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SEHER

A VEDANTA POWER DIGEST





A New Chapter Begins

CEO Charts the Future of Vedanta Power

The first quarter of 2025 marked a pivotal moment for Vedanta Power, as **Mr. Rajinder Singh Ahuja stepped in as CEO**, succeeding Mr. Vibhav Agarwal. With this change in guard, a new wave of energy, vision, and strategic focus swept across the organization.

To mark his transition into leadership, Mr. Ahuja visited all three power plants - Talwandi Sabo Power Ltd. (TSPL) in Mansa, Meenakshi Energy Ltd. (MEL) in Tirupati, and Vedanta Ltd. Chhattisgarh Thermal Power Plant (VLCTPP) in Singhitarai - where he connected deeply with plant leadership, teams on the ground, and young executives shaping the future.

Throughout his tour, Mr. Ahuja emphasized the pillars of **safety, innovation, collaboration**, and a **people-first culture**. In spirited townhalls and informal engagements, he reinforced his belief that sustainable growth begins with empowered individuals, a mindset of ownership, and relentless execution. **“Happiness begins within,”** he shared, calling on employees to foster positive workplaces and strong communities.

His address to teams was not just motivational but directional, highlighting the need to harness synergies across all the plants, and drive Vedanta Power’s long-term vision of **operational excellence, sustainability, safety with care, and nation-building**.

Mr. Ahuja’s arrival heralds a new era, one that builds on strong foundations while unlocking new opportunities across Vedanta Power’s integrated portfolio.





VLCTPP Inches Closer to Full Operations with Key Milestones Achieved



March brought promising momentum at Vedanta Ltd. Chhattisgarh Thermal Power Plant (VLCTPP), as the plant took a decisive step toward full-scale operations. **Boiler Light-up** and **steam blowing activities** for the first 600 MW unit began in the month, following consent to operate from the Chhattisgarh government.

Adding to the progress, the turbine was successfully placed in Barring Gear - a critical milestone in operational readiness. With each of these steps, VLCTPP moves a few inches closer to synchronization and commercial operation, fueling optimism and energy across the team.



V-Shakti The Voice and Spirit of Vedanta Power



V-Shakti is the newly introduced **mascot** and **voice of Vedanta Power**, symbolizing our collective energy, resilience, and drive towards a sustainable and inclusive future. As the face of our values, V-Shakti will champion stories of innovation, safety, ESG excellence, and the power of people that fuel our progress.

Embodying strength and inclusivity, V-Shakti represents the vital role of women across Vedanta Power - from plant operations to leadership - driving progress in safety, sustainability, and innovation. She stands as a symbol of diversity, inspiring future generations in the energy sector.

Stay tuned to our social media channels and internal platforms as V-Shakti brings you powerful stories, interesting facts, and updates from across Vedanta Power.

Celebrating Women

Who Power Us with #ShaktiSePragati

This March, Vedanta Power turned the spotlight on its women workforce with a vibrant and heartfelt **#ShaktiSePragati** campaign. From inspiring stories and leadership takeovers to rural outreach and high-energy ground events, we honoured the women who keep the wheels of progress turning at our plants, offices, and communities.

Here's a quick look at how we celebrated the power of women across Vedanta Power:

Panel of Power: Voices That Inspire



A thought-provoking panel brought together women who are breaking the barrier and DEI champions such as **Kiran Kanojia** (India's first woman blade runner), **Zainab Patel** (DEI changemaker), and **Mandeep Merwah** (artist and biker), hosted by Lean In's **Shruti Singh**.

They shared powerful journeys of purpose and perseverance. Our CEO Mr. Rajinder Singh Ahuja and plant leaders Mr. Pankaj Sharma, Mr. G Venkat Reddy and Mr. Devendra Kumar Patel, reaffirmed their commitment to advancing women in leadership and technical roles across Vedanta Power.

Spotlighting Women Who Make It Happen



We celebrated six incredible women - Sonali Rajpurohit, Shreya Agarwal, Ragusala Shalini, and more - through a special video showcasing a day in their lives. The feature highlighted their drive, resilience, and leadership. Male colleagues also joined in, expressing their support as proud allies of women in the workplace.



Power-Packed Celebrations Across Units

Our business units went all out to honour the women on the ground:

- At **TSPL**, the Women Sherpa Leadership Program in Parwanoo saw women employees take on adventure-based learning, team challenges, and leadership workshops.



- At **MEL**, women leaders stepped into CXO roles for a day, taking key decisions and leading with purpose. The day ended with appreciation notes and eco-friendly gifts.



- At **VLCTPP**, we marked the day with a sapling plantation and a joyful township gathering. The release of colourful balloons captured the aspirations of every woman reaching for the skies.



Honouring Women at the Heart of Change

As part of a special Women's Day celebration, **over 200 rural women** from SHGs gathered in Mansa under **TSPL's Project TARA**. The event featured powerful cultural performances and dialogues on gender equity - spotlighting these women as true changemakers in their communities. Dignitaries from **Punjab State Rural Livelihood Mission (PSRLM)** and local leaders joined TSPL in applauding their pivotal role in driving grassroots transformation.





Teamwork, Wellness & Growth

Vedanta Power's HR Activities in Action

At Vedanta Power, people are at the heart of progress. From financial wellness to fitness challenges and rural adventures, the last few months were buzzing with activities that brought employees together, learning, competing, and bonding across units. Here's a snapshot of the initiatives that powered up our workplace spirit:

Financial Literacy Workshop: Securing Futures, Empowering Minds



A special Financial Wellness session was conducted across TSPL, MEL, and VLCTPP, under the V-Jagriti initiative helping over 150 employees build money-smart habits. With expert insights on saving, investing, and SEBI-approved instruments, the sessions were customized for men and women separately ensuring meaningful takeaways for all.

Vedanta Delhi Half Marathon: Running with Purpose

Employees from all three units participated in **#RunForZeroHunger** as part of VDHM 2024, collectively clocking **over 2 lakh kilometres**, translating into the same number of meals for underserved communities. Top runners were recognized for their grit and spirit:



- TSPL: Sukhwinder Singh (Sukhi), Vakeel Singh, Kuldeep Singh
- VLCTPP: Nainy Tiwari, Shrijeet, Saif Ali
- MEL: Anil Kumar P, Subramanian A, Pintu Rathore

Kinoo Picking at TSPL: A 'Fruitful' Day Out!

Bringing nature and nostalgia together, TSPL hosted a 'Kinoo Picking Day' where over 80 employees, including senior leadership, experienced rural life firsthand. The day ended with delicious Punjabi delicacies and stronger bonds, all in the spirit of wellness and team camaraderie.



Power Smash 2024: Badminton Brings the Heat!



The Power Smash Badminton Tournament at TSPL turned up the energy with singles, doubles, and mixed doubles matches. With 27 champions emerging across categories, it wasn't just about winning. It was about sweating it out, cheering loud, and coming together as one powerful team.





Safety with Care

A Culture We Live Every Day at Vedanta Power

At Vedanta Power, safety isn't just compliance, it's a way of life. Our CEO, Mr. Rajinder Singh Ahuja, often emphasizes that safety, built on care and accountability, is one of the strongest values of the Vedanta Group. Across all business units, this belief translates into action, with each employee and business partner being a key stakeholder in building a safe, resilient workplace.

Building on this foundation, the last quarter saw a series of proactive safety initiatives across our business units. From awareness drives to recognition programs, each activity was designed to embed safety deeper into our culture. A standout among these was the **54th National Safety Week**, marked with enthusiastic participation and renewed purpose across locations.

National Safety Week 2025: United in Safety, Powered by Care

Across **TSPL, MEL, and VLCTPP**, over **3,500 employees and business partners** took the **Safety Oath**, participated in quizzes, mock drills, training sessions, and health camps. Each plant showcased its dedication to safety by turning awareness into action.

- TSPL hosted firefighting drills, on-the-spot safety talks, and competitions to drive home key safety messages. COO Mr. Pankaj Sharma highlighted that safety is a value, not just a checkbox.



- MEL wrapped up the week with awareness drives, slogan contests, and a collective pledge. CEO Mr. G. Venkat Reddy personally felicitated participants, reiterating that safety is non-negotiable.

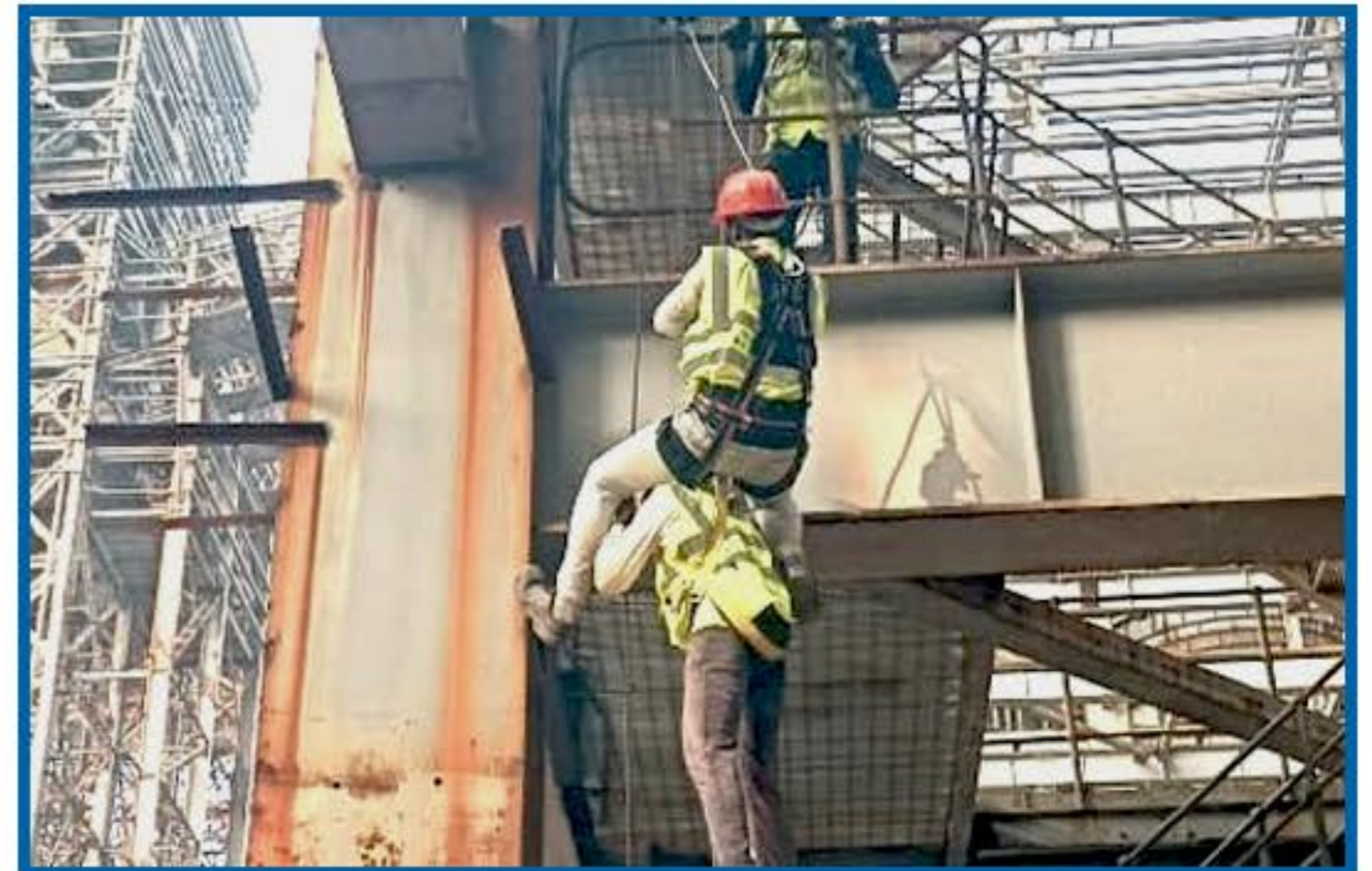




- VLCTPP witnessed an impressive participation of over 2,300 participants. The highlight of the event was the grand closing ceremony, where **214 employees were honored** for their proactive contributions to safety. COO Mr. Devendra Kumar Patel urged everyone to embed safety into everyday tasks.

Specialized Training: Raising the Bar on Safety

- At **VLCTPP**, a Scaffolding Erection & Inspection Workshop led by a safety expert from SGS India Pvt. Ltd. trained 25 workers on critical work-at-height practices, reinforcing operational excellence.



- TSPL** hosted a four-day workshop on advanced risk assessment tools like PHA, HAZID, and HAZOP, empowering employees with sharper hazard identification skills.



Safety Awareness on the Ground

- **TSPL** trained 350 shop floor employees on electrical hazard awareness, ensuring preventive action through real-time examples and demonstrations.



- At **MEL**, 200 team members joined a safety stand-down focused on equipment entanglement hazards, creating clarity on risk zones and safe practices.



Through these initiatives, Vedanta Power continues to champion a safety-first culture, one where we lead with care, we protect not just lives, but the future of energy itself.

Integrity in Action Building a Culture of Ethics at Work

An engaging Ethics Workshop, led by MAS' Apramey Saxena, brought focus to transparency and ethical decision-making at VLCTPP and MEL. The session empowered employees to **recognize integrity risks and champion a culture of trust**.

Senior leaders also reaffirmed their commitment to accountability and fairness in everyday operations. This initiative strengthens the organization's drive to embed ethics into daily work culture, ensuring that every step forward is guided by values.





From Groundwork to Growth

Vedanta Power's CSR Impact



VLCTPP to Enable 100 Nand Ghars in Sakti

As part of Vedanta's larger vision for community development, VLCTPP will support the **transformation of 100 Anganwadis** into modern Nand Ghars in Sakti district, Chhattisgarh. The initiative, led by the Anil Agarwal Foundation in collaboration with the district's Women and Child Development Department, aims to uplift early childhood care and education infrastructure across the region.



Big Hearts, Bigger Impact: TSPL Champions Talent and Compassion

At TSPL, we don't just power homes, we empower lives too! Driven by compassion and purpose, our people go the extra mile to make a meaningful difference.



A proud moment for us was supporting **Manju Rani**, a national-level athlete and Asian Games bronze medalist, with a ₹1,00,000 scholarship to fuel her sporting dreams. Her story is a testament to resilience, and we're honored to be part of her journey.

Meanwhile, TSPL employees united for a **winter clothing donation drive**, helping hundreds in nearby communities stay warm through the harsh season. It's this spirit of unity and upliftment that truly powers the soul of TSPL.



Navi Disha: Sowing Change, Reaping Progress at TSPL

At TSPL's **Navi Disha Project**, we're empowering farmers with knowledge, tools, and income opportunities to build a future that thrives on innovation and resilience. Here's how we made a difference this quarter:

- **On-Ground Guidance:** 40+ personalized farm visits helped farmers tackle pink stem borer threats in wheat and adopt integrated nutrient management for healthier, more sustainable crops.
- **New Farmer Resource Centre Launched:** A state-of-the-art centre is now up and running, stocked with advanced agri-equipment, expert literature, and essential kits to support modern farming practices.
- **Training that Transforms:** From IPM techniques to seed development and organic farming, over 500 farmers participated in village-level awareness camps led by agri-experts.
- **Mushrooming Livelihoods:** In a standout collaboration with the Directorate of Mushroom Research (ICAR), 50+ marginalized farmers were trained in mushroom cultivation. They walked away with starter kits and sprayers - ready to grow new income streams.
- **From Field to Market:** Through curated stalls at Kisan Melas and exhibitions, Navi Disha farmers showcased and sold organic produce - opening doors to local buyers, direct sales, and steady market linkages.



Project TARA: Powering Livelihoods, Enabling Women

At the heart of TSPL's community engagement lies **Project TARA** (TSPL Action for Rural Ajeevika) - an initiative focused on building sustainable livelihoods and empowering rural women to become changemakers in their communities. This quarter, TARA continued to create real impact.

- **Micro-enterprise centres established:** Two centres were set up in peripheral villages, connecting over 50 rural women to sustainable income-generating opportunities.
- **Advanced stitching training conducted:** More than 35 SHG women participated, equipping themselves with enhanced skills to scale their livelihood potential.
- **Revenue milestone achieved:** SHG women under TARA micro-enterprises generated over ₹1 lakh in income, reflecting their growing economic contribution and entrepreneurial spirit.
- **Capacity-building for women leaders:** A dedicated training session empowered the Board of TARA Unnati Producer Company with essential leadership and business skills.

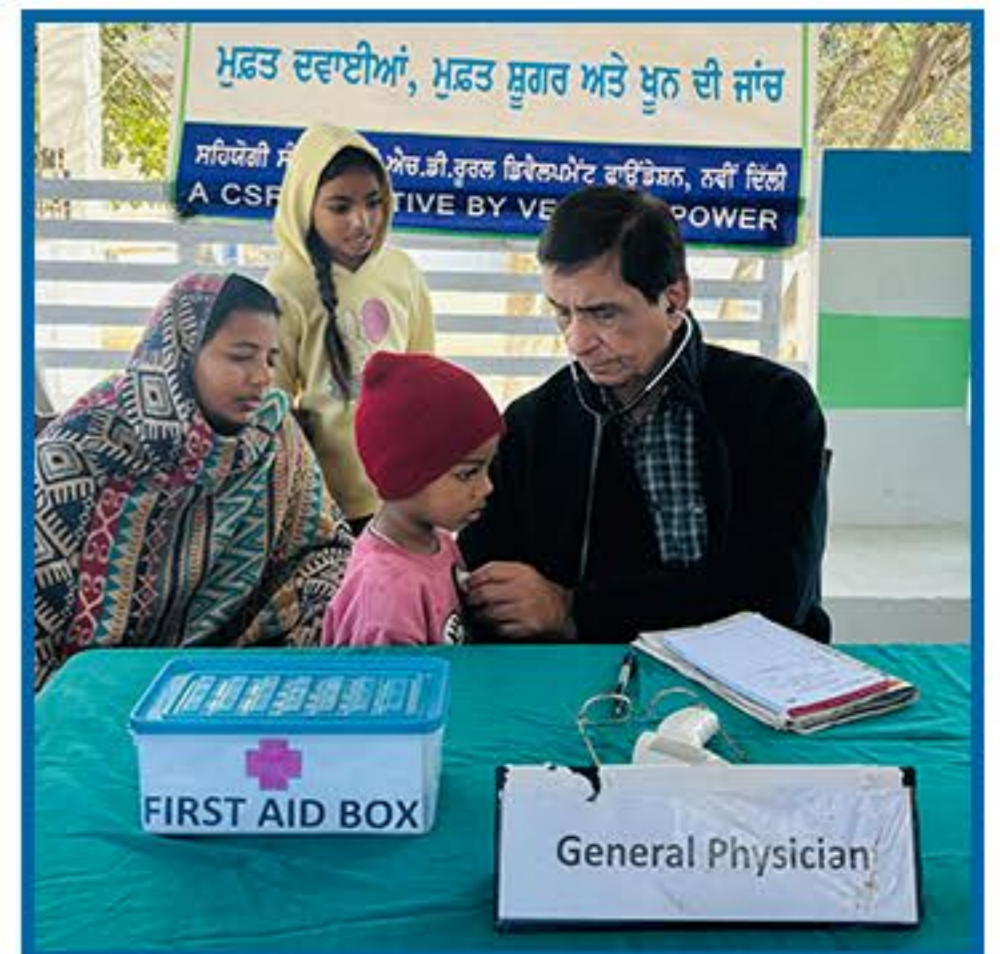




Project SEHAT: Strengthening Community Health, One Initiative at a Time

Through **Project SEHAT** (Safe and Effective Health Action by TSPL), we're bringing quality healthcare closer to underserved communities. From diagnostics to awareness, here's how TSPL made an impact this quarter:

- **Dental Services at PHC Behniwal:** Over 300 villagers received timely dental care under the SEHAT initiative, improving oral health access in remote areas.
- **Lab Diagnostic Support at Civil Hospital, Mansa:** More than 1,200 lab tests were conducted for 550+ patients by a TSPL-supported technician, bolstering diagnostic services for critical care.
- **General Health Camps Conducted:** 20 health camps reached over 2,700 patients, offering essential diagnoses and free medications to those with limited access to healthcare.
- **Specialized Eye Screening Camps:** Six camps screened 940+ patients for vision issues, with medications provided - helping improve eye care outcomes in the region.
- **Health Awareness Sessions:** ~500 students and community members were educated on key health concerns like dengue, malaria, anaemia, and malnutrition - promoting prevention and well-being.



Project Gram Nirman: Building Stronger, Smarter Villages

Through **Project Gram Nirman**, TSPL is investing in rural infrastructure that uplifts communities and enhances everyday life. From lighting up streets to creating vibrant public spaces, here's how we're making a difference:

- **Solar Streetlights for Safer Villages:** 40 solar-powered streetlights were installed across five villages, improving visibility and safety while promoting clean energy.
- **Community Rest Shed in Punjab's Raipur:** A new gathering space was built, offering villagers a sheltered area for social interactions, rest, and shared moments.
- **Concrete Benches in 10 Villages:** 180 benches were set up to provide comfortable seating in public areas, especially aiding senior citizens and daily visitors.
- **Chehlanwali Public Restroom & Park Makeover:** A new restroom was constructed to boost sanitation, while the community park was renovated into a refreshed space for leisure and recreation.
- **Sports Stadium Revamp at Talwandi Aklian:** The village stadium underwent major upgrades including new interlock tiles (6,500 sq ft), court painting, and shed improvements - reigniting local sports enthusiasm.



MEL Champions Compassion with #WaterBowlChallenge



On **World Water Day**, MEL led the **#WaterBowlChallenge** - mobilizing employees and students to paint and place water bowls for stray animals and birds. Guided by CEO Mr. G. Venkat Reddy, the initiative blended awareness sessions, quizzes, and creative expression to drive home the message of conservation and care. A small act, making a big difference.

Digital Skills for a Brighter Tomorrow

Under TSPL's Computer Literacy Program, **41 students completed a 6-month Diploma in Computer Applications** - equipping rural youth with essential digital skills and boosting their employability.



Stronger, Safer, Smarter: MEL's Commitment to Girl Empowerment

At MEL, we're empowering girls with the skills and confidence to stay safe and strong. JSOT Muskan Kataria led a self-defense session for 50 girls at ZPPPS Varagalli High School and also trained MEL's women employees during **National Self-Defense Month** - promoting safety and inclusion both in our workplace and beyond.

Meanwhile, over 70 students at Mommidi High School participated in a hands-on safety awareness program, complete with drills, creative activities, and engaging discussions.

Through these initiatives, MEL is nurturing a culture of resilience, awareness, and empowerment in every corner of our community.





Healing Hands, Lasting Impact: VLCTPP's Health Outreach



VLCTPP organized health camps in Nimohi & Odekeria villages, delivering essential **medical care** to 214 residents. The initiative was warmly welcomed by community leaders, who voiced their appreciation and hope for continued support in strengthening local healthcare access.



Wall of Fame



Chairman's Quarterly Award - Q3 FY'25

TSPL bagged top honors for Best Business Performance, showcasing excellence in operations, efficiency, and growth.



Best CSR Practices – Punjab Leadership Award 2025

TSPL was recognized for transforming over 50,000 lives through impactful initiatives in education, healthcare, and livelihoods.



Fly Ash Utilisation Award 2025

TSPL was honored by Mission Energy Foundation for sustainable fly ash management in the 1500MW+ (Private - Northern Region) category.



Abdus Sattar, Deputy Head - CSR, TSPL, recognized with Chairman Award for Q3 FY'25 for actioning CSR efforts to prevent **stubble burning** across **20,000+ acres** in Mansa - curbing **11.68 lakh MT of CO₂ emissions!**



Kapil Lalwani, Lead-Taxation & Compliance, VLCTPP has been honoured with the **BU COO Award** and **Soham Das**, Lead- Contract & Import Sourcing, VLCTPP has received the **Quarterly Achievement Award** for Q3, FY25!



Their exceptional dedication, outstanding skills and relentless pursuit of excellence have truly set a remarkable benchmark.



Powering Potential

Voices from the Next Generation of Engineers

Six months in, our Graduate Engineer Trainees are already making a mark. From operations to regulatory affairs, here's how they're learning, growing, and powering progress across our plants.

“Working as a GET at TSPL has been a valuable learning experience. Transitioning from MNNIT Allahabad to a leading company like Vedanta Power has given me hands-on exposure to plant operations and maintenance. My role involves responsibility and accountability, allowing me to contribute to operational improvements.

The collaborative environment encourages continuous learning and broadens my technical and business knowledge. Every day presented me with new challenges, emphasizing problem-solving and teamwork.

I'm proud to be part of a team that drives success while promoting sustainable growth, and I look forward to growing with the organization.”

- **Anoushka Arya**

Graduate Engineer Trainee, Turbine Maintenance, TSPL



“Joining VLCTPP as a GET has been an enriching and transformative experience. Transitioning from the academic environment of BIT Sindri to a large-scale power project has provided me with invaluable hands-on exposure. From civil construction and site supervision to quality control, every aspect of my role has deepened my technical expertise and problem-solving abilities.

Being actively involved in the commissioning of Unit 1 of 600MW and managing the ash dyke have sharpened my analytical and operational skills. Overcoming challenges in a remote location has enhanced my adaptability and teamwork, fostering resilience

Beyond technical work, I've contributed to key initiatives, joining CSR and POSH committees, and attending a Capacity Building Workshop on vehicle-pedestrian interaction. These roles have sharpened my leadership and collaboration skills, enriching my journey.

I am privileged to contribute to this vital infrastructure project and eager to grow with the organization, ensuring efficient and sustainable development.

- **Kannu Priya**

Graduate Engineer Trainee, Civil, VLCTPP



“From the moment I stepped into MEL in Regulatory & Power Sales, I knew I was in for a challenging yet rewarding journey. Moving from NIT Silchar to a leading company like Vedanta Power has been a dream come true!

My journey at MEL has been a steep learning curve, and I'm loving every bit of it! As I dive deeper into the world of regulatory affairs and power sales, I'm struck by the complexity and nuance of the energy sector. From preparing tariff submissions to ensuring compliance with regulatory guidelines, every task is a new challenge. I'm also responsible for participating in contract negotiations and market assessments, which has helped me expand my knowledge in both technical and commercial aspects of the energy sector.

At MEL, collaboration and continuous learning are integral to our culture. My colleagues readily share expertise and support, fostering creative problem-solving and innovative solutions in every project

I have deepened my technical expertise and sharpened my business acumen, and I am excited to continue developing my skills and contributing to the company's ongoing success.

- **Anuhya Vaddineni**

Graduate Engineer Trainee in Regulatory & Power Sales, MEL



Sustainability Unplugged



You've probably heard people drop the terms *Carbon Neutral* and *Net Zero* like they're twins. But here's the thing! While they might sound similar, they're definitely not the same. And if you're serious about sustainability (like we are at Vedanta Power), it's important to know the difference.

Let's break it down for you:

NET ZERO: *Reduce first, offset what's left!*

- Targets **all greenhouse gases**, not just CO₂ - like methane and nitrous oxide - to be reduced to as close to zero.
- Demands **major systemic changes** - adopting energy efficiency, green tech, renewables.
- Offsets are a **last resort**, cutting emission is the main plan.

CARBON NEUTRAL: *Offset now, reduce later!*

- Focuses on **balancing out CO₂ emissions**, often with equivalent removal or offset.
- Achieved through **carbon credits, reforestation projects, or renewable energy investments**.
- Think of it as covering your tracks rather than shrinking your footprint.

So next time you hear someone use these terms like they're interchangeable... now you know better.



Q1. What was the name of the mascot of Vedanta Power?

- A) Shakti se Pragati
- B) V-Shakti
- C) Breaking the Barrier
- D) Pragati ki Pehchaan

Q2. Which Asian Games bronze medalist did TSPL support with a ₹1,00,000 scholarship to fuel her sporting journey?

- A) Hima Das
- B) Dutee Chand
- C) Manju Rani
- D) Annu Rani

Q3. How many Nand Ghars will VLCTPP support in Sakti District?

- A) 250
- B) 80
- C) 392
- D) 100

Q4. Name the top runner from MEL who contributed to VDHM 2024.

- A) Sukhwinder Singh
- B) Anil Kumar P
- C) Nainy Tiwari
- D) Saif Ali

Answer all questions correctly and the 4 fastest fingers will earn a special mention in the next edition of SEHER!

Think you've got what it takes?

Mail the response on: power.communications@vedanta.co.in