



A Vedanta Power
Monthly Digest

SEHER

December 2025

EDITION 73

Turn to See How
TSPL's Stubble to
BioFuel Model Cut
Farm Fires Sharply

Digitizing Operational Excellence



Logs Go Live

VLCTPP Launches Advanced Digital Logbook System

Vedanta Ltd. Chhattisgarh Thermal Power Plant, in partnership with its O&M partner **NGSL**, has implemented an Advanced Digital Logbook System, strengthening operational discipline and enabling faster, data-led decision-making across plant operations.

The digital platform enhances accuracy, traceability, and operational visibility, replacing manual processes with a unified system for real-time monitoring and review.

The Phase 1 rollout inaugurated by **Devendra Kumar Patel, COO, VLCTPP**, digitises all manual logbooks, introduces user-based entries, reviewer–approver workflows, and secures cloud-based access for operational and leadership teams.

The roadmap ahead includes Phase 2 of **RFID-enabled and geo-tagged field logging**, followed by Phase 3 of integration with **SCADA, PLC, DCS, and OS-PI** systems to enable automated data capture, reporting, and deviation alerts.



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Baking Skills Brighter Futures

Meenakshi Energy Limited Hosts Hands-On
Workshop for Rural Women

Meenakshi Energy, in collaboration with its business partner **Sodexo**, conducted a **hands-on baking skill development workshop** for **over 40 women** from **six neighbouring villages** in **Tirupati district**. The interactive session covered baking of **cakes, breads, and muffins**, equipping participants with practical skills. **Baking kits** were distributed to support continued practice beyond the workshop.



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Fields to Forward

TSPL Drives Climate-Friendly Farming with Happy Seeder Demo

TSPL's **Navi Disha** programme, in collaboration with **The Nabha Foundation**, conducted an on-ground field demonstration on climate-friendly farming at **Village Chahalwali**, engaging **43 farmers**.

A live **Happy Seeder** demonstration was held at the farm of **Jagsir Singh**, showcasing wheat sowing **without burning paddy residue**. The session highlighted **sustainable residue management** practices while addressing challenges associated with wheat cultivation in standing paddy straw.

Through **field-based learning and farmer interactions**, the initiative reinforced the adoption of **climate-resilient agricultural practices**, supporting long-term soil health, productivity, and environmental sustainability.



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Warm Meals Real Support

Meenakshi Energy Limited Extends Relief to
Cyclone-Affected Villages

Meenakshi Energy extended relief to families affected by **Cyclone Ditwah** across **10+ villages in Tirupati district**, distributing over **850 freshly prepared meals** after heavy rains had disrupted essential supplies.

The outreach was led by **plant leadership in coordination with local representatives**, ensuring swift on-ground support. The initiative underscored MEL's commitment to **supporting neighbouring communities during periods of disruption**.



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Meenakshi Energy Employees' Birthdays Celebrated

Through Community Learning Initiative

Under **Powered by Kindness**, Meenakshi Energy marked birthdays of employees born in October and November, with a community engagement activity at **Gummaladibba High School**.

Employee volunteers conducted a **career guidance session** and distributed **stationery kits** to support learning. The initiative engaged **84 students from Classes 5 to 9**, encouraging participation and dialogue, and drawing appreciation from the school management on forging community connection.



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Health, Safety & People Wellness



Healthcare at the Doorstep

VLCTPP Brings Medical Camp to Singhitarai

VLCTPP organised a **medical camp** at **Singhitarai village**, providing **free consultations** and **essential medicines** to **66 community members**.

Conducted by medical team and doctors from the plant's **Occupational Health Centre**, the initiative strengthened access to **basic healthcare services** for nearby communities.



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Safety Starts at Home

Suraksha Bandhan Connects Communities Through Awareness

The **Suraksha Bandhan** program, Meenakshi Energy's monthly safety initiative extended safety awareness beyond the workplace to employees' families and surrounding communities. A cross-functional team visited the home of a business partner employee in **Lingavaram village**, sharing **practical guidance on LPG handling and electrical precautions**.

The initiative continues to build trust, strengthen relationships, and promote a culture of shared responsibility for safety.



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Night Watch Zero Compromise

VLCTPP Launches Night Duty Officer Initiative

VLCTPP introduced the **Night Duty Officer (NDO) initiative**, a first-of-its-kind program aimed at strengthening night-time safety vigilance. The initiative uniquely involves both company and business partner employees, enabling real-time monitoring of safe working behavior during night hours.



Stronger Conversations Stronger Safety

Meenakshi Energy Limited Conducts Safety Interaction Training at Scale

Meenakshi Energy conducted a **Safety Interaction (S.I.) Training** under the guidance of **Hansa Vyas of Hindustan Zinc Ltd.**, aligning the programme with **Vedanta's group-wide safety excellence standards.**

200 employees, including business partner teams across line and enabling functions, were trained through **seven batches.** Focus areas included **hazard identification, behaviour-based safety observations, constructive engagement,** and the **six-step S.I. process,** reinforcing the role of supervisors and line managers in leading safe operations.



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Guiding Futures Forward

VLCTPP Hosts Career Guidance for Students

VLCTPP's CSR team conducted an engaging **career guidance session for Class 9 and 10 students at Government High School, Singhitarai**. Led by HR team members, the session provided practical insights into emerging career paths, skill development, and academic planning, with 39 students participating actively.



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Employee Engagement & Culture

Small Switches, Big Impact

Plants Mark Energy Conservation Day with Collective Action

On Energy Conservation Day, Meenakshi Energy Limited, TSPL and VLCTPP turned intent into action switching off lights and ACs during lunch hours, maximizing daylight, standardizing ACs at 24°C, and powering down systems after meetings. Sustainable mobility was encouraged through walking within plant premises, shared commuting, and reduced internal vehicle movement. GEMBA walks, driver awareness sessions, and an energy quiz further reinforced a simple message: small everyday choices create big impact.



Building for Tomorrow

TSPL Equips Teams with Hands-On GenAI Skills

TSPL conducted a practical learning session on '**GenAI and AI Tools for Working Professionals**,' led by **AI trainer Parikshit Khanna**, to build digital capability across teams.

The workshop introduced participants to tools including **ChatGPT, Copilot, Gemini, Grok, and Perplexity**, with live demonstrations on **effective prompting, AI-driven data analysis, and rapid creation of presentations and documents**.

The session supported TSPL's focus on developing a **tech-enabled, future-ready workforce** through applied learning.



Stronger Relationships Stronger Outcomes

Power Teams Upskill on Stakeholder Management

A focused **Stakeholder Management training session** was conducted for executives from **VLCTPP, Meenakshi Energy Limited, and TSPL** to strengthen capabilities in engaging, influencing, and collaborating with key stakeholders.

Addressing the participants, **Khurram Nayab, General Manager – CSR, Vedanta**, shared insights on the **strategic importance of stakeholder alignment** in driving sustainable organisational outcomes. The session emphasised **effective communication, relationship-building, and long-term value creation**, with **103 participants** benefiting from the program.



Learning That Builds Leaders

Meenakshi Energy Limited and VLCTPP Strengthen Capability Development Across Levels

Meenakshi Energy Limited and VLCTPP, in association with **GITS Goa**, conducted a series of learning interventions aimed at strengthening internal capability and talent development.

A two-day **Train the Trainer capsule** strengthened facilitation and knowledge transfer capabilities among senior employees, **training 15 in-house trainers at VLCTPP**, along with **4 trainers from business partners**, and **18 trainers at Meenakshi Energy Limited**.

Parallely, the **Campus to Corporate programme** was conducted across both plants to support young professionals in their transition to the corporate environment, with sessions on professional conduct, communication, and workplace readiness, **benefiting 65 participants at VLCTPP and Meenakshi Energy Limited**.



Wall of Fame



Vedanta Power Recognised for Leadership Excellence

Vedanta Power was recognised as a 'Company with Great Managers 2025' for the **second time** in a row, at the **Great Manager Awards 2025**.

Additionally, **Ankoor Gupta**, Head – Maintenance, TSPL, & **Abhilasha Malviya**, CHRO, TSPL, were named among the **Top 100 Managers in India**.

Multiple Wins for Vedanta Power at Chairman Awards for H1 FY26

Vedanta Power secured multiple recognitions at the **Chairman Awards** for excellence in business performance and leadership:

- ▶ **Leadership Choice Award – Business: VLCTPP**
- ▶ **Leadership Icon Award: Pankaj Jha, CFO – Power**
- ▶ **Exemplary Award: Arun Kumar, Head – Power Regulatory & Policy Advocacy**



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Behind The Power



Jeniren Kyong

Business Analysis to SCEO

My journey as a Vedanta Leadership Development Program (VLDP) Management Trainee has been a masterclass in industrial and strategic agility. I began at Vedanta Jharsuguda, where I built a strong foundation in Commercial procurement and FP&A, managing the financial and operational pulse of a world-class aluminum complex.

The last six months in the CEO Office of Vedanta Power have been transformative, shifting my perspective from site-level execution to macro business strategy. My experience has been further enriched by collaborating with industry think tanks and thought leaders, providing a sophisticated understanding of the global energy landscape.

Currently, I hold additional role in Director's Office (Priya Agarwal Ma'am) which offers a truly holistic view of the Vedanta Group, witnessing high-level decision-making firsthand. This journey from the plant location to the executive corridor has been an incredible learning curve. I look forward to the journey ahead. Onwards and upwards!



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Prarthana Pal

Business Analysis to CEO, TSPL

I joined TSPL in 2024 as a VLDP-MT, stepping into the role of Lead Analyst – Advocacy & Regulatory, a domain that was completely new to me. What followed has been a journey filled with steep learning curves, challenges, and invaluable exposure. It has truly been a roller-coaster of learnings that pushed me to think beyond comfort zones and build a strong understanding of the regulatory landscape of the Power Sector.

In 2025, I took on the role of Business Analyst to the CEO, TSPL, which further broadened my perspective. This role gave me a rare opportunity to view the business from a bird's-eye view, working closely with every department and gaining insights into operations from ground realities to regulatory frameworks and financial considerations. It has helped me connect the dots between strategy, execution, and impact.

I am grateful to Vedanta Power for trusting me with these responsibilities and for providing such enriching exposure early in my career. I look forward to carrying forward the same grit, curiosity, and commitment as I continue this journey.



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Aishwarya Raju

Business Analysis to CEO
Meenakshi Energy Limited

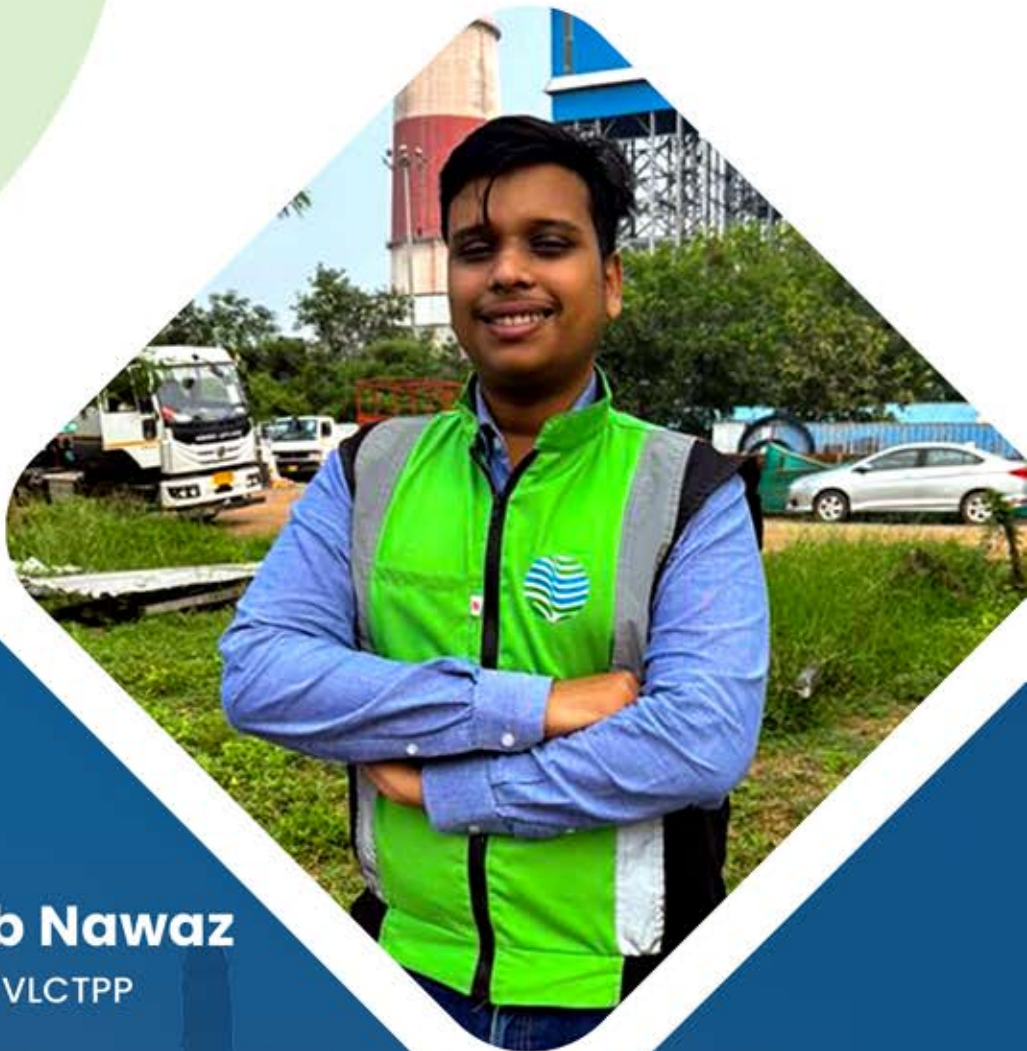
I joined Meenakshi Energy Limited in March 2025 as Business Analyst to the CEO—a role that offers young professionals a rare vantage point into leadership decision-making and large-scale business transformation. Stepping into the CEO's Office at such a pivotal time for MEL has been both a responsibility and a privilege. The role has immersed me deeply across the plant's operational, commercial, financial, and strategic layers. From understanding on-ground realities to contributing to high-stakes board-level discussions, every day has expanded my perspective and sharpened my ability to connect insights with execution. Navigating Meenakshi Energy Limited revival journey has taught me the importance of agility, structured thinking, and collaborative problem-solving in a business of this scale.

I'm thankful to Vedanta Power and Meenakshi Energy Limited for empowering me with such meaningful

With each challenge and milestone, I've gained a richer appreciation for what it takes to steer an organization forward. I'm excited to bring even stronger intent and clarity to the work ahead as I continue contributing to Meenakshi Energy Limited growth story.



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Mohammed Saqib Nawaz

Project Management Office, VLCTPP

I joined VLCTPP in 2023 as a Graduate Engineer Trainee, fresh from campus. I was fortunate to begin my career on a unique, partially constructed NCLT thermal power plant project. This experience provided me with extensive exposure—ranging from on-ground execution to a bird's-eye view of the business aspects of an operating power plant.

In 2024, I was entrusted with the opportunity to take on the PMO Athena role. This enabled me to gain hands-on experience in project planning and execution, contract management, billing processes, and strategic planning, strengthening my understanding of end-to-end project management.

I am grateful to my manager and Vedanta Power for placing their trust in me and giving me the opportunity to take on these responsibilities. Stepping out of my comfort zone has helped me grow professionally and gain valuable exposure early in my career.



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Sustainability Unplugged



We often hear ESG terms like carbon pricing, net zero, & supply-chain emissions in conversations around sustainability but what do they really mean for global trade?

Did you know that the cost of carbon is no longer limited to borders, and is now reshaping global trade?

As countries strengthen climate action, policies are evolving to ensure that emissions are accounted for not just at home, but across supply chains. One such mechanism gaining global attention is the Carbon Border Adjustment Mechanism (CBAM), a tool designed to align trade with climate responsibility and accelerate the transition to low-carbon manufacturing worldwide.

What is Carbon Border Adjustment Mechanism (CBAM)?

- ▶ CBAM is the EU's climate policy tool to put a carbon price on imported goods.
- ▶ It ensures that foreign producers meet similar emission standards as EU industries.
- ▶ The goal is to prevent 'carbon leakage' and promote cleaner global manufacturing.



Why Did the EU Introduce CBAM?

- ▶ EU industries follow strict emission rules under the EU ETS, increasing their costs.
- ▶ Without CBAM, carbon-intensive goods from lax-regulation regions become cheaper.
- ▶ CBAM was created to level the playing field and push global industries to decarbonize.

How Does CBAM Work?

- ▶ Importers must report embedded emissions for products like steel, cement, aluminum, fertilizers, and electricity.
- ▶ From 2026, they must purchase CBAM certificates based on the carbon emitted during production.
- ▶ Higher emissions = Higher cost, pushing industries toward low-carbon processes.

Impact of CBAM on Global Businesses

- ▶ Companies must improve transparency in carbon reporting and supply-chain emissions.
- ▶ Export-dependent nations face pressure to adopt cleaner technologies and
- ▶ CBAM accelerates ESG adoption, green manufacturing, and sustainable trade



Guess Watt

Q1. Which initiative at VLCTPP is designed to build a fully intelligent logbook ecosystem by integrating SCADA/PLC/DCS/OS-PI for auto-parameter capture and deviation alerts?

- A) Phase 1 of the Digital Logbook
- B) Phase 2 of the Digital Logbook
- C) Phase 3 of the Digital Logbook
- D) Night Duty Officer (NDO) Programm

Q2. On Energy Conservation Day, what AC temperature was standardised across offices as part of the collective action?

- A) 22°C
- B) 23°C
- C) 25°C
- D) 24°C

Q3. TSPL's stubble to biofuel circular economy helped cut farm fires in Mansa. How many villages reported zero farm fires?

- A) 2253
- B) 306
- C) 104
- D) 244



Q4. Which initiative at MEL focuses on building practical safety skills among its community members through regular home visits and live

- A) Safety Interaction (S.I.) Training
- B) Powered by Kindness
- C) Baking Skill Workshop
- D) Suraksha Bandhan

Think fast. Think smart.

Answer all questions correctly and be among the **Top 3 fastest responders** to earn a special shout-out in the next edition of **SEHER**.

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

But first, here's a quick **Power Flashback** from **Guess Watt** – SEHER Edition 7

1. B | 2. D | 3. D | 4. B

Applause for our top performers from the previous round!

1. Kunal, Team Member, HR & IR, TSPL
2. Archana Panigrahi, Team Member- Control & Instrumentation, MEL
3. Abinash R, HR for Business Partner, Meenakshi Energy Limited

Now gear up, stay focused, and power ahead with knowledge.



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