



Steel Exchange India Limited

Regd. Office : D.No:1-65/K/60, Plot No:60, Abhis Hiranya, 1ST Floor, Kavuri Hills, Hyderabad- 81^{TS}.

Phone: +91-40-23403725, 23413267, 40033501

Corp. Office : Block-A, Green City Towers, Green City, Vadlapudi , Visakhapatnam-530049, A.P

Phone: +91-891-2587175, 2749215, www.seil.co.in, **E-mail** : info@seil.co.in

GSTIN : 36AABCP9362L1ZX & 37AABCP9362L1ZV

CIN : L74100TG1999PLC031191

September 05, 2024

To
The Manager,
Department of Corporate Services,
BSE Limited
P.J. Towers, Dalal Street,
Port, Mumbai – 400001

To
The Manager,
Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai – 400051

Scrip Code: 534748

Scrip Code: STEELXIND

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year ended 31st March, 2024.

Pursuant to provisions of Regulation 34 and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for FY 2023-24.

This is for your information and records.

Kindly acknowledge receipt.

Thanking You,

For **Steel Exchange India Limited**

Raveendra Babu M

Company Secretary & Compliance Officer

M.No: A34409

Encl: Business Responsibility and Sustainability Report for FY 2023-24

WORKS

Integrated Steel Plant : Sreerampuram, L.Kota Mandal, Vizianagaram District-535161. Phone : +91 - 8966-267218, 267111

Power Plant & SMS : Opp. Mandapalli New Bridge, Kothapeta, East Godavari District-533223.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE
I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Company	L74100TG1999PLC031191
2	Name of the Company	STEEL EXCHANGE INDIA LIMITED
3	Year of incorporation	1999
4	Registered office address	D.NO:1-65/K/60, Plot No:60 Abhis Hiranya, 1ST Floor, Kavuri Hills, NA Hyderabad TG 500081
5	Corporate office address	Block-A, Greencity, Near Apparel Export Park, Pakheertakiya Visakhapatnam AP 530046
6	E-mail ID	CSRAVINDRA.SEIL@GMAIL.COM
7	Telephone	+91-40-23403725 / 23413267
8	Website	https://www.seil.co.in/
9	Financial year for which reporting is being done	1st April 2023 to 31st March 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and the BSE Limited (BSE)
11	Paid-up Capital	INR1,19,76,33,270/-
12	Name and contact details of the person who may be contacted in case of any queries on the Business Responsibility and Sustainability Report (BRSR)	
	Name of the Person	Mr. Raveendra Babu M (Company Secretary & Compliance Officer)
	Telephone	+91-40-23403725 / 23413267
	Email address	cs@seil.co.in
13	Reporting Boundary	
	Type of Reporting (Standalone / Consolidated)	Disclosures made in this report are on a standalone basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Product/Services:

16	Details of business activities (Accounting for 90% of the turnover)	S.No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Metal and metal products	88.40%
		2	Trading	Metal and metal products	8.93%
17	Products/Services sold by the Company (Accounting for 90% of the entity's Turnover)	S.No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Sale of Steel	2410	97.33%

III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	2	2	4
		International	-	-	-

19	Market served by the entity	Locations	Numbers
	No. of Locations	National (No. of States)	2
		International (No. of Countries)	Nil
	What is the contribution of exports as a percentage of the total turnover of the entity?	NA	
A brief on type of Customers	Steel Exchange India Limited serves a diverse range of customers across various sectors. The customer base includes but is not limited to: Wholesalers, Traders, End Consumers, Institutions, Government Departments, B2B Customers, Online Market Place etc.		

IV. Employees

20. Details as at the end of financial year 2023-24:						
S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees (including differently abled)						
Employees						
1	Permanent (A)	222	215	96.84	7	3.15
2	Other than Permanent (B)	258	258	100	0	0
3	Total (A+B)	480	473	98.54	7	1.45
Workers (including differently abled):						
Workers						
1	Permanent (E)	312	308	98.71	4	1.28
2	Other than Permanent (F)	262	255	97.32	7	2.67
3	Total (E+F)	574	563	98.08	11	1.91
Differently abled Employees						
Employees						
1	Permanent	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent	NIL	NIL	NIL	NIL	NIL
3	Total nil	NIL	NIL	NIL	NIL	NIL

Differently abled Workers:						
Workers						
1	Permanent	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent	NIL	NIL	NIL	NIL	NIL
3	Total	NIL	NIL	NIL	NIL	NIL

21. Participation/Inclusion/Representation of women				
S.No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	13	2	15.38%
2	Key Management Personnel *	3	0	0%

* KMPs include Chief Financial Officer and Company Secretary

22. Turnover rate for permanent employees and workers									
Category	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.72	0.08	7.80	12.35	0	12.35	8.37	0	8.37
Permanent Workers	2.80	0	2.80	8.75	0	8.75	4.63	20	24.63

NOTE:

Turnover rate= No. of persons who have left the employment of the entity in the FY *100) / Average no. of persons employed in the category.

Average number of persons employed in a category shall be calculated as (Persons employed in the category at the beginning of FY + Persons employed in the category at the end of FY) / 2.

Employee turnover is a crucial metric for measuring the performance of human resources departments or human resource management apps.

High turnover means that many people are leaving the company, while low turnover means that people tend to stay in their jobs longer. The employee turnover rate is a way to measure how often employees leave a company and are replaced by new ones.

Analyzing turnover rates can help organizations identify areas for improvement in terms of employee engagement, retention strategies, and overall workplace culture. It can also be used to compare turnover rates within different departments or industries, providing insights into the relative health and stability of different work environments.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23	(a) Names of holding / subsidiary / associate companies / joint ventures	S.No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a Holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
NA						

VI. CSR Details:

24	a. Whether CSR is applicable as per the provision of Section 135 of Companies Act, 2013:	Yes
	Turnover (in INR crore)	1089.17 Cr.
	Net worth (in INR crore)	378.00 Cr.



Simhadri TMT

VII. Transparency and Disclosures Compliances

25	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
		Communities	Yes, there is a dedicated email id for the communities to communicate their grievances. cs@seil.co.in	Nil	Nil	NA	Nil	Nil	NA
		Investors (other than shareholders)	Yes, Investors can write about their grievances to the Compliance Officer of the Company at cs@seil.co.in and there is webpage for investor contacts. https://seil.co.in/investor/invcontact	Nil	Nil	NA	Nil	Nil	NA
		Shareholders	Yes, Shareholders can raise their grievances through the SEBI Scores portal and through BSE/NSE	10	Nil	All the complaints were resolved satisfactorily	9	Nil	All the complaints were resolved satisfactorily
		Employees and workers	Yes, Internal employee grievance mechanism is in place. Grievances are resolved on a monthly basis through an HR Help Desk.	Nil	Nil	NA	Nil	Nil	NA
		Customers	Yes, SEIL has a robust grievance redressal mechanism wherein a team of experts will receive, study and dispose complainant and take corrective actions to prevent similar occurrences in the future. cs@seil.co.in	Nil	Nil	Nil	Nil	Nil	Nil
		Value Chain Partners	Yes, Our value chain partners can contact the procurement team, Quality & Assurance team or Product development team in case of any issue/grievances.	Nil	Nil	NA	Nil	Nil	NA

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Greenhouse Gas Emissions & Climate Change Management	Risk & Opportunity	A significant part of SEIL production is through the blast furnace route, which is an emission intensive process and contributes towards global warming.	SEIL is trying to set up targets to treat the emissions in a much responsible manner and transition to low carbon steelmaking is critical for the long-term success of the Company. SEIL also aims to maximize the amount of scrap charged into its existing blast furnace based steelmaking operations	Both Negative & Positive based on treatment
2	Energy Management	Opportunity	Production of steel is a highly energy intensive process and consumes a large quantity of energy from multiple sources: coal, natural Gas, electricity and other fossil fuel.	We are striving to reducing our energy footprint by embracing energy-efficient technologies. Moreover, we are proactively trying to integrate renewable energy sources into our energy mix and contribute to a greener and more sustainable world.	Positive
3	Water Consumption and Effluent Discharge	Risk	SEIL utilises a large quantity of water in its processes and draws this water from multiple sources.	Minimizing withdrawal of fresh water from rivers by maximising the recycling of treated waste effluents within the plant by setting up effluent treatment plants.	Negative
4	Circular Economy	Opportunity	Steel as a material lends itself to circularity and is recyclable as ferrous scrap to produce new steel. Steel produced through recycling has a significantly lower carbon footprint, as opposed to producing primary steel by reducing iron ore.	SEIL aims to maximize the amount of scrap charged into its existing blast furnace based steelmaking operations	Positive

5	Employee & Workforce Engagement, Wellbeing	Opportunity	SEIL believes that Employee Well-being and Development creates a healthy company culture, better employee satisfaction and higher employee engagement and therefore, helps attract and retain talent. The Company's ability to attract and retain talent provides the Company with a competent and experienced workforce and reduces recruitment costs for the Company. A high quality and motivated workforce is critical for company sustainability.	We adopt best practices to ensure healthy employee relations, employee growth and development as well as work satisfaction. We have strived to build caring and collaborative relationships based on trust and mutual respect, paving the way for a respectful workplace for all.	Positive
6	Occupational Health & Safety	Risk	Ensuring the safety of its employees, contract workers and communities is critical for continued regulatory and social license to operate, especially considering process related hazard in steelwork. In case safety related processes or performance of the Company is deemed inadequate, or in case of a significant safety incident, prohibition order from the government may also lead to partial closure of the plant.	We endeavour to achieve the objective of safety and health responsibilities through a robust safety management system framework and a sound safety governance structure.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

- P1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
- P2: Businesses should provide goods and service in a manner that is sustainable and safe
- P3: Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4: Businesses should respect the interests of and be responsive to all its stakeholders
- P5: Businesses should respect and promote human rights
- P6: Businesses should respect and make efforts to protect and restore the environment
- P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8: Businesses should promote inclusive growth and equitable development
- P9: Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Our policies are available at https://seil.co.in/governance/policy .								
2	Whether the entity has translated the policy into procedures. (Yes / No)	The Company has translated the policies and incorporated the principles in its processes and procedures, as applicable.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company is in the process of documenting a Supplier's / Vendor's Code of Conduct that will largely cover the abovementioned principles, and the Company expects its suppliers/vendors to follow the same								
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO: 14001:2015-Environmental Management System ISO: 45001:2018-Occupational Health & Safety Management System ISO 9001:2015-Quality Management System BIS Certification								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of setting up specific goals and targets with defined timelines.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

Governance, Leadership and Oversight																				
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements Mr. Satish Kumar Bandi (Chairman & Managing Director) As a value-driven and ethical organization, the Company is dedicated to embedding Environmental, Social, and Governance (ESG) principles into its operations, with a focus on enhancing the lives of the communities it serves. The Company is also committed to reducing its carbon footprint, actively exploring green energy solutions, and securing carbon credits to support its sustainability goals.																			
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).			Mr. Satish Kumar Bandi (Chairman & Managing Director)																
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.			Yes, the Board of Steel Exchange has constituted various Board committees, which are responsible for and have a remit over key sustainability related policies of Steel Exchange, as below: The Corporate Social Responsibility Committee. The Stakeholder Relationship Committee. The Risk Management Committee. Health, Safety, CSR, Sustainability and Environment related aspects are overseen by various committees of the board. The senior leadership team is responsible for implementing sustainable business initiatives based on the committee's strategy. The committee meets as and when required to evaluate the company's ESG performance.																
10. Details of Review of NGRBCs by the Company:																				
Subject for Review			Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee							Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action			Policies, wherever stated, have been approved by the Board / Senior Management. Policies are reviewed as and when required.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances			The Company is in compliance with all the statutory laws and regulations as applicable. Further, the compliance monitoring is done regularly.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency											P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
											No, however, the Managing director along with the board evaluates the implementation of the policies. Policies are reviewed at periodic intervals depending on the statutory requirements or on need basis.									
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																				
Not applicable since the policies and procedures of the Company cover all principles of NGRBCs																				

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS
1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	During the reporting year, the company presented a note on Business, strategy, risk and update of laws.	100%
Key Management Personnel			
Employees other than BODs and KMPs	12	Communication and listening Workshop on Major Accidents and Hazards Control, Employee health and safety – Fire safety, electrical safety, etc. POSH (Prevention of Sexual Harassment) Enhancing safety through effective leadership Cyber Security Business Principles for Responsible Organization Code of Conduct and principles of Corporate Governance	79%
Workers	4	On the job trainings and Health and Safety Training are mandatory. No special trainings	100%

2. Details of fines / penalties / punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P1, P4 and P7	BSE Limited	36,850	The Financial Results for the quarter/half year ended September 2023, submitted by the Company to the Exchange does not contain the line items required to be given as per Regulation 52(4) of SEBI LODR viz., outstanding redeemable preference shares and capital redemption reserve / debenture redemption reserve	NO
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			Nil	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes.

- SEIL's Establishes zero tolerance towards bribery and corruption. It applies to all stakeholders associated with SEIL. Key Definitions Includes bribes, facilitation payments, and government officials and Framework of the Policy Prohibits bribery, gifts. However, Reasonable and appropriate hospitality is not prohibited.
- SEIL shall maintain internal controls to prevent and detect potential violations of this Policy or of applicable laws and the existing Policy Encourages reporting of non-compliance with confidentiality. The policy is available at <https://seil.co.in/governance/policy>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

Topic	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	55	38

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	Purchases from trading houses as % of total purchases	84%	91%
	Number of trading houses where purchases are made from	61	75
	Purchases from top 10 trading houses as % of total purchases from trading houses	84.49	75.83
Concentration of Sales	Sales to dealers / distributors as % of total sales	68.76	81.55
	Number of dealers / distributors to whom sales are made	36	54
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	96.07	68.04
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	4.30	12.85
	Sales (Sales to related parties / Total Sales)	8.28	7.76
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	Investments (Investments in related parties / Total Investments made)	NIL	NIL

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe
ESSENTIAL INDICATORS

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Type	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	-
Capital Expenditure (CAPEX)	-	-	-

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

The steel industry is one of the largest carbon emitters globally, and while research and development efforts are underway to decarbonize the steelmaking process, these technologies have not yet matured for large-scale commercial operations. Given this, sustainably sourcing input raw materials, which are major contributors to carbon emissions, remains a significant challenge. Despite this, the Company is underway and collaborating with selected suppliers to ensure sustainable sourcing of key input materials.

- b. **If yes, what percentage of inputs were sourced sustainably?**

Zero. The Company is in the process of setting up mechanisms to follow and track this data digitally.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Steel has a very long service life before it needs to be recycled. End-of-life steel or scrap steel is not considered as waste product by the Company, instead used as input product by remelting. The Company is committed to circularity and reuses scrap generated during the production process. Further the steel slag generated during the production is sold to cement manufacturers which helps in reducing the emission intensity of cement production.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not applicable

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains
ESSENTIAL INDICATORS
1. a. Details of measures for the well-being of employees:

Category	Total (A)	Health & Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent									
Male	215	215	100	Benefits are given as applicable		Benefits are given as applicable		-	-
Female	7	7	100					-	-
Total	222	222	100					-	-
Other than Permanent (Contractual)									
Male	258	258	100	Benefits are given as applicable		Benefits are given as applicable		-	-
Female	0	0	0					-	-
Total	258	258	100					-	-

b. Details of measures for the well-being of workers:

Category	Total (A)	Health & Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	No.	%	Number (B)	% (B / A)
Permanent									
Male	308	308	100	Benefits are given as applicable		Benefits are given as applicable		-	-
Female	4	4	100					-	-
Total	312	312	100					-	-
Other than Permanent (Contractual)									
Male	255	255	100	Benefits are given as applicable		Benefits are given as applicable		-	-
Female	7	7	100					-	-
Total	262	262	100					-	-

Note: Around 588 Employees and workers are covered under ESIC. Rest of the employees are covered under Workmen Compensation Policy.

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.03%	0.03%

2. Details of retirement benefits, for Current FY and Previous Financial Year:

Sr.No.	Benefits	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	96.39	100	Yes	96	100	Yes
2	Gratuity	100	100	N/A	100	100	NA
3	ESI	31	60	Yes	41	63	Yes
4	Others – please specify	-	-		-	-	-

3. **Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Currently, the company does not have any differently-abled employees; however, we are open to and welcome such employment opportunities in the future. The Company's various locations, including the offices / premises have been equipped with lifts and handrails for stairwells to facilitate the movement of differently abled individuals. Thus, Company's premises has been made access friendly.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

The company is in the process of developing a policy and establishing clear standards to ensure equal opportunities for differently-abled individuals. This policy will be finalized shortly in accordance with the Rights of Persons with Disabilities Act, 2016.

5. **Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The company has an Employees Grievance Redressal Mechanism in place internally available to all employees and workers. An employee may face any problem or has concern about his/her work, working environment, or working relationships that he/she wish to raise with someone in the organization. The Company encourages free communication between the employee and the Supervisor / Manager / Head of Function to ensure such problems and concerns can be resolved in the quickest and fairest possible way and at the lowest possible level within the organization. The mechanism has 3 stages of escalation and grievance raised is treated in the strictest of confidence.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	Simhadri TMT			Nil		
Female						
Others						
Total						
Permanent Workers						
Male	Nil			Nil		
Female						
Others						
Total						

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current FY)					FY 2022-23 (Previous FY)				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & Safety measures		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	215	135	62.79	34	15.81	202	120	59.4	32	15.84
Female	7	2	28.57	0	0	8	2	25	0	0
Total	222	137	61.71	34	15.81	210	122	58.10	32	15.23
Workers										
Male	308	223	72.40	63	20.45	312	227	72.75	70	22.43
Female	4	4	100	0	0	4	4	100	0	0
Total	312	228	73.07	63	20.19	316	231	73.10	70	22.15

9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Employees						
Male	215	215	100	202	202	100
Female	7	7	100	8	8	100
Total	222	222	100	210	210	100
Workers						
Male	308	308	100	312	312	100
Female	4	4	100	4	4	100
Total	312	312	100	316	316	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	YES. Company as also obtained certification of ISO: 45001:2018-Occupational Health & Safety Management System.
a.1What is the coverage of such system?	All employees and workers
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Check lists, SOPs, work permit systems, LOTO system, onsite emergency plane, safety audits, regular safety committee meetings are some of the processes to identify work related hazards. HAZOP study and risk assessment of the plant is also conducted.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NO	NO
	Workers	8.08	6.87
Total recordable work-related injuries	Employees	0	0
	Workers	6	5
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

To ensure a safe and healthy workplace, daily safety talks before the start of the routine activities are conducted. 'Toolbox Talk' on various safety topics of daily importance is organized by Shop Engineers / Shift In-charge to sensitize workers about workplace safety. Unit wise fire safety members called as 'crew team members' are aligned along with fire extinguisher attached to them. There is more than required stored water for fire prevention. We conduct regular trainings on good health and safety practices as well.

Safety audits are conducted regularly to ensure everything is in compliance. There is full compliance of OS&H (Occupational Safety and Health) and related applicable legal requirements and other requirements.

13. Number of Complaints on the following made by employees and workers:

Topic	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

We believe that Safety & Health of the workforce is fundamental to the creation of sustained business value. The Board has an oversight on health and safety initiatives. SEIL aims to become an extraordinary and safe place when it comes to health and safety.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

SEIL has mapped its internal and external stakeholders and based on the valuation provided in the value chain and relevance for the organization, the major/ key categories include:

- Investors
- Shareholders
- Employees
- Customers
- Community organizations/ NGOs
- Vendors / Suppliers / Contractors of goods and services
- Distributors & dealers
- Government & Regulatory Authority

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	Website, Shareholder Meetings, Email, Central Telephone Number, Notice, Newspaper	Quarterly	<ul style="list-style-type: none"> • Awareness (Q&A) session on performance and results of the company • Annual General Meeting
Investor	No	Meeting, Notice, Newspaper, Email, Website	Regularly	<ul style="list-style-type: none"> • Resolve any queries received from investors. • Showcase an overview of SEIL business performance, strengths, future strategy, etc.
Employees	No	Email, ERP, SMS, Townhall Meetings	As and when required	<ul style="list-style-type: none"> • Career development, diversity and equal opportunity, health and safety, skill upgradation, learning and development, organizational culture/ workplace, grievances and remuneration
Customers	No	Stores, Experience, Advertising, Newspaper, pamphlets, Hoarding/banner, SMS, website, phone	As and when required	<ul style="list-style-type: none"> • Offers • Brand awareness • New product development • Product feedback
Community organizations / NGOs	Yes	Need assessments for CSR projects through surveys and focused group discussions	As and when required	<ul style="list-style-type: none"> • Assessment of community needs • Selection of new projects based on needs • Monitoring and evaluation of on-going projects
Vendors / Suppliers / Contractors of goods and services	No	Physical meetings, Emails, Telephone	Frequent and as may be required	<ul style="list-style-type: none"> • New business opportunities • Query Resolution & Grievance Redressal. • Supplier performance assessment. • Addressing non-compliance issues • Signing / breach of contract.
Distributors and dealers	No	Physical meetings, Emails, Telephone, conferences	Frequent and as may be required	<ul style="list-style-type: none"> • Query Resolution & Grievance Redressal. • Distributor's performance assessment. • Addressing non-compliance issues.
Government and regulatory authorities	No	Written communications, Presentations, Industry associations, websites, advertisements	Frequent and as may be required	<ul style="list-style-type: none"> • Understanding and adherence to local governance • Seeking clarifications and relaxation • Communicating challenges and providing recommendations.

PRINCIPLE 5: Businesses should respect and promote human rights
ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	222	100	45.04%	210	60	28.57%
Other than permanent	258	50	19.38%	247	46	18.62%
Total Employees	480	150	31.25%	457	106	23.19%
Workers						
Permanent	312	95	30.45%	316	80	25.31%
Other than permanent	262	80	30.53%	222	52	23.42%
Total Workers	574	175	30.48%	538	132	24.53%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total Count In Current FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count In Previous FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
Employees										
Permanent										
Male	215	-	-	215	100	202	-	-	202	100
Female	7	-	-	7	100	8	-	-	8	100
Other than permanent										
Male	258	-	-	258	100	247	-	-	247	100
Female	0	-	-	0	0	0	-	-	0	0
Workers										
Permanent										
Male	308	-	-	308	100	312	-	-	312	100
Female	4	-	-	4	100	4	-	-	4	100
Other than Permanent										
Male	255	-	-	255	100	215	-	-	215	100
Female	7	-	-	7	100	7	-	-	7	100

3. Details of remuneration/salary/wages
a. Median remuneration/wages

	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category (INR)	No.	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors	11	8700000	2	0
Key Managerial Personnel⁽¹⁾	03	15413590	-	0
Employees other than BoD and KMP	213	104009200	7	4000030
Workers	308	76783652	4	862376

Note: (1) KMPs include CS and CFO.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of Total wages	1.48%	1.48%

c. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the company Chief Human Resource Officer (CHRO) is the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

d. Describe the internal mechanisms in place to redress grievances related to human rights issues:

The Company is actively involved in the protection and enhancement of human rights and is fully committed in promoting inclusivity and equality and prohibiting any discrimination. The Company is in process to formulated Human Rights Policy which works in combination with the Grievance Policy to ensure that grievances are addressed promptly and effectively.

e. Number of Complaints on the following made by employees and workers:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour / Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

f. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

g. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company emphasizes that retaliation against anyone who raises legitimate concerns is strictly prohibited. We are dedicated to safeguarding the identity of the complainant, ensuring that all issues related to discrimination or harassment are handled with the utmost confidentiality, and implementing necessary measures to preserve this privacy.

h. **Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

SEIL encourages suppliers to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees as well as in their decisions to select subcontractors.

i. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	The Company undertook internal assessment through its EHS, HR and IR function.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

j. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

Not applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
ESSENTIAL INDICATORS
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	1039644 GJ	1013256 GJ
Total fuel consumption (B)	6363703 GJ	5363002 GJ
Energy consumption through other sources(C)	0	0
Total energy consumed from renewable sources (A+B+C)	7403347 GJ	6376258 GJ
From Non-renewable sources	0	0
Total electricity consumption (D)	0	0
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	0	0
Total energy consumed (A+B+C+D+E+F)	7403347	6376258
Energy intensity per rupee of turnover (<i>Total energy consumption/turnover in rupees</i>)	0.000679	0.000459
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (<i>Total energy consumed / Revenue from operations adjusted for PPP*</i>)	0.0152	0.0101
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

*PPP Conversion factor for 2024 is 22.4 & for 2023 is 22.17 as per implied PPP Conversion rate of IMF

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide there medial action taken, if any.

SEIL -ISP-Sreerampuram Unit Identified as Designated Consumer (DC) under PAT Cycle -4. Target Year (FY 2021-22) target achieved, as per 3rd Party M&V Audit. After Verification of the total Energy saved, the entitlement of 18805 Nos Energy Saving Certificates recommended to BEE, which are tradable in Future.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	163753	195869
(ii) Groundwater	42200	35000
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	205953	230869
Total volume of water consumption (in Kiloliters)	205953	230869
Water intensity per one rupee of turnover (Total water consumption / Revenue from operations)	0.0000189	0.0000166
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00042	0.00037
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	No

*PPP Conversion factor for 2024 is 22.4 & for 2023 is 22.17 as per implied PPP Conversion rate of IMF

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(I) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(II) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(III) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (In kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes. The Waste water Generated from various sources will be collected in Central Monitoring basin and will be neutralized in the tank. The same water will be reused for Ash Conditioning, Green belt development within the plant. And also, we have implemented Rain water harvesting system in the plant, so as to collect all water by increased recycling of treated waste water to fresh water intake.

6. Please provide details of air emissions (other than GHG emissions)by the entity, in the following format:

<i>Parameter</i>	<i>Please specify unit</i>	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m3	30	42
SOx	µg/m3	28	32
Particulate matter (PM)	µg/m3	60	56
Persistent organic pollutants(POP)		NA	NA
Volatile organic compounds(VOC)	-	NA	NA
Hazardous air pollutants(HAP)	-	NA	NA
Others – please specify (CO)		NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external M/s Spectra Envirotech Ltd has been engaged for Evaluation of Pollution monitoring on Quarterly basis. Reports and Compliance will be submitted to Pollution Control Board for every quarter.

7. Provide details of greenhouse gas emissions (Scope1andScope2emissions) & its intensity, in the following format:

<i>Parameter</i>	<i>Unit</i>	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions(Break-up of the GHG intoCO2,CH4,N2O,HFCs,PFCs, SF6,NF3, if available)	<i>Metric Tons of CO2 Equivalent</i>	585692	544934
Total Scope 2 emissions(Break-up of the GHG intoCO2,CH4,N2O,HFCs,PFCs, SF6,NF3, if available)	<i>Metric Tons of CO2 Equivalent</i>	0	0
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2emissionintensity (optional)–there levant metric may be selected by the entity	-	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)If yes, name of the external agency. Not applicable

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide detail
No

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste(A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste(D)	0	0
Battery waste(E)	1.8	1.5
Radioactive waste(F)	0	0
Other Hazardous waste. Please specify, if any. (Waste Oil) (G)	1.95	2.40
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Other Wastes – (I)		
Other Wastes – Fly Ash	54000	48000
Other Wastes – Bed Ash	5000	4500
Other Wastes- Slag	9300	8500
Other Wastes – Mill Scale	2100	2200
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H+I)	70401.95	63202.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000064	0.0000045
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000143	0.000099
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

* PPP Conversion factor for 2024 is 22.4 & for 2023 is 22.17 as per implied PPP Conversion rate of IMF.

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1.95	2.40
(ii) Re-used	2100	2200
(iii) Other recovery operations	2500	2500
Total	4601.95	4702.40

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling	7000	6300
(iii) Other disposal operations	59000	52500
Total	66000	58800

Note: Includes iron, tin, quilting & other scrap

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Environmental Impact Assessment study will be conducted Every year and Report will be submitted to PCB on yearly basis.

- 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Slag generated during Steel Manufacturing Process will be re used for manufacturing of Paver blocks, which is as an alternative to River sand and also has wider applications from Plain concrete to reinforced concrete and can be used in roads, highways, bricks, plastering and buildings.

The Fly ash and Bed ash generated during Power Generation Process will be used for Brick Manufacturing. 100% utilization of other wastes being implemented in the plant.

There is no Generation of Hazardous wastes and Toxic chemicals involved in the Process.

- 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S.No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-
-	-	-	-
-	-	-	-

*None of the Our Plant Operations/ Offices are in ecologically Sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year.

Environmental Impact Assessment study will be conducted Every year and Report will be submitted to PCB on yearly basis.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).If not, provide details of all such non-compliances, in the following format.

Yes. All our integrated steel plant facilities are compliant with the Environmental regulations. We are implementing all Conditions stipulated in the CFO Order issued by AP Pollution Control Board.

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

1. a) Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with 1 trade and industry chambers/ associations

b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S.no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	ASSOCHEM	International

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities

No significant adverse impacts have been reported from any value chain partners.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community

The Company has regular engagement with key community institutions and representatives from key neighborhood areas. The Company has provided e-mail ID and drop box system for grievance Redressal, to enable the stakeholders to easily communicate their concerns and suggestions

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

Parameter	FY2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	2.79%	3.98%
Sourced directly from within the district and neighboring districts	53.22%	70.59%

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural+ Semi-Urban	84.66%	85.96%
Urban	11.26%	10.34%
Metropolitan	4.07%	3.70%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Customer complaints are captured through e-mails and personal meeting and the same are addressed as per documents procedure

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environment and Social parameters relevant to product	Nil
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

4. Details of instances of product recalls on account of safety issues

	Number	Reason for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

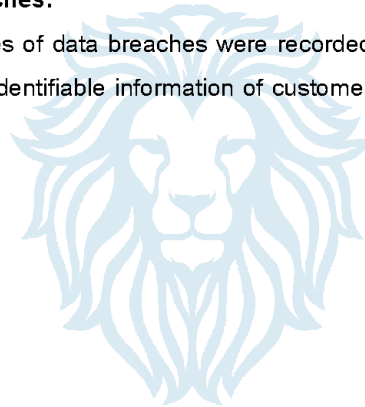
No. The Company is in process to formulate the policy on cyber security and risk related to data privacy.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Since there are no complaints, there was no need for any corrective action.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches-No instances of data breaches were recorded.
- b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- c. Impact, if any, of the data breaches: Not Applicable



Simhadri TMT