



COMMUNITY DEVELOPMENT FRAMEWORK

Context

KVGGN Synergy Private Limited is a renewable energy company primarily focused on the wind and solar sectors, with the objective of developing greenfield wind and solar farms and acquiring existing assets in underserved and underdeveloped regions of India. A central aspect of KVGGN Synergy's strategy is the promotion of skill development, employment, and entrepreneurship opportunities within local communities. This focus is especially targeted at women, youth, marginalized groups, and individuals with disabilities.

This strategy is closely aligned with the company's commitment to supporting a just transition to low-carbon power generation. By creating sustainable job opportunities and fostering local economic growth, KVGGN Synergy aims to ensure that the benefits of renewable energy projects are widely shared, contributing to both environmental and social sustainability in the regions it serves.

Objectives

KVGGN Synergy Private Limited is committed to conducting a comprehensive community needs assessment at each project location, which will inform the development and implementation of a tailored community development plan. In line with the company's strategic objectives, the plan will prioritize the following key areas:

a) **Access to Clean Energy:** Ensuring that marginalized groups, whether by income, gender, or social class—within the project's surrounding area have access to clean and sustainable energy solutions.

b) **Skill Development and Economic Empowerment:** Providing training, employment, and entrepreneurship opportunities to local communities, with a particular emphasis on women, youth, and other underserved groups.

In instances where community needs assessments identify additional areas of intervention beyond energy access and skills development, KVGGN Synergy may consider addressing these needs in parallel or as supplements to the core objectives.

This approach ensures that the company's development efforts are not only aligned with global sustainability goals but also responsive to the specific needs and challenges faced by local communities.

Energy Access

By providing clean, decentralized energy solutions such as solar lanterns, rooftop photovoltaic systems, and biogas technologies, KVGGN Synergy aims to address the energy access gap faced by communities residing around large utility-scale power projects. These communities often lack reliable electricity and are forced to depend on kerosene or firewood for lighting, cooking, and other essential daily activities.

Through its technical expertise and business capabilities, KVGGN Synergy is dedicated to fostering sustainable development outcomes. By improving energy access, the company will contribute to enhancing key areas such as education, livelihoods, healthcare, and overall community well-being. This approach not only promotes environmental sustainability but also empowers local populations, facilitating long-term social and economic progress.

Skills Training

A 2016 report by the Natural Resources Défense Council (NRDC) highlighted the availability of appropriately skilled manpower as one of the key challenges facing wind and solar companies in India. The lack of proximity to adequate training institutes and the subpar quality of existing training programs exacerbates this issue, particularly for employers in the wind and solar sectors.

According to the NRDC analysis, in addition to highly skilled professionals required for roles such as engineering design, business development, and performance monitoring, India will need approximately 624,600 semi-skilled and low-skilled technicians to meet the demand for construction and installation. Furthermore, an additional 182,400 workers will be needed to support various other operational roles within the wind and solar industry. This skills gap poses a significant barrier to scaling up India's renewable energy capacity and achieving its clean energy goals.

Addressing this challenge through targeted training and capacity-building initiatives is essential for the sustainable growth of the wind and solar industry and for ensuring that the workforce is equipped to meet the demands of the sector.

To meet the targets outlined by the National Solar Mission, which require significant expansion of solar rooftop and utility-scale projects, the NRDC report indicates that by 2022, approximately 182,400 workers will be needed to perform low-skill operation and maintenance tasks. This demand highlights a critical skills gap that must be addressed to ensure the successful deployment and upkeep of solar infrastructure in India.

Given this business imperative and KVGGN Synergy's commitment to providing employment opportunities for local communities, the company is positioned to make a meaningful impact by collaborating with existing institutes and training providers. The goal is to build a skilled workforce capable of supporting both KVGGN Synergy's projects and other regional stakeholders in the renewable energy sector.

In this context, KVGGN Synergy will explore the development of targeted training programs to equip individuals with the necessary skills for various semi-skilled and low-skilled roles. These include:

- Electrical Technicians
- Mechanical Technicians
- Plumbers
- Carpenters
- Construction Laborers
- PV Installers
- Security Personnel
- Operation, Maintenance, and Equipment Management
- Technical Management for Grid Integration

By investing in these training programs, KVGGN Synergy aims to not only address the urgent need for skilled labors within the solar sector but also contribute to local economic development by creating employment opportunities in the communities where it operates. This initiative will enhance both the sustainability of the company's projects and the broader renewable energy industry in India.

<p>Location</p>	<p>KVGGN Synergy Private Limited is committed to implementing its community development programs in regions surrounding its operational areas, with a focus on fostering sustainable development and empowering local communities. All community development plans will be thoroughly reviewed and approved by the Environment, Social, and Corporate Social Responsibility (ESCSR) Committee to ensure alignment with the company’s strategic objectives and social impact goals.</p> <p>The priority regions for these initiatives include:</p> <p>India:</p> <ul style="list-style-type: none"> • Gujarat • Rajasthan • Madhya Pradesh • Uttar Pradesh • Bihar • Andhra Pradesh • Tamil Nadu • Maharashtra <p>These regions, characterized by diverse social and economic landscapes, will benefit from targeted community development efforts aimed at improving access to clean energy, education, healthcare, and employment opportunities. The company’s approach will be tailored to the specific needs of each locality, ensuring that the interventions are both impactful and sustainable. Through these initiatives, KVGGN Synergy aims to foster long-term positive change for local communities while contributing to regional and national development goals.</p>
<p>Partnerships and Collaboration</p>	<p>KVGGN Synergy Private Limited will collaborate with relevant government organizations, NGOs, and other civil society groups to ensure the effective and meaningful implementation of its community development programs. These partnerships will provide valuable expertise and resources to ensure that the initiatives are impactful and sustainable.</p> <p>Potential partners may include:</p> <ul style="list-style-type: none"> • Credible Technical Providers: Corporate partners accredited by national skill development bodies, including those involved in large-scale skill development projects and initiatives focused on renewable energy training. These technical providers will play a critical role in delivering quality skill development and training programs for local communities.

- **Government Entities:** National and regional bodies responsible for promoting skill development and renewable energy initiatives, including those focused on women's entrepreneurship in renewable energy, green jobs, and technical training institutes. These organizations will support the development of relevant training programs and capacity-building efforts to address the skills gap in the renewable energy sector.

Through these strategic collaborations, KVGGN Synergy aims to create a skilled workforce capable of supporting the growth of the renewable energy sector, while also contributing to broader social and economic development goals.

Implementation

At the Project/Asset level, during the planning and regulatory clearance phase, a comprehensive community needs assessment will be conducted to identify the most relevant programs and interventions.

The subsequent steps will include:

- **Selection of Implementing Partners/Agencies:** Partners and agencies will be chosen based on their alignment with KVGGN Synergy's objectives and commitments (refer to the partnership section above).
- **Design of CDP Project Structure and Budget:** A detailed project structure and budget will be developed and submitted for approval by the ESCSR Committee.
- **Project Implementation:** Upon approval, the project will be executed as planned.
- **Monitoring of Project Activities:** Ongoing monitoring will be conducted to ensure project activities are progressing as intended.
- **Project Handover:** Once the project has achieved self-sustainability, it will be formally handed over to the community for continued operation and management.

Kunal Kishore

(MD & Co-Founder)