrated growth, belonging, and transformation.

Deshnee's visit was a celebration of progress, excellence, and collective determination.



Watch highlights from the GCEO's visit to the plant [here](#) 





HEALTH & SAFETY INITIATIVES

Safety at the Core

Vedanta Power's Commitment

At Vedanta Power, safety isn't a checklist, it's a way of working. Through awareness, ownership, and action, our teams continuously strengthen a culture that safeguards people, assets, and operations.



At MEL, the **Suraksha Sankalp** session spotlighted key site learnings on **first aid, fire incidents, and Group-wide fatal cases** that underscored the cost of complacency. With a focus on **Permit-to-Work (PTW), Isolation, and Hydraulic Safety**, employees engaged in interactive demonstrations and open discussions, reinforcing ownership from the ground up. Backed by visible leadership commitment, MEL continues to drive a culture where everyone is alert, accountable, and empowered to prevent.



At TSPL, safety preparedness was reinforced through fire safety training for employees and partner Power Mech Projects Ltd. (PMPL). Led by **Sourabh Rawat, Head – HSE & Deputy Head – ESG**, the **session covered fire types, prevention methods, and emergency protocols**. A live demonstration by the fire safety team gave participants hands-on experience with extinguishers and emergency tools, strengthening awareness and readiness.



At VLCTPP, a workshop on **Critical Risk Management (CRM)** was conducted by **Group Safety Head, Mahesh Mahajan**. With **55 participants**, including employees and business partners, the session deep dived into risk identification, assessment, and mitigation strategies, while addressing practical queries on CRM implementation. The workshop reinvigorated participants with a renewed commitment to building a **Zero Harm workplace**, reinforcing VLCTPP's values of safety, operational excellence, and proactive risk management.





SUSTAINABILITY INITIATIVES

Rooted in Purpose

TSPL Pledges 20,000 Trees in Van Mahotsav Drive

In a powerful tribute to nature and Mother Earth, Talwandi Sabo Power Limited (TSPL) proudly participated in the 76th District-Level Van Maha Utsav in Mansa, held to commemorate the 350th year of the martyrdom of Sri Guru Tegh Bahadur Ji. Spearheaded by the District Administration and Punjab Forest Department, the initiative aims to enrich the region's green cover with the plantation of over 3.5 lakh saplings across the district.



As part of this landmark drive, **TSPL pledged to plant more than 20,000 saplings**, reaffirming its long-standing commitment to environmental sustainability. During the ceremony, **Pankaj Sharma, CEO, TSPL**, was formally recognised by district officials for the company's meaningful contribution to regional ecological efforts.

Subsequent to the Van Maha Utsav, TSPL, in collaboration with the Forest Department of Mansa, launched a large-scale plantation drive in the **Triveni format**, planting Banyan, Peepal, and Neem saplings. Flagged off by **Divisional Forest Officer of Mansa, Pawan Shridhar**, the drive saw active participation from **CEO Pankaj Sharma, Head - Advocacy & Environment, Vikas Sharma**, and PMPL officials, reinforcing TSPL's vision of sustainable growth and a greener future.



Ped Lagao, Bhavishya Bachao

TSPL Employees Lead the Green Mission

Reinforcing its commitment to environmental stewardship, TSPL launched the **Ped Lagao, Bhavishya Bachao** initiative, distributing over **1,500 saplings** to **800+ employees and partners**. What made it unique was the voluntary ownership—each participant chose to plant a sapling in their village or community. This collective act became a living commitment to sustainability, proving how small steps can together build a greener tomorrow.



MEL Plants Seeds of Awareness at MPPS Thamminapatnam

MEL organized a plantation drive at **MPPS Thamminapatnam**, where saplings were planted with the active participation of **30+ students and staff**. The initiative not only added green cover but also instilled environmental awareness at the grassroots, inspiring young minds to nurture a sustainable future.





EMPLOYEE ENGAGEMENT & TRAININGS

Tradition Meets Togetherness

Teej at TSPL

TSPL celebrated Teej with vibrant performances, games, and a spirited Miss Teej competition, bringing employees and business partners together in a joyful display of culture and unity. Beyond festivities, the event strengthened bonds, fostered camaraderie, and showcased Vedanta Power's commitment to creating a workplace where tradition and teamwork thrive.



Vedanta Power Celebrates 79th Independence Day with Pride, Purpose, and Progress

On India's 79th Independence Day, Vedanta Power celebrated with pride, unity, and patriotic fervour across all its plants. Flag hoisting ceremonies were led by senior leaders- Pankaj Sharma (CEO – TSPL), Binu Raphael (Acting CEO – MEL), and Devendra Kumar Patel (COO – VLCTPP). The events featured vibrant cultural performances showcasing discipline, diversity, and team spirit, along with a special tribute to the safety and security teams whose vigilance safeguards our people, assets, and operations.



Ganesh Chaturthi Celebrated with Joy and Devotion at Vedanta Power

Ganesh Chaturthi was celebrated with devotion, joy, and vibrant spirit across Vedanta Power locations at TSPL, MEL, and VLCTPP, bringing employees and their families together in festive harmony.



The celebrations featured prayers, yummy modaks, and heartfelt rituals, creating an atmosphere of warmth, gratitude, and shared cultural pride. With every chant of *Ganpati Bappa Morya*, the essence of togetherness echoed across our sites, uniting the Vedanta Power family. The festival was a moment to honour tradition, celebrate togetherness, and welcome new beginnings with the blessings of Lord Ganesh.



Power of Family, Brewed with Care

MEL Kicks Off 'Brew & Bond' with Heartfelt Conversations

The inaugural **Brew & Bond** session at MEL highlighted the role of family in shaping personal and professional journeys. **CHRO Gopika Nair Bhanot** engaged in a heartfelt conversation with **Riya Grover**, sister of **Megha Grover (Lead – Digitalization)**, exploring resilience, encouragement, and the silent strength families provide behind every career.

With **Brew & Bond**, MEL extends the conversation beyond employees to their families, the true strength behind them and an integral part of the Vedanta Power family.



Beyond HR- Conversations That Matter

Kicks Off at TSPL

TSPL kick-started its first *Beyond HR – Conversations That Matter* session, led by CHRO Abhilasha Malviya, creating an open and vibrant space for dialogue. The session brought together **young professionals from business partner Power Mech Projects Ltd.**, who shared their aspirations, personal interests, and early experiences at the site. Breaking away from formal structures, the initiative is designed to build belonging, inclusivity, and trust, reinforcing TSPL's people-first culture where every story matters and every voice finds space to be heard.



Powering 1,000 MW with Purpose

MEL Celebrates with Kindness

On National Sports Day, MEL celebrated its 1,000 MW operational milestone not just with pride, but with purpose. Sector CEO Rajinder Singh Ahuja led a sapling plantation drive, engaged with school children, and joined the donation of sports kits to students of Lingavaram village school, turning a business achievement into a moment of collective joy and social impact.



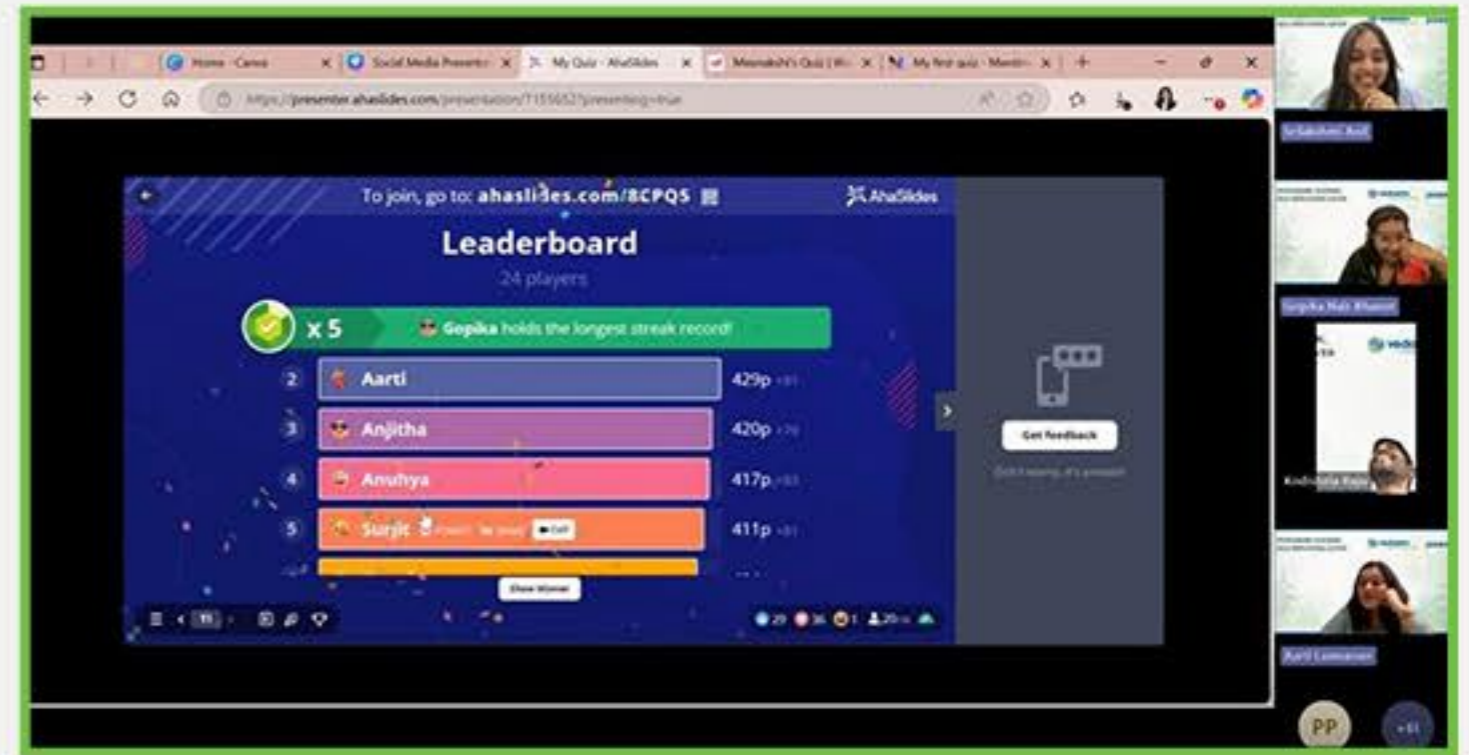
The sports kits, contributed by MEL employees through the *Powered by Kindness* initiative, reflect Vedanta Power's belief that progress is most meaningful when shared with communities. This celebration reinforces our culture of responsibility, care, and giving back, where every milestone is powered by both energy and empathy.



Empowering Digital Storytellers

Vedanta Power Equips Employees for Responsible Digital Engagement

A sector-wide **Social Media Awareness Session** equipped employees to represent the brand confidently online. Led by **Srilakshmi Anil, Lead – Corporate Communications, MEL**, the session featured the *Power Up on Social Media* module, offering insights on storytelling, tone, and brand safety. With interactive activities and a live quiz, it engaged **70+ participants** and empowered them to become credible digital ambassadors, amplifying Vedanta Power's voice with purpose and authenticity.



Empowering Ideas

Vedanta Power Launches Innovation Portal

Employees across all three business units explored Vedanta Power's new **Innovation Portal**, launched under Power 2.0 (Centre of Excellence). The platform unifies idea sharing, collaboration, and project tracking, fostering transparency and participation. It marks a key milestone in Vedanta Power's digital journey, making innovation a shared responsibility and progress a collective goal.

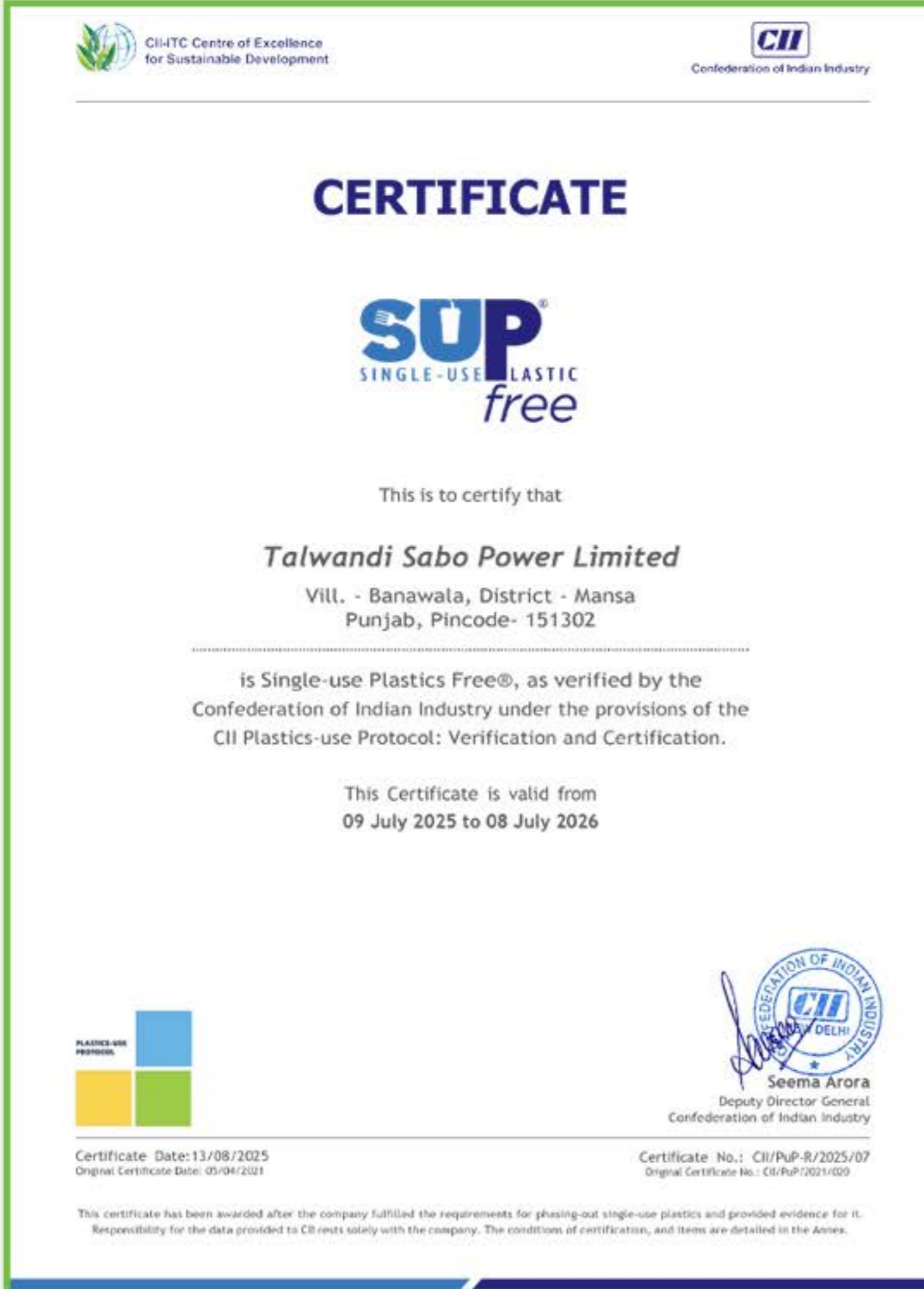




WALL OF FAME (AWARDS & ACCOLADES)

TSPL Recognized by CII for ESG Excellence in Single-Use Plastic Elimination

TSPL has once again been recognised by the Confederation of Indian Industry (CII) as a certified 'Single-Use Plastic Ban' site reinforcing Vedanta Power's ESG commitment under the pillar of #TransformingThePlanet.



CERTIFICATE

SUP
SINGLE-USE PLASTIC
free

This is to certify that

Talwandi Sabo Power Limited
Vill. - Banawala, District - Mansa
Punjab, Pincode- 151302

is Single-use Plastics Free®, as verified by the Confederation of Indian Industry under the provisions of the CII Plastics-use Protocol: Verification and Certification.

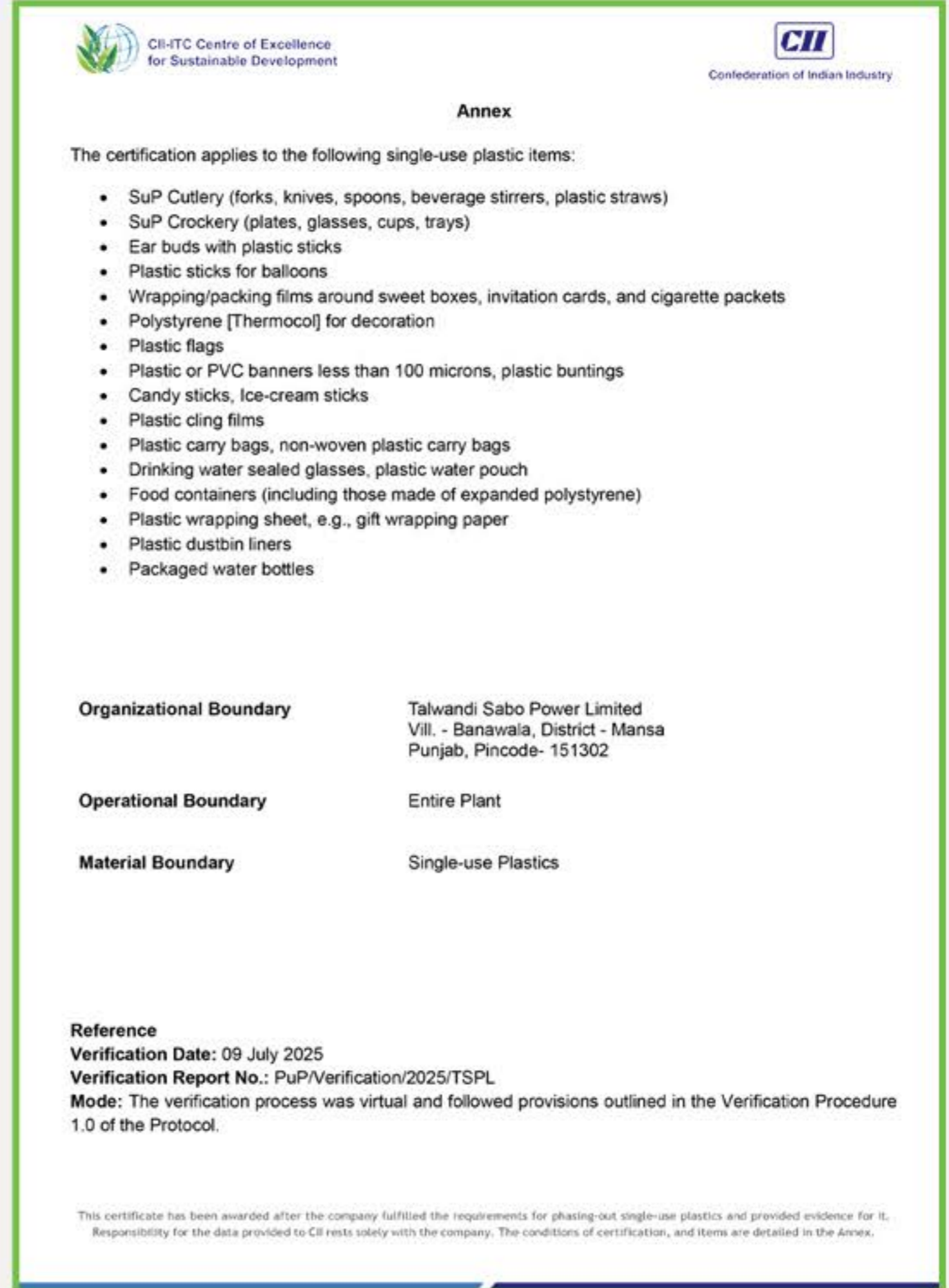
This Certificate is valid from
09 July 2025 to 08 July 2026

Seema Arora
Deputy Director General
Confederation of Indian Industry

Certificate No.: CII/PuP-R/2025/07
Original Certificate No.: CII-PuP/2021/020

Certificate Date: 13/08/2025
Original Certificate Date: 05/04/2021

This certificate has been awarded after the company fulfilled the requirements for phasing-out single-use plastics and provided evidence for it. Responsibility for the data provided to CII rests solely with the company. The conditions of certification, and items are detailed in the Annex.



Annex

The certification applies to the following single-use plastic items:

- SuP Cutlery (forks, knives, spoons, beverage stirrers, plastic straws)
- SuP Crockery (plates, glasses, cups, trays)
- Ear buds with plastic sticks
- Plastic sticks for balloons
- Wrapping/packing films around sweet boxes, invitation cards, and cigarette packets
- Polystyrene [Thermocol] for decoration
- Plastic flags
- Plastic or PVC banners less than 100 microns, plastic bunting
- Candy sticks, Ice-cream sticks
- Plastic cling films
- Plastic carry bags, non-woven plastic carry bags
- Drinking water sealed glasses, plastic water pouch
- Food containers (including those made of expanded polystyrene)
- Plastic wrapping sheet, e.g., gift wrapping paper
- Plastic dustbin liners
- Packaged water bottles

Organizational Boundary	Talwandi Sabo Power Limited Vill. - Banawala, District - Mansa Punjab, Pincode- 151302
Operational Boundary	Entire Plant
Material Boundary	Single-use Plastics

Reference
Verification Date: 09 July 2025
Verification Report No.: PuP/Verification/2025/TSPL
Mode: The verification process was virtual and followed provisions outlined in the Verification Procedure 1.0 of the Protocol.

This certificate has been awarded after the company fulfilled the requirements for phasing-out single-use plastics and provided evidence for it. Responsibility for the data provided to CII rests solely with the company. The conditions of certification, and items are detailed in the Annex.



BEHIND THE POWER





Samruddhi Meena Sidmul

Team Member- Instrumentation, TSPL

I joined Vedanta Power's TSPL a year ago in the Control & Instrumentation (C&I) Department, and it has been a truly transformative experience. As a fresher stepping into a high-performance industrial environment, I wasn't sure what to expect, but the learning curve was steep, and the support system was incredibly strong.

The supportive culture, strong mentorship, and focus on continuous learning at Vedanta have played a key role in shaping my professional journey. Over the past year, I've had hands-on exposure to critical instrumentation systems, automation processes, and plant operations. Each task, big or small, taught me the value of precision, teamwork, and accountability. The work culture here has pushed me to grow technically and take initiative, qualities I will carry with me throughout my career.

I feel proud to be part of an organization that not only drives excellence but also invests in nurturing talent. Vedanta has shaped me into a more confident and capable engineer, and I look forward to contributing with even greater passion and purpose in the journey ahead.



Archana Panigrahi

Team Member- C&I, MEL

I joined Vedanta Power's Meenakshi Energy a year ago in the Control & Instrumentation (C&I) Department, and this journey has been nothing short of transformative.

Stepping in as a fresher, I carried both excitement and uncertainty about how I would adapt to such a dynamic industrial environment. But from day one, the learning opportunities, guidance from seniors, and the culture of collaboration gave me the confidence to push my boundaries.

Over the past year, I have gained hands-on exposure to instrumentation systems, plant operations, and automation technologies, each experience deepening my technical knowledge and sharpening my problem-solving skills. What truly made the difference was the supportive mentorship and strong work culture at Vedanta, which encouraged me to take initiative, learn continuously, and stay accountable.

Being a part of the team and witnessing MEL achieve the historic milestone of 1000 MW operational capacity was a proud and inspiring moment. It showed me how collective effort and determination can turn ambitious goals into reality.

I feel proud to be part of an organization that not only strives for operational excellence but also nurtures young professionals to grow into confident engineers. As I look back on this year, I am grateful for how much I have grown and excited to contribute with even greater dedication in the journey ahead.



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Pranjali Sharma

Assistant Manager (C&I), VLCTPP

I began my journey with Vedanta Limited, CTPP in October 2023 as part of the Control & Instrumentation (C&I) Department. During this period, I have had the opportunity to work on and gain in-depth knowledge of critical systems, including Distributed Control Systems (DCS) and instrument calibration. This exposure has been instrumental in strengthening my technical understanding and has provided me with a strong foundation in plant operations.

The continuous guidance and encouragement from my managers and the collaborative support of my colleagues have played a vital role in accelerating my learning curve. These experiences have not only enhanced my technical expertise but also helped me align my efforts with the organizational vision of operational excellence.

Looking ahead, I will be taking on broader responsibilities, including material procurement and the implementation of the PM module. I see this as an exciting opportunity to contribute more meaningfully to the department's efficiency, while further expanding my own professional capabilities within Vedanta.





ESG UNPLUGGED

We often hear ESG terms in our meetings and communications but how well do we really understand them?

In this edition of **ESG Unplugged**, we decode the term *Whistleblower Protection*, breaking it down into clear, actionable insights that build trust, transparency, and a culture of accountability.

What is Whistleblower Protection?

A core part of ESG that drives transparency, safety & responsible governance, it safeguards anyone who speaks up against unsafe, unethical, or unlawful practices. It ensures:

- Confidentiality
- Fairness
- Protection from retaliation

Why Whistleblower Protection Matters?

It builds trust, and

- Gives employees the courage to speak up
- Helps detect risks before they become crisis
- Strengthens compliance & ethical responsibility
- Creates a workplace where integrity & safety comes first

How it Works?

- Report unsafe or unethical practices via secure channels
- Review through independent & fair investigation
- Protect whistleblower's identity and rights
- Act with corrective measures & full accountability

Vedanta Approach:

Vedanta encourages its employees to follow **Code of Conduct** in letter & spirit. It is our collective & individual responsibility to follow the processes and not be tempted to circumvent the systems put in place. Our Whistleblower Policy empowers employees and stakeholders to report unethical conduct, legal violations, or policy breaches with confidence.

All employees are encouraged to promptly **report to the whistleblower ID vedanta.whistleblower@vedanta.co.in** for any suspected violations. You can also report the same through our **whistleblower hotline number 1800 1030 269 (India) / +91 124 4900 485 (outside India)**.





GUESS WATT

Q1. What is the total operational capacity of MEL after commissioning Unit-3 and Unit-4?

- a) 800 MW
- b) 900 MW
- c) 1,000 MW
- d) 1,200 MW

Q2. During GCEO Deshnee Naidoo's maiden visit to VLCTPP, which new platform was launched to promote inclusion, mentorship, and community among women?

- a) Shakti Circle
- b) Lean In Circle
- c) Power Within Power Forum
- d) Diversity Champions Network

Q3. As part of the 76th District Level Van Maha Utsav in Mansa, how many saplings has Talwandi Sabo Power Limited (TSPL) committed to plant in collaboration with the Forest Department?

- A) 10,000
- B) 15,000
- C) 20,000
- D) 25,000

Q4. Which recognition was awarded to TSPL by the Confederation of Indian Industry (CII)?

- a) Best Renewable Energy Project
- b) Green Energy Innovation Award
- c) 'Single-Use Plastic Ban' Site Recognition
- d) Excellence in Power Efficiency

Are you ready to unleash your power-packed knowledge?

Answer all questions correctly and secure your spot among the **top three fastest responders** to win a **special shout-out** in the next edition of **SEHER!**

Send your answers to: power.communications@vedanta.co.in

But before you dive in, let's rewind with a quick Power Flashback from
Guess Watt – SEHER Edition 68:

1. C | 2. B | 3. C | 4. B

A big cheer for our sharpest minds and star performers who aced it last time

- 1) **Karen Ruth Edwin**, MT-HR, VLCTPP
- 2) **Manish Lakhera**, Head, Electrical, Power Sales and Renewable Energy Project, VLCTPP
- 2) **Jeniren Kyong**, Business Analyst to SCEO, Power

