

**Annexure-V to the Board's Report**

## Business Responsibility & Sustainability Report (BRSR)

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Company	L27109DL1973GOI 006454
2.	Name of the Company	Steel Authority of India Limited
3.	Year of Incorporation	1973
4.	Registered office address	Ispat Bhawan, Lodhi Road, New Delhi – 110003
5.	Corporate office address	
6.	E-mail	investor.relation@sail.in
7.	Telephone	011-24367481
8.	Website	<a href="https://sail.co.in">https://sail.co.in</a>
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited ('NSE'), Bombay Stock Exchange Limited ('BSE') and London Stock Exchange ('LSE')
11.	Paid-up capital	₹ 41,30,52,52,890
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Shri M.B. Balakrishnan Executive Director (F&A) & Company Secretary, Corporate Office Steel Authority of India Limited secy.sail@sail.in 011-24300237
13.	Reporting Boundary	The data related to Business Responsibility is on a standalone basis. This includes SAIL entity as a whole excluding Subsidiaries, Associates and Joint Ventures.  The Reporting boundary includes the following:  a. <b>Integrated Steel Plants:</b> Bhilai Steel Plant, Durgapur Steel Plant, Rourkela Steel Plant, Bokaro Steel Plant, IISCO Steel Plant  b. <b>Special Steel Plants:</b> Alloy Steels Plant, Salem Steel Plant, Visvesvaraya Iron and Steel Plant  c. <b>Units:</b> Chandrapur Ferro Alloy Plant, Central Marketing Organization, Research and Development Centre for Iron & Steel, SAIL Refractory Unit, SAIL Safety Organization, SAIL Growth Works Kulti, Environment Management Division, Centre for Engineering and Technology  d. <b>Mines (Operating)</b> <ul style="list-style-type: none"> <li>• Jharkhand Group of Mines: Kiriburu Iron Ore Mines, Meghahatuburu Iron Ore Mines, Gua Iron Ore Mines, Manoharpur Iron Ore Mines</li> <li>• Odisha Group of Mines: Bolani Ore Mines, Barsua Iron Mine, Taldih Iron Mine, Kalta Iron Mine</li> <li>• BSP Group of Mines: Iron Ore Complex, Rajhara, Rowghat Deposit-F, Nandni Limestone Mines, Kuteshwar Limestone Mines, Hirri Dolomite Mines</li> </ul>
14.	Name of assurance provider	M/s. SR Asia
15.	Type of assurance provided	Reasonable

#### II. Products/services

##### 16. Details of business activities:

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Iron & Steel	Manufacturing of Iron & Steel	100%

##### 17. Products/Services sold by the entity

S.No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Manufacture of Iron & Steel	241	100%

#### III. Operations

##### 18. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	9	103	112
International	0	1	1



The Company's businesses and operations are spread across the country. Details of Plant locations are provided below:

**Plants Locations:**

- a. Five Integrated Steel Plants at Bhilai, Durgapur, Rourkela, Bokaro & Burnpur
- b. Three Special Steel Plants at Durgapur, Salem and Bhadravati.

**No. of Offices:** The Company has offices located at different locations spread across pan-India.

**19. Markets served by the entity**

**a. Number of locations**

Location	Number
National (No. of States)	States - 28, Union Territories - 8
International (No. of Countries)	6

**b. What is the contribution of exports as a percentage of the total turnover of the entity?**

Exports contributed 1.61% of the total turnover of the entity in FY 2023-24.

**c. A brief on types of customers**

Steel Authority of India Limited (SAIL) is one of the largest steel-making companies in India meeting the demands of various kinds of customers. The customers range from various Government Organizations, PSUs and Private Companies, Distributors, Resellers etc.

**IV. Employees**

**20. Details as at the end of Financial Year:**

**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES*</b>						
1.	Permanent (D)	55989	52466	94%	3523	6%
2.	Other than Permanent (E)		Nil			
3.	<b>Total employees (D+ E)</b>	<b>55989</b>	<b>52466</b>	<b>94%</b>	<b>3523</b>	<b>6%</b>
<b>WORKERS#</b>						
4.	Permanent (F)		Nil			
5.	Other than Permanent (G)	72141*	67021	93%	5120	7%
6.	<b>Total workers (F+G)</b>	<b>72141*</b>	<b>67021</b>	<b>93%</b>	<b>5120</b>	<b>7%</b>

\*Employees include Executive and Non-Executive Personnel

# Workers include contract labour engaged under various job contracts by Plants/Units

**b. Differently abled Employees and workers:**

During FY 2023-24, the Company has 772 differently abled employees spanning across different departments.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	772	713	92%	59	8%
2.	Other than Permanent (E)		Nil			
3.	<b>Total employees (D + E)</b>	<b>772</b>	<b>713</b>	<b>92%</b>	<b>59</b>	<b>8%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)		Nil			
5.	Other than Permanent (G)		N/A #			
6.	<b>Total workers (F + G)</b>					

\* Workers include contract labour engaged under various job contracts by Plants/Units

# Not Available

**21. Participation/Inclusion/Representation of women**

S. No.	Particulars	Total (A)	No. and percentage of Females	
			No. (B)	% (B/A)
1.	Board of Directors	16	2	12.5%
2.	Key Managerial Personnel	14	0	0%

**22. Turnover rate for permanent employees and workers**

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	7%	0.4%	6.9%	6.3%	0.4%	6.7%	6.3%	0.3%	6.7%
<b>Permanent Workers</b>	N/A#								

#Not Applicable

**I. 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 Holding/Subsidiary/Associate/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)
1.	SAIL Refractory Company Limited	Subsidiary	100.00	Yes
2.	Chhattisgarh Mega Steel Limited	Subsidiary	74.00	No
3.	Almora Magnesite Limited	Associate	20.00	No
4.	NTPC- SAIL Power Company	Joint Venture	50.00	No
5.	Bokaro Power supply Company	Joint Venture	50.00	No
6.	Bastar Railway Private Limited	Joint Venture	12.00	No
7.	Romelt -SAIL India Limited	Joint Venture	15.00	No
8.	Mjunction Services Limited	Joint Venture	50.00	No
9.	SAIL Bansal Service Centre	Joint Venture	40.00	No
10.	Bhilai Jaypee Cement Limited	Joint Venture	26.00	No
11.	GEDCOL SAIL Power Corporation	Joint Venture	26.00	No
12.	International Coal Venture	Joint Venture	47.82	No
13.	SAIL-SCL Kerala Limited	Joint Venture	49.26	No
14.	SAIL-RITES Bengal Wagon Industries	Joint Venture	50.00	No
15.	SAIL-KOBE Iron India Private Limited	Joint Venture	50.00	No
16.	VSL SAIL JVC Limited	Joint Venture	20.58	No
17.	Abhinav-SAIL JVC Limited	Joint Venture	26.00	No
18.	Prime Gold-SAIL JVC Limited	Joint Venture	26.00	No

**V. CSR Details**
**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No).**

Yes, CSR is applicable as per Section 135 of Companies Act, 2013.

 (ii) **Turnover of the Company for the year ended 31<sup>st</sup> March 2024** – ₹ 1,04,545.09 crores

 (iii) **Net worth of the Company as on 31<sup>st</sup> March 2024** – ₹ 54,130.54 crores

**VI. Transparency and Disclosures Compliances**
**25. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC).**

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			FY 2022-23		
		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. Public Grievances are being received through CPGRAMS PORTAL. The portal is developed by Govt. of India. Link is <a href="http://pgportal.gov.in">pgportal.gov.in</a>	577	36	These are total grievances received and disposed. The figure includes the grievances related to subjects as mentioned.	432	8	These are total grievances received and disposed. The figure includes the grievances related to subjects as mentioned.



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			FY 2022-23		
		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
Investors (other than shareholders)*		NA	NA		NA	NA	
Shareholders	Details of investor complaints received by the Company are filed on a quarterly basis on SCORES platform with the SEBI on a half-yearly basis.	28	0		62	0	
Employees and workers	Yes, the grievance redressal mechanism exists at the plant/unit level, and it is decentralized. Most of the grievances are handled in offline mode.	273	32	Most of the grievances are related to service matter	126	11	Most of the grievances are related to service matter
Customers	Yes. Robust systems have been put in place to address the grievances of the customers across SAIL. SAIL continuously engages with consumers for gathering feedback and address their concerns, if any, in a timely manner. The customers can lodge Quality complaint (QC) following which the material under QC is inspected by the branch executive. SAIL extends help of regional AE (Application Engineer) or respective Plant to the branch executive to aid and expedite the process, if required.  Based on the genuineness of complaint, return order and subsequent refund is issued to the customer to ensure the trust of the customers.	1871	26		1793	9	
Value Chain Partners	Value chain partners can file their grievances on the Government's CHAMPIONS portal. Link- <a href="https://champions.gov.in/Ministry-%20MSME/industry,enterprise,unit/bharat-sarkar-kendra/grievance-redressal/official_Portal.htm">https://champions.gov.in/Ministry-%20MSME/industry,enterprise,unit/bharat-sarkar-kendra/grievance-redressal/official_Portal.htm</a>	5	0		10	0	

\*Not applicable

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

SAIL conducted a Survey on Material topics for its Employees at Plant and Corporate Office. The following are some Material Issues identified from Economic, Environmental, Social and Sustainability aspects.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
<b>Environment</b>					
1	Conserving water by recycling and reusing	R	Production processes at SAIL involve consumption of water from different sources and to ensure that there is proper usage and no non-compliance with respect to regulatory requirements, we identify this as an important material issue.	Across all SAIL Plants, substantial investments are being made to achieve the long-term goal of "Zero Liquid Discharge" through adequate treatment and recycling of effluent being discharged through the outfalls at the Plant boundary	Negative
2	Greenhouse gas emissions & carbon footprint	R	Transition to low carbon steelmaking is an important factor for the long-term success of the Company. Hence this is identified as an important material issue.	SAIL is taking concrete steps to substantially reduce CO <sub>2</sub> emission and increase the share of renewable/nonconventional energy by 2030 as well as to achieve net zero emission by 2070.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
<b>Social</b>					
3	Human rights in operations and supply chain	R	As a steel manufacturing company with plants operational in multiple locations, SAIL has a vast pool of human resources to cater to. As a result of this, it becomes important to address all human rights related concerns across all locations in compliance with norms under ILO. Any form of non-compliance can lead to reputational damage for the company and hence is an important material issue.	-	Negative
4	Fair and equal wages	O	Employees at SAIL are treated equally irrespective of caste, creed, colour or gender. Fair and equal treatment is critical for all our employees at SAIL and hence it is identified as an important material issue.	-	Positive
5	Employee's health and safety during catastrophic situations viz. Natural calamities, medical emergencies (COVID-19) etc.	R	SAIL plants are operational in multiple locations. Investing in employee's health and well being is crucial for operational efficiency of the plant. Increase in safety incidents can create a negative impact hence it has been identified as an important material issue.	SAIL has implemented Occupational Health and Safety management system i.e ISO 45001:2018 certification. The Company makes constant efforts to avert all illnesses and accidents related to the workplace. Internal and surveillance audits and evaluations are conducted on a regular basis, which leads to continuous improvement in safety systems, standards, and performance. All of the above is monitored by the Board Sub-Committee on Health, Safety & Environment on a quarterly basis. More details are given later in the report.	Negative
<b>Governance</b>					
6	Ethics / Code of Conduct	R	Ensuring that all business operations function in an ethical manner is crucial for the development of the company. Any unethical behavior can create a negative impact on profitability of the business.	SAIL has a policy on Code of Conduct for all its Directors, KMP's, Employees and Workers. It serves as a guiding path for an ethical and transparent conduct in managing the operations of the company.	Negative
7	Data Privacy and Cyber Security	R	Cybersecurity is a critical factor in ensuring trust and protecting data. Presence of an Information Security Policy by which the company is governed on data privacy, information protection and cyber security is important for business from a governance point of view.	SAIL has a policy on Information Technology Security by which the company ensures data privacy, information protection and cyber security. It has helped SAIL prevent any sort of data breaches and strengthens data privacy & management.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

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



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
<b>Policy and management processes</b>																		
1. a. Whether your entity's policies cover each principle and its core elements of the NGRBCs. (Y/N)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
c. Web Link of the Policies, if available	Web link to the policies: <a href="https://www.sail.co.in">https://www.sail.co.in</a>																	
2. Whether the entity has translated the policy into procedures. (Y/N)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
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.	SAIL's manufacturing facilities have well-defined Environment, Health and Safety (EHS) and quality management systems in place and are aligned with International Standards like ISO 14001 for EMS, ISO 9000 for Quality Management Systems, OHSAS 18001 for Occupational Health Safety, SA 8000 for Social Accountability and ISO 37001 for Anti Bribery Management Systems.																	
5. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	<p>1. P6: In line with the Government of India's enhanced ambitions at COP26, SAIL has reaffirmed its commitment to substantially reduce CO<sub>2</sub> emission and increase the share of renewable / nonconventional energy by 2030 as well as to achieve net zero emission by 2070.</p> <p>2. P6: Achieve "Zero Liquid Discharge" across all SAIL plants through adequate treatment and recycling of effluent being discharged through the outfalls at the Plant boundary.</p>																	
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	<p>1. As a responsible corporate citizen, SAIL has drawn its environmental vision in consonance with the Corporate Environmental Policy, which not only addresses the need for compliance with stipulated norms but also emphasizes striving to go beyond. While the SAIL Plants and Mines operate their processes without disturbing the ecological balance, SAIL have also been taking all appropriate measures to restore and rehabilitate the degraded ecosystem and maintain and enhance biodiversity. These include ecological restoration of mined-out areas, fresh plantation, bio-sequestration of CO<sub>2</sub>, enhancing utilization of wastes, utilization of renewable energy sources, etc. Structured plantation programmes are being carried out every year in the SAIL plants and mines. SAIL Plants and Mines are efficiently operating the pollution control devices/facilities and maintaining them regularly through revamping/refurbishing/revitalization and upgrading them. As a result of these efforts, all the sustainability parameters like Solid Waste utilization, Specific Water Consumption, Specific PM Emission Load, Specific Effluent Discharge, Specific Effluent Load, etc. have showed improvement with respect to previous year.</p> <p>2. SAIL is on track and has implemented its water treatment process designed to remove all the liquid waste from a system</p>																	
<b>Governance, leadership, and oversight</b>																		
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	Please refer to Chairman's letter to Shareholders of the report.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board is at the Apex of the Governance Framework at SAIL. The management of issues pertaining to economic, environmental and social areas are taken up by various Plants/Units regularly. The Plant/Unit heads review and monitor the status reports in conjunction with the agenda papers. These reports are prepared with the valuable inputs provided by the respective departments/divisions, on the economic, environment and social performances including legal compliance and are regularly and methodically put up to the Board Sub Committees for examination, comments and recommendations. The input and observations of the Board Sub Committees are examined and analyzed by the top management. The Board is informed about these observations which subsequently helps in business decision making.																	
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.	<ul style="list-style-type: none"> <li>• Yes. The following Committees of the Board with their specific terms of reference are in place to ensure decision making/oversight on sustainability related issues –</li> <li>• Corporate Social Responsibility Committee</li> <li>• Health, Safety &amp; Environment Committee</li> <li>• Stakeholders Relationship Committee</li> <li>• Operational Issues Committee</li> <li>• Project Committee</li> <li>• SAIL Risk Management Committee</li> </ul>																	
<b>10. Details of Review of NGRBCs by the Company:</b>																		
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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	N	Y	Y	Need basis								
Compliance with statutory requirements of relevance to the principles, and certification of any non-compliances	Y	Y	Y	Y	Y	Y	N	Y	Y	Need basis								

**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.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
No, SAIL has not conducted any independent assessment/evaluation of the working of its policies by any external agency. SAIL, being a government company, is subject to review & audit by C&AG of India across various areas/functions of the organization which encompasses various policies as per the NGRBC guidelines. The processes and compliances are reviewed by internal auditors and regulatory compliances, as applicable. Further, SAIL has rich technical expertise in its domain of operations and accordingly peer review is being done by their other plants. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated. An internal assessment of the workings of the policies is being done at regular intervals. Additionally, SAIL has engaged Safety Management Consultant for safety culture transformation at its plants in Bhilai, Rourkela & Bokaro and is in the process of being followed up in other Steel plants.								

**12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	N/A								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

N/A - Not Applicable

#### Principle-Wise Policies

P1	P2	P3	P4	P5	P6	P7	P8	P9
Code of conduct for Board members & Senior Management Personnel	Sustainable Development Policy	Safety Policy	Grievance Redressal Mechanism	Code of conduct for Board members & Senior Management Personnel	Corporate Environment Policy	Citizen Charter	Corporate Social Responsibility Policy	Quality Policy
Anti-Bribery Management Policy	Corporate Environment Policy	SAIL Mediclaim Scheme for Retired Employees	Code of Conduct Corporate Fair Disclosure Practices for Prevention of Insider Trading	Recruitment & Remuneration Policy	Sustainable Development Policy	Environment and Sustainability Policy		Information Technology Security Policy
Internal code of conduct for prevention of insider trading in dealing with securities of Steel Authority of India Limited	Interplant Standardization in Steel Industry	Human Resource Policy	Policy for Determining Materiality of Events / Information for Disclosure to Stock Exchange(s)	Human Resource Policy		Code of Conduct		
Terms & Conditions For the appointment of Independent Director		HIV/AIDS policy		SAIL Equal Opportunity Policy				
Whistle Blower Policy		SAIL Equal Opportunity Policy		Prevention of Sexual Harassment				
Policy for Determining Materiality of Events/ Information for Disclosure to Stock Exchange(s)		Prevention of Sexual Harassment		Human Rights Policy				

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

**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	01	ESG & BRSR	88%
Key Managerial Personnel	02	Topics-1. Decarbonization in India's Steel Industry: The Challenges, the Tools and the Solutions 2. BRSR & ESG Principles- 1,2,3,4	Covered 244 KMPs as participants



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
<b>Employees other than BoD and KMPs</b>	34	Topics- Customer orientation, Preventive Vigilance, ESG, Carbon reduction, ABMS, Climate Change and Reducing Carbon Footprint, Environment Protection and Innovation for Carbon Reduction etc.	Covered 819 participants
		Principles- 1,2,3,4,5,9	
<b>Workers#</b>	-	RPL is Recognition of Prior Learning for safety management which is done for workers (Principle 3 and Principle 5)	-

\*Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc.

Data pertaining to program on Preventive Vigilance conducted for employees of SAIL has been given in the table above. Further, structured inputs on Discipline Management and Organizational Systems & Procedures are provided in all the mandatory and competency-based training programmes imparted by MTI.

\*In FY 2023-24, as a part of training and awareness program 5559 employees (other than BoD and KMPs) were covered in various communication exercise.

**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.**

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.**

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. Steel Authority of India Limited (SAIL) has achieved the distinction of becoming the first Maharatna Public Sector Unit to have implemented the Anti-Bribery Management System (ABMS) across all its Plants/Units. ABMS is a Management System that is designed in line with ISO 37001:2016 to help an organization prevent, detect and respond to bribery.

Web-link: [https://sail.co.in/sites/default/files/Comp\\_policies/2022-04/ABMS.pdf](https://sail.co.in/sites/default/files/Comp_policies/2022-04/ABMS.pdf)

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

Note: SAIL Vigilance maintains data related to CBI only and has considered CBI as law enforcement agency for reporting the data i.e., sanction granted for prosecution

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees (all executives up to E-9)	1	0
Workers (non-executives)	0	0

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

	FY 2023-24		FY 2022-23	
	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 the KMPs	Nil	-	Nil	-

**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.**

Since there were no fines/penalties/actions taken by regulators/law enforcement agencies/judicial institutions on cases of corruption and conflict of interest, hence no corrective action was required.



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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	80.32	75.97

**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	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Not applicable	Not applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not applicable	Not applicable
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	13.26%	7.82%
	b. Number of dealers/distributors to whom sales are made	194	201
	c. Sales to top 10 dealers/distributors as % of total sales from dealers/distributors	28.67%	38.14%
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	6.66%	6.87%
	b. Sales (Sales to related parties/Total sales)	0.06%	0.04%
	c. Loans & Advances (Loans & advances given to related parties/Total loans/advances)	1.15%	1.81%
	d. Investments (Investments in related parties/Total investments made)	81.66%	85.85%

**Leadership Indicators**

**1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Vendor Development Programmes for MSEs - 20 Special Vendor Development Programmes for SC/ST and Women MSEs – 18	<b>Principle Covered: Principle 8 -</b> Businesses should promote inclusive growth and equitable development. Vendor Development Programmes (VDP) and Special Vendor Development Programmes (SVDP) are conducted for MSE vendors and SC/ST & Women MSE vendors in collaboration with District Industries Centre/Khadi Industries Centre & Regional National SC/ST Hub offices to encourage their participation in SAIL's procurement.	FY 2023-24: MSE Procurement: ₹ 2919.87 Cr (29.28% of total procurement) Procurement from SC/ST MSEs: ₹ 7.65 Cr (0.08%) Procurement from women MSEs: ₹ 120.21 Cr (1.21%)

**2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Yes. SAIL has a policy on Related Party Transaction which governs the transparency of approval process and disclosures requirements to ensure fairness in the conduct and reporting of the 'Related Party Transactions', as per the applicable laws. The policy is applicable to the Director and all the KMPs and they are responsible for providing notice to the Company, of any potential 'Related Party Transaction' involving him/her or Relative(s), including any additional information about the transaction. The policy establishes procedure to avoid/manage cases of conflict of interest.

[Link of the policy - Related Party Transaction Policy](#)



**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

- 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.**

	Current Financial Year (2023- 2024)	Previous Financial Year (2022-2023)	Details of improvements in environmental and social impacts
R & D	10.63 %	9.02 %	To minimize its environmental and social impact, SAIL is advancing research in several key areas: optimizing coal blending, enhancing sinter quality, boosting productivity and quality across all processes, and developing strategic products. The company is also focusing on increasing energy efficiency in re-heating furnaces and coke oven batteries, improving waste recycling, maximizing pellet utilization, refining effluent treatment, and upgrading refractory linings.
Capex	5646 crores	5474 crores	The capex includes amount spent on social and environment initiatives/projects, which is not separately ascertained.

For more details, refer to **Annexure XI** to the Board Report titled “Particulars of Energy Conservation, Technology Absorption and Foreign Exchange Earnings & Outgo”, Annual Report FY 2023-24.

- a. Does the entity have procedures in place for sustainable sourcing?**

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

Yes. SAIL has been a pioneer in the establishment of the Environment Management Systems (EMS) in the steel industry in the Country. All the integrated steel plants, major mines/units and warehouses of SAIL are compliant with EMS ISO: 14001 Standard. Further, all mines are accredited with Integrated Management Systems (IMS) combining all aspects under ISO-9001, ISO-14001 & ISO-18001. The mines are also having IBM star rating. The procurement of majority of coal is done from the international market of the advanced economies which are compliant with the global sustainable standards. Other inputs like Iron Ore, Limestone etc. are all sourced from organizations having robust ESG practices.

All these practices described above have enabled us to establish procedures for sustainable sourcing.

- 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.**

Not Applicable

- 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.**

Yes, EPR applies to SAIL’s activities. All the steel plants of SAIL have registered on the CPCB portal and have obtained the EPR registration certificate as per the amended Schedule-II Rule of the Plastic Waste Management (Amendment), Rules-2022.

According to the EPR regime, it is the responsibility of Producers, Importers, and Brand-owners (PIBOs) to ensure the processing of their plastic packaging waste through recycling, re-use or end-of-life disposal (such as co-processing/Waste-to-energy/Plastic-to-oil/roadmaking/industrial-composting).

SAIL plants receive most of the imported items wrapped in plastic packaging to restrict ingress of moisture and/or prevent damage, for which the plant is required to upload its EPR registration certificate in the Customs Portal, without which clearance of the goods is not permitted.

**Leadership Indicators**

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
24105	1. BOF slab of BSP 2. RSP & BSL, Plates from BSP 3. Wire rods from BSP 4. Hot rolled and Cold Rolled Coil from RSP 5. HDG 6. FCRC & PHRC from BSL 7. HR coil from BSL	-	From Raw material handling to finished products including transportation.	Yes	

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
a) BOF slab of BSP b) RSP & BSL, Plates from BSP c) Wire rods from BSP d) Hot rolled and Cold Rolled Coil from RSP e) HDG f) FCRC & PHRC from BSL g) HR coil from BSL	No significant social or environmental concerns and risk were identified	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
BOF Slag, BF Flue Dust, BOF Sludge, Lime/Dolo fines, Mill Scale, ESP (RMP) Dust, Sinter Plant dust, Coke Breeze and Scrap	6%	8%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric -tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	N/A*					
E-waste						
Hazardous waste						
Other waste						

\*Not applicable: SAIL does not have any procedures to reclaim products. Still, the company ensures that all byproducts are handled with care and disposed-off without harming the environment.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	N/A*

\*Not applicable. Being a steel producer, we do not consider steel scrap as a waste but used as raw material for manufacturing new steel. Steel is a bulky material, so there is minimal packaging of end-product. Hence, reclaiming of packaging materials is 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	% of Employees Covered by										
	Total (A)	Health Insurance §		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees*</b>											
Male	52466	52466	100%	52466	100%	N/A**	52466	100%	-	-	-
Female	3523	3523	100%	3523	100%	3523	100%	N/A**	-	-	-
Total	55989	55989	100%	55989	100%	3523	100%	52466	100%	-	-

The employees of the company in addition to the above are covered under the Employee Family Benefit Scheme.

§ Health Insurance includes free treatment in Company's hospitals and reimbursement of Hospitalization expenses incurred by employees.

\*Employees include Executive and Non-executive personnel

\*\* Not Applicable



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

Category	% of Workers Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers #</b>											
Male	N/A**										
Female											
<b>Total</b>											
<b>Other than Permanent Workers#</b>											
All the benefits are extended as per statute											

# Workers include contract labour engaged under various job contracts by Plants/Units

\*\*Not Applicable

Reply a & b): In SAIL there is no common Group Accident insurance scheme (GPAIS). However, Plants/Units are running GPAIS at local level based on the number of regular employees, location and security concerns. The schemes are voluntarily in nature and concerned employees pays premium for the insurance.

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as % of total revenue of the company	1.46%	1.49%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of Employees* Covered as a % of Total Employees	No. of Workers# Covered as a % of Total Workers	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 Workers	Deducted and Deposited with the Authority (Y/N/N.A.)
<b>PF</b>	100%	-	Yes, in SAIL PF Trust at each Plant/Unit	100%	-	Yes, in SAIL PF Trust
<b>Gratuity</b>	100%	-	NA**	100%	-	NA**
<b>ESI</b>	NIL					
<b>Leave Encashment</b>	100%	-	NA**	100%	-	NA**
<b>Post-Retirement Medical Benefits</b>	100%	-	NA**	100%	-	NA**
<b>Post Retirement Settlement Benefits</b>	100%	-	NA**	100%	-	NA**

\* Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc.

\*\*Not Available

**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.**

Yes, all our office premises are accessible to the differently abled employees. SAIL is continuously working towards improving accessibility of infrastructure to the differently abled person.

**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.**

Yes, SAIL has an Equal Opportunity Policy in place. For more details, please refer to the link [SAIL-Equal-Opportunity-Policy.pdf](#).

**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	100%	100%	N/A**	
Female	100%	100%		
<b>Total</b>	<b>100%</b>	<b>100%</b>		

\*Employees include Executive and Non-executive personnel

\*\*Not Applicable

**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.**

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent workers	Yes, Effective internal grievances redressal machinery has been evolved and established in SAIL plants and units for employees. The grievances are being received through CPGRAMS portal.  SAIL Plants/Units are maintaining grievance handling system and employees are given an opportunity at every stage to raise grievances relating to service matters like wage irregularities, working conditions, transfers, leave, work assignments and welfare amenities etc. Majority of grievances are redressed informally in view of the participative nature of environment existing in the steel plants. The system is comprehensive, simple and flexible and has proved effective in promoting harmonious relationship between employees and management.
Permanent Employees*	Separate Grievance Committee exists at Plants/units for handling the grievances related to employees belonging to SC/ST/OBC category.
Other than Permanent Employees	Not Applicable

\*Employees include Executive and Non-executive personnel

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

Category	FY 2023-24			FY 2022-23		
	Total Employee*/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)
<b>Permanent Employees and Workers</b>						
Male	52,466	52,466	100%	55,568	55,568	100%
Female	3,523	3,523	100%	3,618	3,618	100%
<b>Total</b>	<b>55,989</b>	<b>55,989</b>	<b>100%</b>	<b>59,186</b>	<b>59,186</b>	<b>100%</b>

**Note:** Trade Unions are recognized by respective Plants/Units. Almost all employees of SAIL are members of either Trade Unions or Officers' Associations.

\*Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc.

**8. Details of training given to employees and workers:**

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male										
Female										
<b>Total</b>	<b>45314</b>	<b>18397</b>	<b>40.6%</b>	<b>15716</b>	<b>34.7%</b>	<b>46818</b>	<b>18011</b>	<b>38%</b>	<b>19301</b>	<b>41%</b>
<b>Workers</b>										
Male										
Female										
<b>Total</b>	<b>72141</b>	<b>72141</b>	<b>100%</b>	<b>NA*</b>	<b>NA*</b>	<b>65938</b>	<b>65938</b>	<b>100%</b>	<b>NA*</b>	<b>NA*</b>

\*NA - Not Available



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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	52,466	52,466	100%	55,568	55,568	100%
Female	3,523	3,523	100%	3,618	3,618	100%
<b>Total</b>	<b>55,989</b>	<b>55,989</b>	<b>100%</b>	<b>59,186</b>	<b>59,186</b>	<b>100%</b>
<b>Workers</b>						
Male	NA**					
Female						
<b>Total</b>						

\*Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc.

\*\* Not Available

**10. Health and safety management system:**

**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

YES. SAIL has implemented Occupational Health and Safety management system. SAIL aims to establish the highest standards necessary to meet and surpass any regulatory requirements for health and safety. Majority of SAIL Plants & Units have ISO 45001:2018 certification, and the coverage is as required by the system. In line with the statutory requirements/regulations/guidelines/policies, SAIL makes constant efforts to avert all illnesses and accidents related to the workplace. Accordingly, health and safety are crucial components of all its operations. It aids in risk assessment and offers safeguards against health and safety issues in operations and activities. Internal and surveillance audits and evaluations are conducted on a regular basis, which leads to continuous improvement in safety systems, standards and performance.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

Yes. A well-defined Hazard Identification and Risk Assessment (HIRA) procedure is in place. In addition, other tools & techniques used for Hazard Identification & Risk assessment are as follows:

- a. Quantitative Risk Assessment & HAZOP Studies
- b. Inspections
- c. Audits
- d. Safety Observation & Behavioral Intervention rounds
- e. ROKO-TOKO drives & campaigns

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes. The Company has an established Hazard Identification and Risk Assessment (HIRA) process for both routine and non-routine jobs, based upon which SOPs & SMPs have been prepared at department level and people are sensitized on salient safety aspects through training. These procedures are reviewed & updated from time to time & especially after any incident.

The process of incident reporting and investigation is in place to identify root cause and recommendations are deployed uniformly across all plants to prevent recurrence. Motivational schemes for reporting incidents (Near Miss Cases) are also in place both at Plant as well as Corporate level to prevent serious injuries. Use of digital tools like safety portal, WhatsApp group, mobile apps etc. is taken to promptly report workplace hazards/ incidents. Further, 'ZERO TOLERANCE RULES' & 'LIFE SAVING RULES' have been/are being framed under the ongoing safety management consulting assignment to deter all employees/ contract workers to violate safety norms.

**d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes, all Plants & Units have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in proximity. Also, employees/workers have access to company run Hospitals/ Health Centres to take care of their Health care services.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person-hours worked)*	Employees	0.02	0.02
	Workers	0.12	0.13
Total recordable work-related injuries**	Employees	33	28
	Workers	42	35
No. of fatalities	Employees	1	1
	Workers	7	10
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NA***	NA***
	Workers	NA***	NA***

\*RLTIFR (Reportable Lost Time Injury Frequency Rate)

\*\*Includes Reportable & Non reportable accidents

\*\*\*Not available

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

SAIL has adopted "Safety Policy" which ensures safety of its employees and the people associated with it, including those living in the neighbourhood of Plants/Units/Mines. A dedicated Board Sub-Committee on Health, Safety & Environment (BSC on HSE) is in place to review the policy, procedures and systems on Health, Safety and Environment matters. At the corporate level, SAIL Safety Organisation (SSO) centrally monitors and guides the plants & units in safety efforts. Performance on safety parameters is reviewed at the highest level at each Plant/Unit every Monday. In line with this commitment, systematic approach to safety is adopted and workplace hazards have been identified, risks assessed and accordingly, control measures are taken on continuous basis to bring the risk to an acceptable level. Good Safety Practices (G-SaPs) are identified from the steel industry and are implemented at different levels. Various kinds of initiatives & drives/campaigns are undertaken on regular basis in all the Plants, Units & Mines to ensure safe working and bring continual improvement in the safety performance. Some of the initiatives are as follows:

- a. OHS Policy
- b. Safety performance monitoring & review at different levels (Board/Board Sub-Committee on HSE, Corporate & Plant levels)
- c. Safety Committees
- d. Statutory compliances
- e. Safety Induction, On-the job, refresher training and LEO (Learning from Each Other) workshops
- f. Standard Operating & Maintenance Procedures (SOPs & SMPs)
- g. Safety Talk & Toolbox Talks
- h. Adherence to Permit to Work & Protocol system.
- i. Implementation of High-risk standards & MoS Safety guidelines (Work at height, PTW, Confined space, Electrical safety, Gas safety, conveyor belt safety, Rail & road safety, etc.)
- j. Safe Management of High Hazardous Processes (HAZOP, Bow Tie, etc.)
- k. OHS Audits & Inspections
- l. Theme based drives & campaigns.
- m. Tools, tackles & equipment's inspection/certification
- n. Incident reporting, investigation & analysis
- o. Emergency Plan & Procedure and rehearsal through periodic mock drills
- p. Extensive usage of web portals, mobile applications and latest technology tools
- q. Safety promotional & motivational programs
- r. Speed monitoring & checking of vehicles inside plant premises to ensure Road safety
- s. Industrial Hygiene Survey (Noise, dust, illumination, etc.), Initial & periodical medical examination

Giving utmost priority to safety, SAIL has engaged Safety Management Consultants of repute for Safety Culture Transformation, at its Bhilai, Rourkela, Bokaro & ISP, Burnpur Steel Plants and Durgapur Steel Plant, which will provide further impetus to existing safety improvement efforts.



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

	FY 2023-24			FY 2022-23		
	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	NA	NA	-	NA	NA	-
Health & Safety	NA	NA	-	NA	NA	-

\*NA: Not available

**14. Assessments for the year:**

	% 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.**

Some of the corrective measures taken to address safety-related incidents are as follows:

- All safety related incidents are investigated and learnings from investigation are shared across organization for deployment of corrective actions to prevent recurrence of such incidents. Effectiveness of Corrective actions deployment are checked during Safety Audits.
- SOPs & SMP's, Safety Manuals are reviewed/revisited of the concerned area or function where the incident has taken place.
- Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through following risk control hierarchy i.e. elimination, substitution, engineering controls (use of Technology tools, Digitization etc.), administrative controls (Safety Capability Building, Monitoring and supervision, visual displays etc.) and usage of PPEs.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

A	Employees*	Yes
B	Worker#	Yes

\*Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc -on work related death inside the plant premises

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company is compliant to statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time. The value chain partners are also responsible for complying with the same as per the contract.

**3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment.**

	Total no. of Affected Employees*/Workers#		No. of Employees/Workers that are Rehabilitated and Placed in Suitable Employment or whose Family Members have been Placed in Suitable Employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees*	Not Applicable			
Workers #				

\*Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc.

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

Most of the employees superannuate after completion of their service period in SAIL. Though there are no such assistance programs for ensuring their continued employability, there is assistance program for managing and taking care of the medical issues during their retired life. However, the voluntarily retired employees of SAIL are extended the CRR (Counselling, Retraining and Redeployment) scheme of Govt. of India. The objective and scope of the CRR scheme is to provide opportunities of Counselling, retraining and redeployment to the rationalized employees of CPSEs rendered redundant as a result of modernization, technology up-gradation and manpower restructuring.



**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

The Company expects its value chain partners to follow extant regulations, including health & safety practices and working conditions, which are specified in the contract document. Safety requirements of the job are defined in the terms & conditions of contract which are assessed through periodic site inspections. A well-defined Consequence Management system to deal with safety violations & lost time incidents is also in place.

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

As a system strengthening measure, a structured 'Contractor Safety Management Standard' is underway at Plants under the expert guidance of the safety management consultants deployed. Corrective actions are taken immediately, in case any significant hazard/risk is observed during site inspections.

SAIL follows several guidelines to address significant risks/concerns arising from assessment of health and safety practices of value chain partners. Some of them are:

1. The Company organizes a Safety Awareness Programmes including Film Shows on Safety, conducting Safety Competition/Quiz—once in 3 months.
2. The company has a framework of providing ratings to value chain partners on health and safety practices. The value chain partners who are rated higher are provided certain benefits while signing contracts.
3. Physical demonstrations on Safe Handling Procedures at Plant level like- Dos & Dont's with photographs is being displayed at strategic points within Warehouses. Physical display is also being carried out every six months.
4. Organizing Health Checkup camps & Eye Testing camps, regularly.
5. There is an installation of Fire Extinguishers and Live demonstration on MockDrills to ensure Fire 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.**

1. Stakeholders are an integral part of the company's growth strategy. Engagement with stakeholders is crucial to identify risks and develop a management plan for integration into the company's business model. At SAIL, a rigorous Stakeholder Engagement approach is being followed, which entails identifying and capturing stakeholders; assessing and evaluating their views; prioritizing key material issues; identifying sustainability indicators; preparing action plans; implementation and communication.
2. The identification of the various stakeholders is largely based on their material influence on the business strategy and sustainability vision of the company. Additionally, desk research (documentary analyses), community need assessment, benchmarking against peers, and interviews with key personnel within the organization are also done to identify the vulnerable and marginalized stakeholders.

**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	Frequency of engagement with each stakeholder group	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholders	No	<ol style="list-style-type: none"> <li>1. Annual General Meetings</li> <li>2. Quarterly and half-quarterly reports to shareholders</li> <li>3. Shareholder relation meets</li> <li>4. Investor surveys</li> </ol>	Annually/ Quarterly/ Half quarterly	<ol style="list-style-type: none"> <li>1. Profitability of the Company</li> <li>2. Creation of wealth</li> <li>3. Stock Price</li> <li>4. Grievances and Complaints</li> </ol>
Employees	Yes	<ol style="list-style-type: none"> <li>1. Labor Unions, Bipartite &amp; Tripartite Meetings</li> <li>2. Departmental &amp; Zonal Committee Meetings</li> <li>3. Various Platforms for Dialogues &amp; Communication</li> <li>4. CEO Interactions,</li> <li>5. Employee Satisfaction Surveys,</li> <li>6. Annual Appraisals,</li> <li>7. Internal newsletters etc</li> </ol>	Daily	<ol style="list-style-type: none"> <li>1. Safety and Healthy working conditions</li> <li>2. Good remuneration package</li> <li>3. Professional Growth</li> <li>4. Quality of life</li> <li>5. Welfare Measures</li> <li>6. Training and</li> <li>7. Career Development</li> </ol>



Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement with each stakeholder group	Purpose and scope of engagement including key topics and concerns raised during such engagements
Suppliers	Yes	1. Vendor meetings 2. Meetings with suppliers 3. Ancillary Association Meetings 4. Supplier Relationship Management	Quarterly & as and when required	1. Partnership with Value creation 2. Timely Payment 3. Engaging more local suppliers 4. Supplier Satisfaction
Customers	No	1. Regional Customer meets 2. Plant visits, Director's conference with customer groups 3. Visits to customers and customer satisfaction surveys 4. Virtual Meetings, visit by customers 5. Telephonic conversation emails 6. AI ChatBot	Continuous basis	1. Partnership with Value creation 2. Product Quality 3. Delivery 4. Compliance, Customer 5. Satisfaction 6. Resolution of complaints.
Community	Yes	1. Community meetings 2. Interaction with municipalities 3. Town administrative committee 4. Involvement in local society functions	As and when required	1. Quality of life 2. Job opportunities 3. Education 4. Welfare Measures 5. Medical Facilities 6. Sustainable Livelihood
NGOs	No	1. Visit to plants 2. Seminars 3. Conferences 4. Interactions, etc	Quarterly and as and when required	1. Environment Quality 2. Human Rights 3. Freedom of association 4. Compliance to regulations
Regulators	No	1. Meetings with Central and state Govt./Steel Ministry/Trade Bodies 2. Industry Associations 3. Ministry of Environment, Forests & Climate Change 4. Other Statutory bodies, etc	Annually/ As and when required	1. Economic, Environmental and Social Compliance 2. Human Rights 3. Safety 4. Compliance to ILO Conventions
Competitors	No	1. Knowledge sharing, Partnership with value creation, Anticompetitive behavior 2. Consumer privacy	As and when required	1. Fair Business 2. Partnership 3. Public policy Advocacy
Industry Associations	No	1. Conferences 2. Workshops 3. Seminars	Annually/ As and when required	4. Industry Policy, Regulations 5. Technology 6. Environment 7. CSR 8. Business Excellence
Academic Bodies	No	1. Conferences 2. Workshops 3. Seminars	As and when required	1. Knowledge Management Activities 2. Partnership for value Creation
Professionals/Consultants	No	1. Visit to Plants 2. Seminars 3. Conferences, Interactions	As and when required	1. Partnership with Value creation 2. Training and Development
Media	No	1. Press Meets, Interactions with Plants & Corporate Communications	As and when required	1. Economic, Environmental and Social Performance Achievements

### Leadership Indicators

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

SAIL believes that effective stakeholder engagement is essential for inclusive growth. The company aims to strengthen its relationships with key stakeholders, such as government, shareholders, employees, customers, suppliers, communities, NGOs, academics, consultants, competitors, and financial institutions.

SAIL engages with stakeholders through a variety of channels, from daily interaction with employees to annual general meetings (AGMs). The company also has dedicated board subcommittees to deal with economic, environmental, and social topics. These subcommittees meet regularly to discuss and address identified issues. Recommendations from the subcommittee meetings are presented to the board for approval, and an effective follow-up mechanism keeps the board apprised of the actions taken.

An effective engagement mechanism is incorporated in the Stakeholder Engagement Matrix. This matrix anchors stakeholder engagement on the following principles:

**Completeness:** Understanding key concerns of stakeholders and their expectations, and transparent and balanced reporting.

**Materiality:** Prioritized consideration of the economic, environmental, and social impacts identified to be important to the stakeholders as well as the organization.

**Responsiveness:** Responding coherently and transparently to such issues and concerns.

In addition to these principles, SAIL uses numerous modes to engage with its both internal and external stakeholders in a constructive manner and consciously captures their expectations. Frequent interaction with stakeholders, especially suppliers, allows the company to recognize focus areas and strengthen relationships with them. The company has adopted Customer Satisfaction Index and Employee Satisfaction as a few of the metrics and methodologies to gauge and quantify the stakeholders' feedback. The outcomes of the feedback received are integrated into the organization's medium- and long-term strategy and planning. The company strives to meet the identified goals for the shared growth of the company and society.

Customer feedback also goes into forming the basis for product improvement, product, and services development necessary for customer retention, market penetration, and growth.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, stakeholder consultation is used to support the identification and management of environmental, and social topics. At SAIL we have conducted Stakeholder Engagement and Materiality Assessment for employees. Stakeholder engagement is an essential element for the sustainability strategy that helps the company to learn from its stakeholders to identify and manage risks, to build trust and strong relationships and to identify ways to improve its performance. We try to understand where business interests overlap with the sustainability priorities of a company's stakeholders. Basis the surveys we have highlighted materiality topics and are taking into consideration.

We are also in the process of incorporating these into our policies and activities. This includes developing new policies and procedures, training employees, and reporting on our progress.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.**

SAIL Plants have continuously been making efforts for development of MSE vendors by organising Vendor Development Programs (VDPs). Further, Special Vendor Development Programs targeted towards developing a supportive ecosystem to SC/ST entrepreneurs were conducted in collaboration with National SC ST Hub Office (NSSHO) along with participation from Dalit Indian Chamber of Commerce & Industries and TICCI (Tribal Indian Chamber of Commerce & Industries where procurement procedure and vendor registration procedures were explained to intended beneficiaries.

During these meets, the vendors are also informed about the requirements of SAIL, items reserved for SC ST/Women vendors, registration procedures, benefits available to SC/ST and Women MSEs etc. SAIL has also been actively participating in conclaves organized by NSSHO for SC ST entrepreneurs.

Officials of Invoice Mart are also invited to some SVDPs to inform the participants regarding benefits of bill discounting through TReDS. SAIL has in FY 2023-24 organized 20 VDPs and 18 SVDPS. SAIL Plants also provide support to local MSEs by mentoring, training, handholding and by providing technical support. SAIL is also incentivizing the local MSMEs (located in the same district as our 5 ISPs) by making steel available to them at affordable & competitive prices with suitable commercial terms to accelerate industrial growth of the region.

**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			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	%(D/C)
<b>Employees*</b>						
Permanent						
Other than permanent						
<b>Total Employees</b>	<b>55989</b>	<b>18799</b>	<b>34%</b>	<b>46818</b>	<b>18676</b>	<b>40%</b>
<b>Workers#</b>						
Permanent						
<b>Other than permanent</b>	72141	3635	5%	65938	1389	2%

\*Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc.



RPL is Recognition of Prior Learning. It was noticed that contract workers suffer most injuries due to their inadequate training. To build competence and skill development of contract workers before they enter the plant RPL came into shape. It's a training and skill development center outside the plant premises run jointly by skill development mission and concerned plant where workers were trained on different skills. Contractors are supposed to take RPL certified workers, which is run by plant HRD department. It is a step to strengthen Contractor Safety Management (CSM) system in SAIL.

All employees and workers are provided training on various aspects of human rights, as well as other key areas such as prevention of sexual harassment, vigil mechanism, code of conduct, and code of business ethics. This is to keep them apprised of changing regulations and to help them make ethical decisions and understand the consequences of any wrongdoing. SAIL strives to keep its employees and workers updated by regularly providing such training.

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

Category	FY 2023-24					Total (A)	FY 2022-23			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees*</b>										
<b>Permanent</b>										
Male	52,466	Nil	Nil	52,466	100%	55,568	Nil	Nil	55,568	100%
Female	3,523	Nil	Nil	3,523	100%	3,618	Nil	Nil	3,618	100%
<b>Other than Permanent</b>										
	NA**									
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers#</b>										
<b>Permanent</b>										
Male	NA**									
Female										
<b>Other than Permanent ##</b>										
Male	67,021	NIL		67,021	100%	62,641	NIL		62,641	100%
Female	5,120			5,120	100%	3,296			3,296	100%

\*Employees include Executive and Non-executive personnel

#Workers include Contractual Workers etc.

\*\*Not Applicable

**3. a. Details of remuneration/salary/wages, in the following format:**

	Male		Female	
	Number	Median remuneration/salary/wages of the respective category	Number	Median remuneration/salary/wages of the respective category
<b>Board of Directors (BoD)</b>		71.32 Lakhs		22.72 Lakhs
<b>Key Managerial Personnel</b>		67.80 Lakhs		0
<b>Employees (Executive) other than the Board of Directors and Key Management Personnel</b>		14.74 Lakhs		36.07 Lakhs
<b>Workers</b>	NA			

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	6.37%	6.24%

**4. 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)**

There are no Human rights issues caused or contributed by the business of SAIL. As a Central Public Sector Enterprise (CPSE), SAIL strictly adheres to government regulations and policies, ensuring our business practices uphold the highest human rights standards. We are committed to ethical operations that respect and protect all individuals involved in or affected by our activities, with robust mechanisms to address any concerns promptly. Our compliance with labor laws, health and safety regulations, and environmental standards ensures we do not contribute to human rights violations. We provide fair wages, safe working conditions, and equal opportunities, fostering a culture of respect and dignity. Additionally, our social responsibility initiatives support community development, reinforcing our commitment to human rights and ethical conduct. The various Commissions such as NHRC, NCSC, NCST, NCBC, NCSK and Parliamentary Committees on various issues continuously monitor SAIL on the issues of human Rights.

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

At SAIL, we have established comprehensive internal mechanisms to redress grievances related to human rights issues, ensuring prompt and effective resolution. These mechanisms include dedicated grievance redressal cells and committees at various levels, where employees can confidentially report concerns. Regular training and awareness programs are conducted to educate employees about their rights and the available channels for grievance redressal. Additionally, we maintain confidentiality and protection against retaliation for those reporting grievances. This structured approach ensures that all human rights concerns are addressed fairly and transparently, upholding our commitment to ethical practices and employee welfare.

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

	FY 2023-24			FY 2022-23		
	Current Financial Year			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	3	2		7	2	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	13	0		3	0	
Other human rights related issues	0	0	-	0	0	-

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</b>	3	7
<b>Complaints on POSH as a % of female employees/workers</b>	0.085%	0.19%
<b>Complaints on POSH upheld</b>	0	3

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

To prevent adverse consequences to the complainant in cases of discrimination and harassment, SAIL has implemented several robust mechanisms. We ensure confidentiality of the complainant's identity and case details to protect their privacy and prevent retaliation. We provide support services, including counseling and legal advice, to help complainants cope with the situation. All complaints are investigated fairly, thoroughly, and promptly. Regular training sessions and awareness programs are conducted to foster a respectful workplace culture and educate employees about their rights and responsibilities. Whistleblower protection mechanisms are in place to ensure safe reporting without fear of reprisal. Through these measures, SAIL strives to maintain a safe, respectful, and supportive work environment for all employees. The mechanism is well laid in the Policy. For more details, refer to the Policy link (<https://sail.co.in/sites/default/files/upload/2023-06/Policy-for-Prohibition-Prevention-Redressal-of-Sexual-Harassment-of-Women-at-Workplace.pdf>)

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

SAIL follows the Company's Code of Business Conduct and Ethics, which outlines the principles that all employees are expected to adhere to. These principles include respect for human rights, such as the prohibition of child labor, forced or compulsory labor, and health and safety standards. SAIL also expects employees to uphold the principles of freedom of association, non-discrimination, disciplinary practices, security practices, working hours, compensation practices, supply chain practices, and management systems. In addition to the Code of Business Conduct and Ethics, SAIL also follows the guidelines included in service orders as per the GEM portal.

Recently, SAIL P1 policy has been updated and are available on SAIL Tenders website.

General Terms and Conditions of Contract for Purchase ( SAIL P1 ) was updated on October 2023 and is available at SAIL Tenders website at <https://sailtenders.co.in/STDocs/DynamicPages/FileSDPchild9827711.pdf>. Point 38 of SAIL P1 relates to Business Responsibility & Sustainability which is reproduced below:

**38. Business Responsibility and Sustainability: At SAIL, we deeply value the vital role that companies can play in safeguarding and promoting human rights in the long term. We recognize our responsibility to uphold the spirit of human rights, as outlined in existing international standards, such as the Universal Declaration and the Fundamental Human Rights**



Conventions of the International Labour Organization. SAIL expects its suppliers to develop and implement policies and procedures to ensure all human rights in their business and to encourage their suppliers to do likewise. Our Human Rights Charter is available at <https://sail.co.in/sites/default/files/2023-09/Human-Rights-Charter.pdf>.

**10. Assessments for the year:**

Although no formal assessment has been conducted of our plants and offices, the Plant Heads and HR department of the Corporate Office ensure that there are no violations of any human rights aspects. Any grievance received on a violation of human rights is taken seriously, and serious action is taken against the accused, if found guilty.

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	SAIL being a PSU is governed by Government Directives.
Forced/involuntary labour	
Sexual harassment	Committee for POSH carries out enquiries for addressing the grievances pertaining to harassment.
Discrimination at work place	SAIL being a Central Public Sector Undertaking is governed by various regulations and guidelines pertaining to equal opportunity.
Wages	Government guidelines for payment of minimum wages w.r.t. contract labour are strictly adhered to.
Others—please specify	-

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

There were no significant risks or concerns (considering Q10)

**Leadership Indicators**

**1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints**

Necessary modifications in policies and systems are carried out as per requirement for addressing the human rights issues/grievances, if any, e.g. SAIL Human Rights Charter has been formulated and issued.

**2. Details of the scope and coverage of any Human rights due diligence conducted**

Although no due diligence has been conducted yet, SAIL has developed a comprehensive and effective policy that will protect the human rights of all its stakeholders addressing the Scope, Coverage, Governance and Redressal mechanism of Human Rights aspects.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes. The office and plant premises are accessible to differently abled visitors.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Child Labour	0%
Forced/ Involuntary Labour	0%
Sexual Harassment	0%
Discrimination at Workplace	0%
Wages	0%
Others – please specify	0%

Although there is no formal assessment of our value chain partners, we have a declaration on human rights aspects from all of our value chain partners regarding various human rights aspects. Any violation leads to the cancellation of business transaction with the value chain partner. Additionally, our major suppliers, being global coal companies, already have high standards of adherence to human rights aspects.

**5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**

Since assessments have not been conducted, no corrective actions have been taken.

**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	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources#</b>			
Total electricity consumption (A)	TJ	266	230
Total fuel consumption (B)	TJ		
Energy consumption through other sources (C)	TJ		
Total energy consumed from renewable sources (A+B+C)*	TJ	266	230
<b>From non-renewable sources#</b>			
Total fuel consumption (E)	TJ	469,777	449,756
Energy consumption through other sources (F)	TJ	678.5	916
Total energy consumed from non-renewable sources (D+E+F)		613,900	590,917
Total energy consumed (A+B+C+D+E+F)	TJ	614,166	591,147
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	GJ/₹	0.560	0.570
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)**	GJ/₹ of revenue from operations adjusted for PPP	11.32	11.78
Energy intensity in terms of physical output	TJ/TCS	0.0320	0.0323
Energy intensity (optional) – the relevant metric may be selected by the entity			

# Includes the energy consumption in SAIL's integrated steel plants, special steel plants, SRU and mines.

\* Includes purchased renewable power also.

\*\*Revenue adjusted for PPP based on World Bank guidelines.

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 the remedial action taken, if any.**

All our 5 Integrated Steel Plants have been identified as Designated Consumer by Bureau of Energy Efficiency, Govt of India.

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

Parameter	Unit	FY 2024	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	KL	57396487	55285451
(ii) Groundwater		-	-
(iii) Third party water		-	-
(iv) Seawater/desalinated water		-	-
(v) Others		-	-
<b>Total volume of water withdrawal (In kilolitres) (i + ii + iii + iv + v)</b>	<b>KL</b>	<b>57396487</b>	<b>55285451</b>
<b>Total volume of water consumption (In kilolitres)</b>	<b>KL</b>	<b>57396487</b>	<b>55285451</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/Revenue from operations) (KI/INR Crores)	<b>L/₹</b>	<b>0.05</b>	<b>0.05</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP)	L/₹ of revenue from operations adjusted for PPP	<b>1.058</b>	<b>1.094</b>



Parameter	Unit	FY 2024	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>			
Water intensity in terms of physical Output		-	-
Water intensity (optional) – the relevant metric may be selected by the Entity (m <sup>3</sup> /tcs)			
Water intensity (optional) – the relevant metric may be selected by the Entity (m <sup>3</sup> /tcs)	<b>m<sup>3</sup>/tcs</b>	3.02	3.06

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.

**4. Provide the following details related to water discharged:**

Parameter	Unit	FY 2024	FY 2023
<b>Water Discharge by destination and levels of Treatment</b>			
(i) To Surface water	KL	22985600	22363784
- No treatment			
- With treatment – please specify level of treatment			
(ii) To Groundwater			
- No treatment			
- With treatment – please specify level of treatment			
(iii) To Seawater			
- No treatment			
- With treatment – please specify level of treatment			
(iv) Sent to third parties			
- No treatment			
- With treatment – please specify level of treatment			
(v) Others			
- No treatment			
- With treatment – please specify level of treatment			
<b>Total water discharged (in kilolitres)</b>	<b>KL</b>	<b>22985600</b>	<b>22363784</b>

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.

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

SAIL has envisioned a goal of 'Zero Liquid Discharge (ZLD)' for its steel plants. In order to achieve this goal, special drives have been undertaken to utilize the industrial effluent after suitable treatment in the Effluent Treatment Plants.

A total of around 123 million m<sup>3</sup>/year wastewater across SAIL plants is being treated and recirculated for further use. Several schemes have been adopted for achieving ZLD and are presently under various stages of implementation. During 2023-24, effluent treatment facilities with a total capacity of 2235 m<sup>3</sup>/hr have been installed and are under operation. Apart from the above, capacity of lagoon at RSP has been enhanced by 3 lakh m<sup>3</sup> through de-silting.

Going forward, all the upcoming units in SAIL plants have been envisaged on ZLD concept.

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

Parameter	Specify unit	FY 2023-24	FY 2022-23
NOx (NO <sub>2</sub> )	kg/tcs	0.76	-
SOx (SO <sub>2</sub> )	kg/tcs	1.10	-
Particulate matter (PM) (PM10)	kg/tcs	0.58	0.57
Persistent organic pollutants (POP) (Benzo-a-Pyrene)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-



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.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format**

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tonnes of CO <sub>2</sub>	52622079	47603938
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tonnes of CO <sub>2</sub>	2446630	3020822
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Tonnes /₹ in Crs	502	488
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Tonnes /₹ of revenue from operations adjusted for PPP	0.001	0.001
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity – <b>Crude Steel Production</b>	Tonnes/Tonne of Crude Steel	2.90	2.80

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.

**8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

Details of project
Refer to Chapter on "PARTICULARS OF ENERGY CONSERVATION, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS & OUTGO" from Annual Report FY 2023-24

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

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
(i) Plastic Waste (A)	0.42	2260
(ii) E-waste (B)	37	33
(iii) Biomedical waste (C)	0	141
(iv) Construction and demolition waste (D)	9063	Insignificant Quantity
(v) Battery waste (E)	228	
(vi) Radioactive waste (F)	0	Not applicable
(vii) Other hazardous waste (G)	162006	172388
(viii) Other non-hazardous waste (H)	13833695	12549470
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>14005029.42</b>	<b>12724292</b>
<b>Waste intensity per rupee of turnover in T/₹</b> (Total waste generated/Revenue from operations)	128	122
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) in Tonnes/₹ of revenue from operations adjusted for PPP</b> (Total waste generated/Revenue from operations adjusted for PPP)	0.00025	0.00025
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity (t/tcs)	0.74	0.71
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	3144716	3140793
(ii) Reused	8673	
(iii) Other recovery options (Sold)	11216850	9765888
<b>Total</b>	<b>14370239</b>	<b>12906681</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Incineration	0	35
(ii) Landfilling	2358	3529
(iii) Other disposal options	0	107
<b>Total</b>	<b>2358</b>	<b>3671</b>



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.

**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.**

SAIL is committed in its Corporate Environment Policy to minimize source-wise solid waste generation and maximize its utilization to the tune of 100%. SAIL has adopted the "4Rs Policy" (Reduce, Recover, Recycle, and Reuse) across all its processes to foster circularity as well as the sustainability of the industry.

Iron slag and steel slag are the two major contributors to solid waste generation. 100% utilization of iron slag is being achieved through its granulation and utilization in the cement industries. On the other hand, steel slag is used mainly internally through recycling it in blast furnaces & steel melting shops as a partial replacement of limestone and in sinter making as base-mix. Solid wastes like mill scale and lime/Dolo fines are recycled entirely through the sinter-making process. Waste refractory bricks are fully utilized by either selling to external agencies or reusing internally.

Various R&D-based studies have been/are being taken up by SAIL either through its in-house research wing or in association with other eminent research centers or academic institutions of national repute to explore potential avenues for enhancing steel slag utilization.

The wastes, which are hazardous by reasons of their physical and/or chemical characteristics, are safely disposed of as per the rules of the "Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016", either in captive Secured Landfill Facility (SLF) or through the authorized recyclers dealing with Treatment, Storage, and Disposal of hazardous wastes. Some hazardous wastes are reused/co-processed.

E-waste is being recycled/disposed of through authorized e-waste recyclers.

Battery wastes are recycled through registered vendors.

A negligible quantity of construction & demolition waste is generated sometimes at some of the plants, which is internally utilized. During the demolition/dismantling of specifically old structures/buildings, a significant quantity of waste is generated which is disposed of through external agencies.

**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: (FY 2023-24, Current Financial Year)**

None of the SAIL plants are near ecologically sensitive areas.

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws in the current FY 2023-24**

Name and brief details of project	EIA Notification No. (EC Identification No)	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
SAIL did not undertake any new project requiring environmental impact assessments during 2023-24.					

**13. Is the company 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 (Mention Yes/No). If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	The Water (Prevention and Control of Pollution) Act and Air (Prevention and Control of Pollution) Act	Non-compliance of the environmental standards at IISCO Steel Plant	Show Cause Notice issued by West Bengal Pollution Control Board.	Corrective measures have been taken and subsequently implemented for compliance. Moreover, a time-bound action plan is in place to improve upon the environmental footprint further.
2	The Water (Prevention and Control of Pollution) Act and Air (Prevention and Control of Pollution) Act	Non-compliance of the environmental standards at Visvesvaraya Iron & Steel Plant	Show Cause Notices issued by Karnataka State Pollution Control Board	Corrective measures have been taken and subsequently implemented for compliance. Moreover, a time-bound action plan has also been drawn up to improve upon the environmental footprint further.

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
3	The Water (Prevention and Control of Pollution) Act and Air (Prevention and Control of Pollution) Act	Non-compliance of the environmental standards at Chandrapur Ferroalloy Plant	Show cause notice issued by Maharashtra Pollution Control Board.	Corrective measures have been taken and subsequently implemented for compliance. Moreover, a time-bound action plan has also been drawn up to improve upon the environmental footprint further.

### Leadership Indicators

#### 1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023 - 24	FY 2022 - 23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
<b>Total volume of water withdrawal (In kilolitres)</b>		
<b>Total volume of water consumption (In kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)		
<b>Water intensity</b> (optional) –the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment –please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2023 - 24	FY 2022 - 23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tonnes of CO <sub>2</sub> equivalent	-5300064	-5620400
<b>Total Scope 3 emissions per rupee of turnover</b>	Tonnes/₹ in Crs	48.3	54.2
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Tonnes/₹ in Crs		

Note: Scope 3 emission is partially covered

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. However, the data is being calculated as per the World Steel Association (WSA) Methodology.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	
1	'SAIL Green Tiles Plant' installed at Bhilai Steel Plant (BSP)	With an aim to achieve 100% solid waste utilization and also to reduce CO <sub>2</sub> emissions, BSP took a greener initiative and established 'SAIL Green Tiles Plant' with a capacity for manufacturing 1000 nos. of paver blocks/ tiles per day using steel slag.	Enhancement of steel slag utilization, thereby increasing solid waste utilization.	
2	Installation of Effluent Treatment Plant (ETP)	Rourkela Steel Plant	Treatment and recirculation of 1800 m <sup>3</sup> /hr of wastewater	Prevention of surface water pollution and conservation of water.
		Durgapur Steel Plant	Treatment and recirculation of 230 m <sup>3</sup> /hr of wastewater	
		IISCO Steel Plant	Treatment and recirculation of 205 m <sup>3</sup> /hr of wastewater	
3	Installation of Air Pollution Control (APC) equipment at Durgapur Steel Plant to meet PM Emission below 30 mg/Nm <sub>3</sub>	- Installation of new Bag Filters for all Kilns of New Lime Calcination Plant. - Installation of APC system at Ladle Furnace- 1 & 2 of SMS - Upgradation of ESPs in Sinter Plant-2	Improvement in environmental footprint	

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.**

SAIL units adhere to all applicable safety and regulatory laws, ensuring a robust business continuity and disaster management plan. SAIL, at its corporate level and unit level, has a Business Continuity and Disaster Management Plan to manage any eventuality concerning business uncertainties and ensure the safety & health of workmen and society at large.

The Disaster Management and Emergency Preparedness Plans have been prepared by external experts and have been approved subsequently by the Chief Inspector of Factories.

Objective of Disaster Management Plan:

To enumerate Organisational actions enabling it to take fast and effective steps: -

- To protect Personnel inside and Public outside the Plant
- To effect rescue and treatment of Casualties
- To safeguard the Plant, machinery, equipment, and other properties.
- To bring the incident under control and ensure a rapid return to normal operation after an emergency.

All the "On-Site" and "Off-Site" emergencies are covered in the manual. Regular mock drills are conducted to ascertain the efficacy of measures to mitigate Risks. A list of emergency resources/equipment along with a minimum buffer stock of essential raw materials is always maintained. Regular training and awareness programs are conducted throughout the year to prepare, manage as well as effectively mitigate impact of any disaster/emergency.

Regular audits are undertaken by the National Safety Council, the premier body set up by the central government to develop and lead the efforts for making the workplace safer, healthier, and environment-friendly. These audits validate our commitment to safety. Our plan includes comprehensive risk assessments, emergency response strategies, and continuous training for employees. We maintain a resilient supply chain, effective communication protocols, and redundant systems to minimize disruptions. By fostering a culture of safety and preparedness, we ensure that our operations remain stable and can quickly recover from any unforeseen events.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

We have not identified any significant impact arising to the environment, arising from the value chain of SAIL.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

We have not conducted assessments for our value chain partners for their environmental impact.

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

**Essential Indicators**

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

SAIL is associated with various Government and Regulatory Authorities that support the Company to abide by its values and operate with integrity and transparency. Our stakeholders are valuable to us, and we engage ourselves with matters relating to public good for our stakeholders through these associations. During FY 2023-2024, the Company has 19 active affiliations with trade and industry chamber 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	Federation of Indian Chambers for Commerce and Industry (FICCI)	National
2	Standing Conference of Public Enterprises(SCOPE)	National
3	Indian Steel Association (ISA)	National
4	World Steel Association & International Stainless Steel Forum (ISSF)	International
5	Indian Iron and Steel Sector Skill Council (IISSSC)	National
6	All India Management Association (AIMA)	National
7	Forum of Women in Public Sector (WIPS)	National
8	World Confederation of Productivity Science (WCPS)	National
9	Centre for Organisation Development (COD)	National
10	Indian Institute of Metals, Kolkata (IIMK)	National

**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.**

SAIL has not engaged in any anti-competitive conduct. Hence, no corrective action was taken.

**Leadership Indicators**

**1. Details of public policy positions advocated by the entity**



S. No.	Policy advocated	Method for such advocacy	Whether information is in public domain (Y/N)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others – please specify)	Web Link if Available
1.	Comments provided on the OM dated 04.05.2023 issued by Lok Sabha Secretariat for Forest (Conservation) Amendment Bill, 2023 specifically on Section 2(iii) of the FC Act.	Through email to JCFCAB Cell, Lok Sabha Secretariat Gol on 15.05.2023	N	Board reviews the status of the compliance of Environment (Protection) ACT, 1986, AIR (Prevention and Control of Pollution) ACT, 1981, Water (Prevention and Control of Pollution) ACT, 1974, Wildlife (Protection) ACT 1972 and Forest (Conservation) ACT, 1980, in respect of SAIL Mines and Collieries on Quarterly basis	NA
2.	Comments/Suggestions provided on the OM dated 18.05.2023 issued by Ministry of Mines, Gol for Amendment of the Second Schedules of the MMDR Act for specifying rate of royalty in respect of Rare Earth Elements (REEs) and Lithium.	Through email to Ministry of Mines, Gol on 26.05.2023	N		NA
3.	Comments provided on the OM dated 02.06.2023 issued by Ministry of Mines, Gol for Amendment of the Minerals (Other than Atomic and Hydro Carbons Energy Minerals) Concession Rules, 2016 on the issue of double incidence of royalty due to inclusion of royalty in the calculation of ASP.	Through email to Ministry of Mines, Gol on 19.06.2023	N		NA
4.	Comments provided on the OM dated 12.12.2023 issued by Ministry of Mines, Gol for Amendment of the rules under the Mines and Minerals (Development and Regulation) Act, 1957 to remove cascading impact of inclusion of royalty in the calculation of Average Sale Price.	Through email to Ministry of Mines, Gol on 26.12.2023	N		NA
5.	Comments provided on the draft report dated 03.01.2024 issued by Ministry of Mines, Gol to suggest alternative mechanisms for computation of ASP of iron ore in the country.	Through email to Ministry of Mines, Gol on 04.01.2024	N		NA

**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.**

Name and brief of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web Link

Not applicable for the current financial year

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

S. No.	Name of project for R&R	State	District	No. of project affected families (PAFs)	% of PAFs covered under R&R	Amounts paid to PAFs	Year
1	Nil	Nil	Nil	Nil	Nil	Nil	Nil

No land acquired in 2023-24, hence no fresh PAFs & No payment made to PAF.

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

SAIL has a diverse and multi-dimensional approach to get feedback from the communities via holding regular community meetings, periodic interaction with municipalities and Town administrative committees and active engagement with the local society so as to understand if they have any views, issues, complaints and grievances related to the interventions. Centralised Public Grievance Redress and Monitoring System (CPGRAMS) is an online platform available to the citizens 24x7 to lodge their grievances to the public authorities on any subject related to service delivery. CPGRAMS is also accessible to the citizens through standalone mobile application downloadable through Google Play store and mobile application integrated with UMANG.

The status of the grievance filed in CPGRAMS can be tracked with the unique registration ID provided at the time of registration of the complainant. CPGRAMS also provides appeal facility to the citizens if they are not satisfied with the resolution by the Grievance Officer. After closure of grievance if the complainant is not satisfied with the resolution, he/she can provide feedback. If the rating is 'Poor' the option to file an appeal is enabled. The status of the Appeal can also be tracked by the petitioner with the grievance registration number.

Issues which are not taken up for redress:

- RTI Matters
- Court related/Subjudice matters
- Religious matters
- Suggestions
- Grievances of Government employees concerning their service matters including disciplinary proceedings etc.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.**

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/small producers	MSE Procurement: ₹ 2919.87 Cr (29.28% of total procurement)	MSE Procurement: ₹ 3110.30 Cr (32.71% of total procurement)
Sourced directly from within the district and neighboring districts	The Company has always given priority towards development of peripheral areas. SAIL's Steel Plants and Units operating since 1950s have seen obscure villages turn into large industrial hubs. In this regard, procurement has been prioritized from the local suppliers subject to availability and feasibility	

**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	FY 2023-24	FY 2022-23
Rural	5.76	5.64
Semi-urban	0.15	0.16
Urban	88.84	89.13
Metropolitan	5.26	5.07

**Leadership Indicators**
**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential indicators above)**

Not Applicable.

**2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: FY 2023-24**

SAIL has its CSR interventions in 7 aspirational districts in Jharkhand, Chhattisgarh, and Bihar. The districts include naxal affected areas and districts including Rajnandgaon, Narayanpur, Kanker, Bokaro, West Singhbhum, Ranchi, and Banka.

S N	State	Aspirational District	SAIL CSR Amount spent (INR/Crores)
1	Chhattisgarh	Rajnandgaon, Narayanpur, Kanker	21.31 crores
2	Jharkhand	Bokaro, West Singhbhum, Ranchi	27.35 crores
3	Bihar	Banka	0.148 crores

**3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No):**

Yes. SAIL promotes inclusive growth and equitable development through procurement from MSE vendors, SC/ST and women entrepreneurs. Procurement from such means has increased from ₹ 2233.72 Cr in FY 2021-22 to ₹ 2919.87 Cr in FY 2023-24. SAIL is committed to collaborating with multiple stakeholders and help them build capacity for the emerging markets.

**b. From which marginalized/vulnerable groups do you procure?**

MSE including SC/ST and Women MSE.

**c. What percentage of total procurement (by value) does it constitute for FY 2023-24?**

FY 2023-24:

MSE Procurement: ₹ 2919.87 Cr (29.28 % of total procurement)

Procurement from SC/ST MSEs: ₹ 7.65 Cr (0.08%)

Procurement from women MSEs: ₹ 120.21 Cr (1.21%)

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge**

S.No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes or No)	Benefit shared (Yes or No)	Basis of calculating benefit share
None				

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the authority	Corrective Action Taken
None		



**6. Details of beneficiaries of CSR Projects:**

For details, please refer to section on "Corporate Social Responsibility" of Board Report (Annual Report), FY 2023-24.

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Distributed assistive devices like Tricycle, Motorized Vehicles, Calipers, Hearing Aids, Smart Phones, Smart Canes etc. to Divyangjans across the country. This priority programme of SAIL has been implemented across several locations in the country under "Azadi Ka Amrit Mahotsav".	Approx <b>3,000</b> Divyangjans have been benefitted with assistive devices	Not Available
2	Health Camps and Mobile Medical Units have benefitted villagers at their doorsteps and patients were provided free medical care and medicines at SAIL Primary Health centers at Plants.	Benefitted about 1.80 Lakh villagers and above 84,000 patients	
3	SAIL is assisting 600 schools in Bhilai and Rourkela by providing Mid-day meals and dry ration kits in association with <b>Akshay Patra Foundation</b> .	Around <b>60,000</b> students	
4	22 Special Schools (Kalyan, Mukul & DAV Vidyalayas) benefitting BPL category students at integrated steel plant locations with facilities like free education, mid-day meals, uniform including shoes, text books, stationary items, school bags and water bottles, etc., running under CSR.	Around <b>12026</b> BPL category students	
5	Children from Tribal and Naxal-affected/Aspirational Districts are getting free of cost comprehensive educational facilities viz. Schooling, Meals, Uniforms, Textbooks, Accommodation and infrastructure, etc. at Saranda Suvan Chhatravas and Central School, Kiriburu; Gyanodaya Chhatravas, BSP School Rajhara, Bhilai; Gyanjyoti Yojna, Bokaro DAV schools-Nandini & Kuteshwar Mines, and other schools	More than <b>450</b> children from Tribal and Naxal-affected/Aspirational Districts	
6	<b>Gyan Jyoti Yojana:</b> Bokaro Steel Plant is providing education and facilitating holistic development for the 15 children of Birhor tribe, which is at the verge of extinction. Children were facilitated with free Education along with boarding, healthy meals, clothing, medical treatment, sports and cultural opportunities in a conducive atmosphere. They are the first Matriculates and 12 <sup>th</sup> pass from their community. For Skill Development and better employability, 9 Matriculate Birhor Boys adopted under Gyan Jyoti Yojana had been sponsored for ITI training in "Welder trade" alongwith stipend, accommodation and meals at Bokaro Pvt ITI.	15 Birhor children successfully completed 12 <sup>th</sup> standard education and underwent ITI Trainings. Inspired from their achievements, 2 <sup>nd</sup> batch of 15 Birhors have completed their education and ITI trainings. 3 <sup>rd</sup> batch of 12 Birhor children has been adopted.	
7	<b>Women Empowerment and Sustainable Income Generation:</b> Women & youths have undergone skills trainings, in areas such as Nursing, Physiotherapy, LMV Driving, Computers, Mobile repairing, Welder, Fitter and Electrician Training Improved agriculture, Mushroom cultivation, Goatery, Poultry, Fishery, Achar/Pappad/Agarbati/Candle making, Screen printing, Handlooms, Sericulture, Yarn Weaving, Tailoring, Sewing and embroidery, Gloves, Spices, Towels, Gunny-bags, Low-cost-Sanitary Napkins, Sweet Box, Bans/Jute Shilp, Smokeless chullah making etc.	<b>2369 women and 1578 youths</b> have undergone Vocational and specialised skill development training targeted towards sustainable income generation.	
8	<b>ITI trainings:</b> ITI trainings have been supported for youths in peripherals at ITCs Bolani, Bargaon, Baliapur, Bokaro Pvt ITI and Rourkela etc. The ITIs at Bolani and Bursua have been adopted for upgradation and operation by SAIL/RSP mines. Also, at Bokaro Pvt. ITI youths from the periphery are being trained in streams of Electrician, Welder and Fitter.	Approximately <b>490</b> youths have been supported for ITI training at ITCs	
9	Bokaro Steel Plant organised <b>Special Olympics Bharat (SOB)</b> under National sports Preparatory Training Camps and also supported participation expenditure to the selected/trained Divyang athletes for Special Olympics Summer World Games 2023 (SOSWG 2023) at Berlin.	<b>Approx 596</b> Divyang athletes underwent Preparatory Sports Training Camps at Bokaro.	

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

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

**For Consumer Complaints:** Robust systems have been put in place to address the grievances of the customers across



SAIL. The customers can lodge Quality complaint (QC) following which the material under QC is inspected by the Branch Executive. SAIL extends help of regional AE (Application Engineer) or respective Plant to the Branch Executive to aid and expedite the process, if required. Based on the genuineness of complaint, return order and subsequent refund is issued to the customer to ensure the trust of the customers.

**For Feedback:** AI based Chatbot 'SAIL SARATHI' has been introduced for facilitating easier navigation & information accessibility for customers and visitors. SAIL has opened a verified business account on WhatsApp. The WhatsApp account is integrated with SAIL SARATHI APP.

A customer contact app with the name "SAIL Grahak Sampark" has been launched by CMO to streamline, organize and maximize Customer Meetings by CMO Executives.

**2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal:**

The company provides prescribed information for all the products as required under the applicable statute.

**3. Number of consumer complaints in respect of the following:**

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
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 (Settlement of Quality Complaint from Customers)	1871	26	Out of 1871, 1845 have been settled during same FY. Rest settled in following FY	1793	9	Out of 1793, 1784 have been settled during same FY. Rest settled in following FY

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

	Number	Reasons for recall
Voluntary calls	Nil. There have not been any instances of product recalls.	
Forced calls		

**5. Does the company/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.**

The Information Technology Policy at SAIL has a robust approach towards matters relating to IT. It includes matters concerning Information sensitivity, Acceptable use policy, Server security policy, Network infrastructure security policy, Database password Policy, Extranet Policy, Acceptable encryption policy, Dial-in access security policy, and Anti-virus policy.

For more details, please refer to the policy link: IT Security Policy.

**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 were no complaints for 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, no corrective actions were taken for the same.



**7. Provide the following information related to data breaches**

- a. Number of instances of data breaches: No data breaches
- b. Percentage of data breaches involving personally identifiable information of customers: NA
- c. Impact, if any of the data breaches: NA

\*NA: Not applicable. Since there are no data breaches, b and c are not applicable.

**Leadership Indicators**

**1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Platforms where information on products and services of the entity can be accessed are:

- 1) Website- [www.sail.co.in](http://www.sail.co.in)
- 2) Facebook- [www.facebook.com/SAILsteelofficial](https://www.facebook.com/SAILsteelofficial)
- 3) Twitter- [www.twitter.com/SAILSteel](https://www.twitter.com/SAILSteel)
- 4) Instagram- [www.instagram.com/steelaauthority](https://www.instagram.com/steelaauthority)

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Not applicable

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

In case of a disruption of essential service, SAIL informs its consumers via its Website, Stock Exchange notifications and other social media channels. Besides that, our Marketing and customer management team regularly interacts with all our customers and dealers and gives intimation about any discontinuation of service.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regards to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes: In case of TMT bars, SAIL has introduced QR coding on stud welded tags in each bundles. It gives information about the product and also in case of one plant links it to the chemical and physical properties on scanning through an app. Also in products like PM Plate information regarding size grade and technical delivery condition is provided on the product. Moreover, SAIL has successfully rolled out implementation of the Made in India branding and labeling scheme on 4<sup>th</sup> November 2023. Accordingly, in addition to the standard labeling on its products, SAIL also places a QR code which, when scanned, authenticates the particular item on a secure third party server maintained by the Quality Council of India. This not only confirms the authenticity of the material but also verifies the product details such as producing plant, size, grade, heat number, etc., adding an additional level of assurance for customers and other stakeholders

Yes. Monthly Customer Satisfaction report is taken from all Key Account Customer. In addition service performance feedback is taken at servicing points like warehouses on monthly basis. In addition to this, customer Feedback Form is also available at SAIL's website: [https://www.sail-steel.com/cust\\_enq/feedback.jsp](https://www.sail-steel.com/cust_enq/feedback.jsp). Online Feedback is taken w.r.t product (viz: quality, dimensional tolerance, surface finish and packing) and Quality of service (viz: service relating to issuance of Delivery Order, enquiry, issuance of credit notes, time taken for truck turnaround in warehouse).



## Social Responsibility Asia (SR Asia)

(ISO 9001: 2015 Certified)

Unique Id: SRA/IPRAS/003/2024

### Independent Practitioners' Reasonable Assurance Statement

To the Directors and Management  
Steel Authority of India Limited,  
Ispat Bhawan, Lodhi Road,  
New Delhi-110003, India

SR Asia is an international organization working in various domains of sustainability and assurance services having a presence in many countries. We promote sustainability through Research, CSR Project Implementation, Development projects, Project Management, International and National Conferences, Integrated and Sustainability Reporting, ESG Reporting, Capacity Building, and Third-Party Assurance Services. SR Asia is licensed by Accountability UK.

#### Scope of Work

SR Asia was engaged by SAIL (the 'Company') to conduct an independent assurance of the sustainability disclosures in the Business Responsibility and Sustainability Report (BRSR) Core Annexure-I (called 'Assured Sustainability Information' (ASI-1)) as per SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated 12<sup>th</sup> July 2023 for the reporting period from 01.04.2023 to 31.03.2024.

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core (Annexure-1) have been prepared in accordance with the reporting criteria (refer table below).

Assured Sustainability Information' (ASI) subjected to assurance	Period subject to assurance	Reporting criteria
BRSR Core (refer Annexure 1)	01.04.2023 to 31.03.2024	Guidance notes for BRSR format and BRSR Core issued by SEBI Regulation 34 (2) (f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)

The work covered understanding of reporting boundary, systems and processes by reviewing documentation and information system in the Company, Project initiation meeting, sharing

CIN No: U93000DL2012NPL231376

GST: 07AAQCS9621N1ZL

Udyam Reg. No: UDYAM-UP-29-0003108

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## Social Responsibility Asia (SR Asia)

(ISO 9001: 2015 Certified)

assurance methodology, Maturity analysis, online review of BRSR core data, indicator wise gap analysis report and closing meeting.

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers, professionals of environmental and social aspects.

We do not express an assurance opinion on information in respect of any other information included in the BRSR report for FY 2023-24 or linked from the Sustainability Information or from the Annual Report 2024, including any advertisement, claims, images, audio files or embedded videos.

### Assessment criteria and references

We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised).

We have performed a reasonable assurance engagement on BRSR core parameters and issued an independent assurance statement on 03.09.2024. SR Asia applies International Quality Management System (IQMS), Quality Management Firms that Perform Audits or Reviews of non-financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. We have complied with the independence and other ethical requirements of the International Code of conduct.

### Intended use or purpose

The ASI and our Reasonable assurance statement are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and related references necessarily required for preparing the report.

The management of the Company acknowledge and understand their responsibility for:

- Designing, implementing and maintaining internal controls relevant to the preparation of the BRSR report that is free from material misstatement, whether due to fraud or error.
- Selecting or establishing suitable criteria for preparing the report, taking into account applicable laws and regulations, if any, related to reporting, identification of key aspects, engagement with stakeholders, content, preparation and presentation in accordance with the reporting criteria.
- Disclosure of the applicable criteria used for preparation of the relevant report/statement.

CIN No: U93000DL2012NPL231376

GST: 07AAQCS9621N1Z1.

Udyam Reg. No: UDYAM-UP-29-0003108

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## Social Responsibility Asia (SR Asia)

(ISO 9001: 2015 Certified)

- Preparing/properly calculating the data and figures in accordance with the reporting criteria.
- Ensuring the reporting criteria is available for the intended users with relevant explanation.
- Establishing subjective targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures.
- Responsible for providing the details of the management personnel who take ownership of the disclosures in the report.
- Ensuring compliance with law, regulation or applicable contracts.
- Making judgments and estimates that are reasonable in the circumstances.
- Identifying and describing any inherent limitations in the measurement or evaluation of information subject to assurance in accordance with the reporting criteria.
- Preventing and detecting fraud.
- Selecting the content of the BRSR report, including identifying and engaging with intended users to understand their information needs.
- Informing us of other information that will be included with the BRSR report.

### Inherent limitations in preparing the Assurance statement

The preparation of the company's BRSR information requires the management to establish objective targets or interpret the criteria with respect to baseline data, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

- The assurance team conducted an online review of BRSR core data of IISCO and Rourkela steel plants, corporate office Delhi and regional office Kolkata.
- While deriving carbon emissions, the Company has used the WSA emissions factor and internally derived emissions factor.
- GHG data and other than GHG emissions were reported broadly for five integrated Steel Plants (Bhilai, Bokaro, Durgapur, IISCO, Rourkela)
- GHG accounting process is not standardized as per ISO14064-1/2/3 Year 2018/19. The validity of data could not be established as GHG data were not uniformly collected in excel formats, collated and reported.
- Measurement of certain parameters or data points and BRSR Core metrics, are subject to limitations in quantification models used, assumptions, or data conversion factor used or may be present in estimation of data used to arrive at results. Obtaining sufficient appropriate evidence to support our opinion does not reduce the above limitations.

CIN No: U93000DL2012NPL231376

GST: 07AAQCS9621N1ZL

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## Social Responsibility Asia (SR Asia)

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### Our responsibilities

We are responsible for:

- Planning and performing the engagement to provide reasonable assurance on the sustainability disclosures in the BRSR Core. This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist within the BRSR Core or the supporting documents.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Directors of SAIL.
- SR Asia expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

### Exclusions

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Data/information (qualitative or quantitative) other than ASI-1.
- Data and information outside the defined reporting period i.e., from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

### Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement.

We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

### Reasonable assurance opinion

We obtained an understanding of the internal controls relevant to the information subject to reasonable assurance to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the data and disclosure by the Company in preparing reasonable assurance information.

CIN No: U93000DL2012NPL231376

GST: 07AAQCS9621N1ZI.

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(ISO 9001: 2015 Certified)

- evaluated the appropriateness of reporting policies, quantification methods used in the preparation of the information subject to reasonable assurance and the reasonableness of estimates made by the company; and
- evaluated the overall presentation of the information subject to reasonable assurance.

### Statement of independence, impartiality, and competence

SR Asia confirms NO relationships between the assessor team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assessor team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the independence and impartiality of the team. The assessor team members have knowledge of BRSR Core, ISO 26000, ISAE3000 standards and principles, and have experience in sustainability report assessment based on various reporting regulations, standards, and principles of NVGRBC.

#### ASI-1 BRSR Core Metrics

Assured Sustainability Information	Type of Assurance
P6 E1- Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1- Details of total energy intensity	Reasonable
P6 E3- Provide details of water withdrawal by source	Reasonable
P6 E4- Provide details of water discharged	Reasonable
P6 E3- Provide details of water consumption	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9- Provide details related to waste generated by category of waste	Reasonable
P6 E9 - Provide details related to waste recovered through recycling, reusing or other recovery operations	Reasonable
P6 E9- Provide details related to waste disposed by nature of disposal method	Reasonable
P3 E11-Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P9 E7- Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable
P5 E7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable

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P1 E9- Concentration of purchases & sales done with trading houses, dealers, and related parties' loans and advances & investments with related parties (share of RPTs in purchases, sales, loans & advances and investments)	Reasonable
P1 E8- Number of days of accounts payable	Reasonable
P8 E5- Job creation in smaller towns	Reasonable
P3 E1c- Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P5 E3b- Gross wages paid to females as % of wages paid	Reasonable
P8 E4 - Input material sourced from following sources as % of total purchases –Directly sourced from MSMEs/ small producers and from within India	Reasonable

For SR  
Signature  
Name  
Title  
E-mail

*Birendra Raturi*  
Birendra Raturi  
SR Asia Director  
birendra@sr-asia.org



Birendra Raturi  
Director /Team Lead  
Social Responsibility Asia (SR Asia)  
Date: 3<sup>rd</sup> September 2024  
Place: New Delhi India

CIN No: U93000DL2012NPL231376

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